

BHAKRA BEAS MANAGEMENT BOARD  
MADHYA MARG, SECTOR 19-B, CHANDIGARH

NOTIFICATION

Chandigarh, the 24th June, 1994

No. 17612/R&R/25/86/R-4. In exercise of the powers conferred by sub-section (9) of section 79 of the Punjab Reorganisation Act, 1966 (31 of 1966) (hereinafter referred to as the said Act), and the orders made by the Central Government under first proviso to sub-section (4) of section 79 of the said Act relating to the persons who immediately before the constitution of the Bhakra Beas Management Board were engaged in the construction, maintenance or operation of the works referred to in sub-section (i) of section 79 of the said Act, the Bhakra Beas Management Board, with the approval of the Central Government, hereby makes the following regulations regulating the recruitment and conditions of service of the Bhakra Beas Management Board regular employees, namely:-

**1. Short title, commencement and application.**- (1) These regulations may be called the Bhakra Beas Management Board Class III and Class IV Employees' (Recruitment and Conditions of Service) Regulations, 1994.

(2) They shall come into force from the date of their publication in the Official Gazette.

(3) They shall apply to the following :-

- (i) All existing regular employees who immediately before the constitution of the Bhakra Beas Management Board were engaged in the construction, maintenance or operation of the works in sub-section (1) of section 79 of the said Act and have not been allocated to any partner State Governments and their respective Electricity Board;
- (ii) All existing employees appointed by the Board before coming into force of these regulations;
- (iii) The employees appointed by the Board hereafter under these regulations.

**2. Definitions.**- (1) In these regulations, unless the context otherwise requires,-

- (a) "Appointing Authority" means the authority empowered to make appointment to any post in the group of posts as mentioned in Schedule 'A' annexed with these regulations;
- (b) "Board" means the Bhakra Beas Management Board constituted under Section 79 read with sub-section (6) of Section 80 of the said Act;
- (c) "Cadre" means strength of category of posts in a service/in a particular group or part thereof;
- (d) "Chairman" means the whole-time Chairman of the Board appointed under clause (a) of sub-section (2) of Section 79 of the said Act;
- (e) "Direct recruitment" means an appointment made by selection on the recommendations of the Staff Selection Committee or by the concerned appointing authority otherwise than by promotion of an employee governed under these regulations;
- (f) "Employee" means an employee of the Board to whom these regulations apply;
- (g) "Head of the Department" means a Chief Engineer specified by the Board to be the head of the Department, the Financial Adviser and Chief Accounts Officer of the Board or any other officer declared as Head of the Department by the Chairman as the case may be;
- (h) "Head Office" means Board's Secretariat Office, Offices of the Chief Engineers and the Financial Adviser and Chief Accounts Officer as the case may be;
- (i) "Head of Office" means the head of the respective office of the Board as may be declared by the Chairman;
- (j) "Probation" means appointment of an employee against a regular vacancy for a specific period to test his suitability for the post;
- (k) "Promotion" means elevation of an employee of the Board from one post to another involving higher duties and

responsibilities;

(l) "Recognised University or Institution" means:-

- (i) any University or Institution incorporated by law in any of the States of India; or
- (ii) any other University which is declared by a State Government to be recognised University or institution for the purpose of these regulations;

(m) "Rules" means the Bhakra Beas Management Board Rules, 1974;

(n) "Secretary" means the Secretary or the Special Secretary to the Board;

(o) "Staff Selection Committee" means a Centralised Committee as may be constituted by the Chairman under regulation 4(2) for making selection of candidates for appointment to the various Class III and Class IV posts in the Board;

(p) "Service" means the service of the Board and shall comprise groups of various classes of posts shown in Schedule 'A' annexed with these regulations;

Provided that the Chairman shall be competent to make additions to or deletions of, or substitution of any post(s) in a group or add new group(s) in the Schedule 'A' annexed with these regulations, when considered expedient to do so depending upon the work load;

(q) "Transfer" means

- (i) in relation to the employees of the Board, transfer within the jurisdiction of the Board;
- (ii) change over from one sub-group/group of service to another sub-group/group of service;
- (iii) placing the service of their employees at the disposal of the Board by the Government Departments and the Electricity Boards of the partner State Governments.

(2) Words and expressions used herein but not defined shall have the same meaning as assigned to them in the codes, rules, manuals, orders, regulations and the like specified in Schedule-I to the Rules.

**3. General conditions of employment.**- (1) <sup>substituted vide G.O. No. 17/1981</sup> There shall be integrated cadre of similar categories of posts existing in all the wings of the Board. The employees borne on integrated cadre shall be governed by the common set of rules relating to pay and allowances, leave, passage and other general conditions of services as laid down in Punjab Civil Services Rules, and pension, family pension, gratuity and general provident fund rules as per Punjab Civil Services Rules Vol. II and also the benefit of Group Savings Linked Insurance Scheme of the Life Insurance Corporation of India. However, such employees as have opted to continue to be governed by the Bhakra Beas Management Board Employees' Contributory Provident Fund Regulations, 1981 shall not be eligible for pension, family pension, gratuity as per Punjab Civil Services Rules Vol. II. Employees recruited in Board's service on or after the 1st January, 1990 shall be governed by the pension, family pension, gratuity and general provident fund rules as per Punjab Civil Services Rules Vol. II and also the benefit of Group Savings Linked Insurance Scheme of the Life Insurance Corporation of India shall be provided to them.

(2) (i) The employees shall be entitled to such scales of pay including special pay as may be sanctioned by the Board from time to time.

(ii) The employees shall be entitled to such allowances and concessions as may be sanctioned by the Board from time to time.

**4. Mode of appointment.**- (1) Appointment to the post(s) in the group(s) shall be made in the manner specified against each in the Schedule 'A' annexed with these regulations.

(2) The direct appointment to Class III and Class IV posts borne on the cadre of Bhakra Beas Management Board shall be made only, if the partner State Governments and their Electricity Boards are unable to provide personnel for the vacancies so notified to them. Such appointment shall be made by the appointing authority on the recommendations of the Centralized Staff Selection Committee as may be constituted by the Chairman.

(3) (i) The Staff Selection Committee, on the basis of requisition received from the various Heads of Departments

[Regulation: 3] The str. of Tech employees shall be maintained as per his appointment in any office under administrative control of respective E&S and the str. of non-tech. (ministerial) staff shall be maintained as per his appointment in any office in Irr. wing or Power wing. (Gazette Notification dt. 17.10.02)

of the Board, shall advertise the vacancies through the press and notify the vacancies to the Employment Exchanges and shall hold tests and or conduct interviews, as per the procedure approved by the Chairman from time to time and recommend the selected candidates to the respective Heads of Departments for appointment.

(ii) The Heads of Departments shall allocate the candidates recommended by the Staff Selection Committee to the concerned offices of the Board. The candidates shall be issued letters of appointment by the relevant appointing authorities as shown against each post in Schedule 'A' annexed with these regulations.

(4) A committee shall be constituted by the Chairman to determine the mode for filling up the vacant posts by promotion. Such vacancies shall be filled up in the ratio of 33:67, between the Bhakra Beas Management Board regular employees and the employees of the partner State Governments/Electricity Boards working in the Bhakra Beas Management Board respectively. Only 67% of such total vacancies shall be notified to the partner State Governments/Electricity Boards according to their share quota and in the event of non-availability of required number of personnel from the partner State Governments/Electricity Boards, resultant short fall in such vacancies shall also be filled up from amongst the Bhakra Beas Management Board regular employees.

(5) Notwithstanding anything contained in these regulations appointment by promotion shall be made by selection based on seniority-cum-merit and no employee shall be entitled to such appointment as of right.

**5. Qualifications.-** No person shall be appointed to the service unless he possesses the essential qualifications and experience prescribed in Schedule 'A' annexed with these regulations.

**6. Departmental examinations and training.-** (1) The Board shall hold the prescribed departmental examinations as indicated against various posts in Schedule 'A' annexed with these regulations, considered essential for enabling the employees to discharge their duties efficiently which the promotees and the direct recruit shall be required to pass within a period of two and half years of their appointment.

(2) The syllabus and procedure for holding the examinations under sub-regulation (1) shall conform, with marginal adjustments, to suit the special conditions prevailing in the Board, to the standards laid down in the Punjab Irrigation Department and the Punjab State Electricity Board.

**Note :** Detailed guidelines for the departmental examinations shall be prescribed and the instructions issued by the Chairman before conducting the first examination under these regulations.

(3) Failure to pass the departmental examination within the aforesaid period may result in reversion to a lower post in the case of a promotee and stoppage of further increment/promotion in the case of direct recruit till the employee clears the prescribed examination.

(4) Annual increments including those with-held shall be allowed to an employee only on passing the departmental examination, where prescribed.

(5) The question of confirmation of an employee shall arise only after passing of the departmental examination.

(6) The employees shall also be required to undergo training in their respective fields where considered essential for enabling them to discharge their duties efficiently in the interest of the Board.

Provided that if the employee has undergone training in the Board under The Apprentices Act 1961 (No. 52 of 1961), the requirement of training may be waived off by the appointing authority.

**7. Probation.-** (1) Persons appointed to any post in the service shall remain on probation for a period of two years, if recruited by direct appointment and one year if appointed on promotion;

Provided that -

(a) any period, after such appointment, spent on deputation on a corresponding or a higher post shall count towards the period of probation;

(b) any period of officiating appointment to the Service shall be reckoned as period spent on probation, but no person who has so officiated shall, on the completion of the prescribed period of probation, be entitled to be confirmed unless he is appointed against a permanent vacancy.

If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not

satisfactory, he may -

- (a) if such person is appointed by direct appointment, dispense with his services; and
- (b) if such person is appointed by promotion, -
  - (i) revert him to his former post; or
  - (ii) deal with him in such other manner as the terms and conditions of his appointment permit.

(3) On the completion of the period of probation of a person and also if a departmental examination is prescribed for that post, the appointing authority may, -

- (a) if his work and conduct has, in its opinion, been satisfactory, -
  - (i) confirm such person from the date of his appointment if appointed against a permanent vacancy, or
  - (ii) confirm such person from the date from which a permanent vacancy occurs, if appointed against a temporary vacancy; or
  - (iii) declare that he has completed his probation satisfactorily, if there is no permanent vacancy; or
- (b) if his work and conduct has not been, in its opinion, satisfactory, -
  - (i) dispense with his services, if appointed by direct recruitment and if appointed by promotion revert him to his former post or deal with him in such other manner as the terms and conditions of his appointment permit, or
  - (ii) extend his period of probation and thereafter pass such orders as he could have passed on the expiry of the original period of probation;

Provided that the total period of probation, including extension, if any, shall not exceed two years in case of those appointed on promotion and three years in case of those appointed by direct recruitment.

**8. Nationality.-** (1) No person shall be appointed to any post in the service of the Board unless he is, -

- (a) 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, Burma, Sri Lanka or any of the East African countries of Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India;

Provided that person belonging to any of the categories (b), (c), (d), or (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India.

(2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Staff Selection Committee, and he may also provisionally be appointed subject to the necessary certificate being given to him by the Government of India.

(3) No person shall be appointed to any post in the Service of the Board by direct recruitment, unless he produces a certificate of character from the Principal Academic Officer of the University, College, School or Institution last attended, if any, and similar certificate from two other responsible persons, not being the relatives, who are well acquainted with him in his private life and are unconnected with the University, College, School or Institution.

**9. Age.-** (a) No person shall be appointed by direct recruitment to a Class III post if he is less than eighteen years of age or more than thirty years of age on 1st July of the year in which the applications are invited by the Staff Selection Committee or unless he is within such range of minimum and maximum age as may be specifically fixed by the Government and adopted by the Board from time to time.

(b) No person shall be appointed by direct recruitment to a Class IV post if he is less than eighteen years of age or more than thirty five years of age on 1st July of the year in which the applications are invited by the Staff Selection Committee or unless he is within such range of minimum and maximum age as may be specifically fixed by the Punjab Government and adopted by the Board from time to time;

Provided that the condition of upper age limit as per sub-clauses (a) and (b) may be relaxed in the case of person already in employment of the Board, partner State Government/Electricity Board or the Government of India;

Provided further that the appointing authority may, for reasons to be recorded in writing, relax the upper age limit for a category or class of persons;

Provided also that in the case of candidates belonging to the Scheduled Castes, the Scheduled Tribes, Backward Classes, Ex-Servicemen and Physically Handicapped persons, the upper age limit shall be relaxable as per the policy adopted by the Punjab Government in this regard from time to time.

**10. Medical Fitness.**- No person shall be initially appointed to the service unless he produces a medical certificate of fitness from the prescribed medical authority as may be declared by the Board.

**11. Reservation for the Scheduled Castes, the Scheduled Tribes, Backward Classes, Ex-Servicemen, Physically handicapped persons and dependents of deceased employees in the service.**- The members belonging to the Scheduled Castes, the Scheduled Tribes, Backward Classes, Ex-Servicemen, Physically handicapped persons and the dependents of deceased employees in the service, shall have the reservation in the service and all other concessions as prescribed by the Punjab Government from time to time.

**12. Disqualification for appointment.**- No person shall be eligible for appointment to any post in the service, -

- (a) who has previously been dismissed or compulsorily retired from the service of the Board or from any department of the State Governments or the Central Government or from any Public Sector Undertaking;
- (b) who has been convicted in a Court of Law for any offence involving moral turpitude; or
- (c) who
  - (i) has entered into or contracted a marriage with a person having a spouse living, or
  - (ii) having a spouse living, has entered into or contracted a marriage with any person;

Provided that the Board 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 clause.

**13. Seniority.**- Seniority <sup>omitted</sup> inter-se of members of the Service shall be determined by the length of continuous service on a post in the service;

Provided that the seniority inter-se of the employees on the posts in each sub group of a group or a group shall be determined by the length of continuous service on a post in that sub group/group;

Provided further that in the case of persons appointed by direct recruitment, the order of merit determined by the Staff Selection Committee shall not be disturbed in fixing the seniority;

Provided also that the inter-se seniority of Ex-Central Government Employees of Beas construction Board amongst themselves in their respective categories in Beas Construction Board, on their fresh appointment in the Board, shall remain intact;

Provided further that in the case of two or more persons appointed on the same date, their seniority shall be determined as follows:-

- (a) a person appointed by direct recruitment shall be senior to a person appointed otherwise;
- (b) a person appointed by promotion shall be senior to a person appointed by transfer from other Groups/Sub Groups;
- (c) in the case of persons appointed by promotion or by transfer from other Groups/Sub Groups, seniority shall be determined according to the seniority of such persons in the appointments from which they were promoted or transferred; and
- (d) in the case of employees appointed by transfer from different Groups/Sub Groups, their seniority shall be determined according to pay, preference being given to a person who was drawing a higher rate of pay in his previous appointment; and if the rates of pay drawn are also the same, then by the length of their service in these

appointments, and if the length of such service is also the same, the older persons shall be senior to the younger person.

Note : (1) In case of an employee whose period of probation is extended under regulation 7, the date of appointment for the purpose of this regulation shall be deemed to have been deferred to the extent the period of probation is extended.

(2) Joint seniority lists of employees working against various posts in Sub-Group or Group shall be maintained and circulated by the Chief Engineer(s) to be specified by the Board.

**14. Oath of allegiance.-** Every member of the Service, unless he has already done so, shall be required to take oath of allegiance to India and to the constitution of India as by law established.

**15. Liability to transfer.-** A member of the service shall be liable to transfer any where under the jurisdiction of the Board.

**16. Deputation of employees of the Board to other organisations.-** An employee of the Board may be sent on deputation or on foreign service to other organisations including the Central Government/State Governments/State Electricity Boards or any Public Sector Undertaking with his consent and prior approval of the Chairman. The deputation/foreign service of such an employee shall be governed by the terms and conditions prescribed by the Board for the purpose.

**17. Code of conduct.-** Unless otherwise provided, the Punjab Government Employees Conduct Rules, 1966, as amended from time to time shall apply to the members of the service.

**18. Discipline, punishment and appeals.-** In the matters relating to discipline, punishment and appeals, members of the service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970, as amended from time to time;

Provided that the authority empowered to impose penalties under the aforesaid rules and the appellate authority for the purpose of rule 16 thereof shall, subject to the provisions of any law or rules made under article 309 of the Constitution of India, shall be as specified in Schedule 'B' annexed with these regulations.

**19. Superannuation.-** The age of superannuation for Board's employees shall be 58 years, except for Class IV employees in whose case it will be 60 years.

**20. Liability for vaccination and revaccination.-** Every member of the service shall get himself vaccinated or revaccinated when so directed by general or special order by the Board.

**21. Power to relax.-** Where the Chairman is of the opinion that the application of these regulations or any particular provision thereof is likely to cause substantial hardship in the case of any individual employee or class of employees, he may, by order, for reasons to be recorded in writing, relax the operation of the regulation or the particular provisions thereof, as the case may be.

**22. Interpretation of the regulations.-** If any question arises in regard to the interpretation of these regulations, the same shall be referred to the Chairman whose decision shall be final.

**23. Repeal and savings.-** Any rules/regulations applicable to the Service and corresponding to any of these regulations, which may be in force immediately before the commencement of these regulations, are hereby repealed;

Provided that any order made or action taken under such repealed rules/regulations shall be deemed to have been made or taken under the corresponding provisions of these regulations.

**24. Administrative functions.-** The Board or the Chairman as the Chief Executive of the Board may issue policy instructions, not inconsistent with these regulations for the day to day administration of the affairs of the service.

(R&R/25/86/Vol.X/R-4)

Sd/-

(N.C. Singal)

Special Secretary

Bhakra Beas Management Board

DA/Schedule 'A' and  
Schedule 'B'

**SCHEDULE 'A'**

**BHAKRA BEAS MANAGEMENT BOARD (CLERICAL) CLASS III SERVICE**

**GROUP-I**

**(Sub Group A)**

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1	2	3	4	5	6	7	8	9
1	Superintendent Grade-II	38*	2000-60-2060-70-2550-75-3000-100-3500	(i) By promotion from Senior Assistants.  (ii) By transfer of Superintendent Grade-II from the partner State Governments/ Electricity Boards.	After having qualified Departmental Accounts Examination for Ministerial Establishment if not already done or specially exempted.	8 years service as Senior Assistant.	Head of Department	
2	Supervisory Accounts services Superintendent	56*	2000-60-2060-70-2550-75-3000-100-3500	(i) By promotion from amongst Subordinate Clerical Staff.  (ii) By transfer of Supervisory Accounts Services Superintendent from the partner State Governments/State Electricity Boards and Central Government.	Must have passed Supervisory Accounts Services Examination (Part I and II)	5 years service as Divisional Accountant	Head of Department	
3	Circle Superintendent	6*	2000-60-2060-70-2550-75-3000-100-3500	(i) By promotion from amongst Head Clerks.  (ii) By transfer of Circle Superintendents from the partner State Governments/Electricity Boards.	7 years service as Head Clerk.		Head of Department	
4	Head Clerk	28*	2000-60-2060-70-2550-75-3000-100-3500	(i) By promotion from Circle Assistants, who opt for promotion as Head Clerk.  (ii) By transfer of Head Clerks from the partner State Governments/Electricity Boards	After having qualified Departmental Accounts Examination for Ministerial Establishment if not already done or specially exempted.	3 years service as Circle Assistant.	Head of Department	

5.

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
5.	Head Cashier	3*	2000-60-2060-70-2550-75-3000-100-3500	By promotion from Senior Assistants / Cashiers		5 years service as Senior Assistant/ Cashier	Head of Department	
5.	Divisional Accountant	42*	1900-50-2000-60-2060-70-2550-75-3000-100-3300	(i) By promotion from Subordinate Clerical staff (ii) By transfer of Divisional Accountants from Accountant Generals and Electricity Boards of the partner State Governments	Must have passed Supervisory Accountant Services Part-1 examination	2 years service	Head of Department	
7.	Senior Assistant	489*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By promotion from Circle Assistants. (ii) By transfer of Senior Assistants from the partner State Governments/ Electricity Boards.	After having qualified Departmental Accounts Examination for Ministerial Establishment if not already done or specially exempted.	3 yrs. service as Circle Assistant/ Upper Division Clerk but together out of which a minimum of 1 year service shall be as Circle Assistant.	Head of Department	The Circle Assistant shall be eligible for promotion as Head Clerk or Senior Assistant as per their option.
8.	Circle Assistant	19*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By promotion from Upper Division Clerks. (ii) By Transfer of Circle Assistants from partner State Governments/ Electricity Boards.	After qualifying Departmental Accounts Examination for Ministerial Establishment.	2 years service as Upper Division Clerk.	Head of Department	
9.	Upper Division Clerks.	206*	1200-40-1320-45-1500-50-2000-60-2060-70-2200	(i) By direct recruitment (40%). (ii) By promotion from Lower Division Clerks (50%). (iii) By transfer of Upper Division	Graduate in Science/ Commerce/Arts with minimum 60% marks (50% in case of candidates with Post-Graduate qualifications securing 50% marks). After qualifying Departmental Accounts Examination for Ministerial Establishment.	3 years service as Lower Division Clerk.	Head of Department	

III. By promotion from amongst LDCs who are not able to pass the DAE (45% of the vacancies) [O/o No. 545/R-4 dated 4.6.99]

55% Qualified  
45% Unqualified  
(iii) By transfer of Upper Division

\* It should have passed six months computer course relating to the windows & ms office from any Institute of repute which have been recognized by State/Central Govt.  
(O/o No. 1147/R-4/2-7 dt-5-96)

1.	2.	3.	4.	5.	6.	7.	8.	9.
				Clerks from partner States Govts./ Electricity Boards.				
10.	Lower Division Clerk/Tele-Printer Operator/Telephonist/Clerk/Time Keeper/Hindi Typist.	995*	950-35-1160-40-1320-45-1500-50-1800	(i) By director recruitment (80%).  (ii) By promotion from employees belonging to Class-IV. Restorers, Duplicating Machine Attendants, Peledars (20%).  (iii) By transfer of Lower Division Clerks from the partner State Governments/ Electricity Boards.	✓ Matric with First Division (60%) or 10+2 with Second Division (55%) or Graduate with Second Division. Must know English/Hindi type with speed of 30 words per minute.  Matric/Higer Secondary or Graduate of recognised University.	2 years service	Head of Department	
								I should have passed three months computer course relating to windows & MS office from any firm of international repute having 150-9000 service units & having more than 100 branches all over India or any institute of repute which has been recognised by the P. Govt./ Cantee Govt. (O/o No. 292/R-4 dated 2.11.01)
11.	Duplicating Machine Attendant.	22*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Daftries & Jamadars in ratio of 50:50 according to seniority-cum-merit.  (ii) By transfer of Duplicating Machine Attendant from the partner State Governments/Electricity Boards.	Should be able to read numbers etc.	5 years service	Head of Department	
12.	Restorer	7*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Class IV employees.  (ii) By transfer of Restorers from the partner State Governments/ Electricity Boards.	Middle Class/ Under Matric	5 Years service	Head of Department	
13.	Photodar	8*	950-35-1160-40-1320-45-1500-50-1800	By promotion from peons.	Matric			

Categories of Asstt. Cantee Manager, Time Clerk, Store Clerk, Water Meter Reader, Telephone Operator, Receptionist, Complaint Clerk, Mail Clerk, Coupon Clerk, Sulaman cum Clerk have been merged into clerical cadre vide No. 933/R-3 dated 9.7.03

#### REMARKS (U.D.C.s)

While holding written test for testing the proficiency of candidates in academic qualification his proficiency in computer discipline shall also be put up to the test through composite test to be conducted by recruitment section of BBMB

Note : Number of posts given in Column 3 include the posts held by BBMB recruited employees as well as employees drawn from partner State Governments/Electricity Boards. Recruitment shall be made by BBMB only to the extent staff is not provided by the partner State Governments/Electricity Boards.

# Group I (Sub Group B)

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.
1.	Personal Assistant	11*	2000-60-2060-70-2550-75-3000-100-3500 + Rs. 150/- Special pay	(i) By promotion from Senior Scale Stenographers. (ii) By transfer of Personal Assistants from Partner State Governments/Electricity Boards.		5 years service as Senior Scale Stenographer	Head of Department	
2.	Senior Scale Stenographer	26*	1800-50-2000-60-2060-70-2550-75-3000-100-3200 + Rs. 80/- Special pay	(i) By promotion from Junior Scale Stenographers. (ii) By transfer of Senior Scale Stenographers from Partner State Governments/Electricity Boards.		2 years service as Junior Scale Stenographer	Head of Department	
3.	Junior Scale Stenographer	21*	1200-40-1320-45-1500-50-2000-60-2060-70-2130 + Rs. 60/- Special pay	(i) By promotion from amongst Steno-Typists. (ii) By transfer of Junior Scale Stenographers from Partner State Governments/ Electricity Boards.	(i) Matric with 2nd Division or '10+2' (ii) After qualifying prescribed test of Junior Scale Stenographers at a minimum speed of 100 WPM in shorthand in English & 20 WPM in transcribing the same.	2 years service as Steno-Typist	Head of Department	In the event of non-availability of suitable candidates for promotion, the vacancies shall be filled by direct recruitment/appointment. Candidates who are Ist. Division Matriculate or possess higher qualification shall be preferred. The scale of Rs. 1500-50-2000-60-2060-70-2550-75-2700 is to be given upto 50% of the total number of Junior Scale

(\*) Subject to variation depending on work load.

# BHAKRA BEAS MANAGEMENT BOARD (COMPUTER) CLASS III SERVICE

## Group-II

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.
1.	Programmer	1*	1800-50-2000-60-2060-70-2550-75-3000-100-3200 + Rs. 200/- Special pay	(i) By direct recruitment 67% ii) By promotion from Jr. Programmer/Computer operator having qualification of DOEACC 'A' level or BCA with 10 yrs experience (227.) (O/o No 477/K-4 dt. 30.3.2000)  (iii) By transfer of Programmers from Partner State Govts./ Electricity Boards	(i) Graduate in Science Commerce/Arts.  Three years Master's Degree/Diploma in Computer Application OR Diploma in Computer Programming of one year duration from recognised/reputed institution with minimum two years experience in scientific Programming		Head of Department	BCA or B.Sc. (Computer Science) or DOEACC 'A' level with 12 yrs. of experience in UNIX, RDBMS with Java M.S. Office etc. OR Bachelor of Science/ Maths/economics/statistics with PUECA & 1-2 yrs. Experience in UNIX, RDBMS, windows, M.S. Office etc.
2.	Computer Operator	4*	1200-40-1320-45-1500-50-2000-60-2060-70-2200 + Rs. 80/- Special pay.	(i) By Direct recruitment (60%)  (ii) By promotion from amongst Key Punch Operators (40%)	(a) Graduate in Science/Commerce/Arts.  (b) Diploma in Computer Programming of one year duration from recognised institution or Certificate course in 3 languages i.e. Cobol, FORTRAN/C & Data Base Management System from recognised/reputed institution with one year experience.  (a) Graduate in Science/Commerce/Arts with 3 years Math/Economics/Statistics as one of the subjects.  (b) Diploma in Computer Programming of one year duration from recognised institution or Certificate course in 3 languages i.e. Cobol FORTRAN/C & DBMS from recognised institution with one year experience.		Head of Department	

shall not be filled by Direct recruitment as per o/o No 473 dt. 30.3.2000

(\*) Subject to variation depending on work load.

(iii) By transfer of Computer Operators from Partner State Governments/ Electricity Boards.

3 Key Punch Operator 4\* 950-35-1160-40-1320-45-1500-50-1800 + Rs. 60/- Special pay

(i) By direct recruitment. To be manned by the Lower Division Clerks/ Other such categories of staff by imparting training whenever required.

Head of Department

(ii) By transfer of Key Punch Operators from Partner State Governments/ Electricity Boards.

Shall not be filled up either by direct recruitment or by promotion as per O/o No. 478 dt. 20.3.00

4. Junior Programmer 6 4150-6750 Sectt. All. Rs. 150/-

i) By direct recruitment (6%)

BCA or Bsc (Computer Sci) or B.A./B.Sc. level & working knowledge of UNIX, RDBMS, windows, ms office etc.

H.O.D

ii) By promotion from amongst Key Punch Operators if available (40%)

or Bachelor of Sc./ Maths, eco, stats with PG/DCA2 working knowledge of UNIX, RDBMS, windows, ms office etc.

iii) By transfer of Jr. Programmer from Partner states/ SEB's

a) Graduate in Science/Commerce/ Arts with Math, Economics/ Statistic as one of the subject.

b) Diploma in Computer Programming of one year duration from recognized institute or certificate course in three languages i.e. C, C++ and BBMS from recognized institution with one year experience.

5. Data Entry Operator To be manned by LDCs, Stenotypists by imparting them training whenever required.

3260-5300 with initial start of 3370 + Sectt. All. of Rs. 120/-

Head of Dept.

Note : Number of posts given in Column 3 are held by BBMB recruited employees only.

# BHAKRA BEAS MANAGEMENT BOARD (DRAWING ESTABLISHMENT) CLASS III SERVICE

## Group-III

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1	2	3	4	5	6	7	8	9
1	Circle Head Draftsman	20*	2130-70- 2550-75- 3000-100- 3700	(i) By promotion from amongst Divisional Head Draftsmen.  (ii) By transfer of Circle Head Draftsmen from Partner State Governments/Electricity Boards.	-	8 years service as Head Draftsman	Head of Department	
2	Divisional Head Draftsman	59*	2000-60- 2060-70- 2550-75- 3000-100- 3500	(i) By promotion from amongst Draftsmen.  (ii) By transfer of Divisional Head Draftsmen from Partner State Governments/Electricity Boards.	-	7 Years service as Draftsman	Head of Department	
3	Draftsman	82*	1800-50- 2000-60- 2060-70- 2550-75- 3000-100- 3200	(i) By promotion from amongst Junior Draftsmen.  (ii) By transfer of Draftsman from State Governments/Electricity Boards.	-	12 years service as Junior Draftsman	Head of Department	
4	Junior Draftsman	74*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	(i) By direct recruitment  (ii) By transfer of Junior Draftsmen from partner State Governments/Electricity Boards.	Matriculate or its equivalent & possesses recognised Diploma/Certificate in Draftsmanship.		Head of Department	

Note : Number of posts given in Column 3 include the posts held by BBMB recruited employees as well as employees drawn from partner State Governments/Electricity Boards. Recruitment shall be made only to the extent staff is not provided by the partner State Governments/Electricity Boards.

(\*) Subject to variation depending on work load.

# BHAKRA BEAS MANAGEMENT BOARD (ENGINEERING SUBORDINATES) CLASS III SERVICE

Group-IV		(Sub Group-A)		(Power Wing)				
Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.
1	Junior Specialist	To be created	To be devised	By promotion from Junior Engineers on seniority-cum-merit basis.	Possessing Associate Member of Engineering Institute qualification or Graduate in Electrical/Electronics Engineering.	5 years service as Junior Engineer Grade-I and Grade-II	Head of Department	
2	Junior Engineer Grade-I	3*	2000-60-2060-70-2550-75-3000-100-3500	(i) By promotion from amongst Junior Engineers-II (Electrical) Junior Engineers-II (Sub Station Operators) Junior Engineers-II (Sub Station) Junior Engineers-II (Test Inspectors) Junior Engineers-II (Communication) (ii) By transfer of Junior Engineers-I from Partner State Electricity Boards.	After qualifying Departmental Accounts Examination for Engineering Subordinates.	5 years for Diploma Holders. 10 years for non-Diploma Holders.	Head of Department	
3	Junior Engineer (Electrical) Grade-II	114*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By direct recruitment (60%) (ii) By promotion from amongst Lineman (40%).	(i) 3/4 years Diploma holders in Electrical Engineering OR Matric Industrial Training Institute pass Lineman with 5 years experience as Lineman. (ii) Matriculate of recognised University/Board or its equivalent.	a) 3 years for Diploma holders in Electrical Engineering. b) 4 years for Matriculate or Non-Matriculate Industrial Training Institute having passed 2 years course in the trade of Electrician/Lineman/Wireman. c) 9 years for matriculate out of which 4 years must be as Lineman.	Head of Department	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(iii) By transfer of Junior Engineers from partner States Electricity Boards.				
4.	Junior Engineer Grade-II (Sub Station Operator)	120*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By direct recruitment (33%)	3/4 years Diploma Holders in Electrical Engineering OR Matric with Industrial Training Institute qualified Sub Station Attendants.	2 years on Sub-Station.  5 years on Sub-Station.	Head of Department	
				(ii) By promotion from amongst Sub-Station Attendants (67%)	Matriculate of recognised University/Botard or its equivalent. Higher qualified Sub-Station Attendants on seniority-cum-merit basis.	a) 3 years for Diploma Holder in Electrical Engineering.  b) 4 years for Matriculate Industrial Training Institute having passed 2 years course of Electrician.  c) 9 years for Matriculate out of which 4 years must be as Sub-Station Attendant.		
				(iv) By transfer of Junior Engineers-II (Sub-Station Operator) from Partner State Electricity Boards.				
5.	Junior Engineer-II (Civil)	38*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By direct recruitment.	3/4 years Diploma in Civil Engineering with minimum 65% marks from recognised Institution.		Head of Department	
				(ii) By transfer of Junior Engineers-II (Civil) from Partner State Electricity Boards.				
6.	Junior Engineer Grade-II (Communication)	38*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By direct recruitment (60%).	3/4 years Diploma in Electronics/Telecommunication from recognised Institution.		Head of Department	
				(ii) By promotion from amongst Telephone Mechanics. (40%)	a) Matric	7 years experience as Telephone Mechanic		

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
----	----	----	----	----	----	----	----	----

- b) Matric with 2 years Craftsman Course in Trade of Electrician/Instrument Mechanic/Radio Mechanic and Wireless Mechanic from any Industrial Training Institute.  
OR  
Matric and have successfully completed Telephone Mechanic training course from Telecommunication Training Centre, Post and Telegraph Department.

(iii) By transfer of Junior Engineer-II (Communication) from partner State Electricity Boards.

7. Junior Engineer (Testing) Grade-II 12\*  
↓  
Test Inspector

1800-50-  
2000-60-  
2060-70-  
2550-75-  
3000-100-  
3200

(i) By direct recruitment (60%)

3/4 years diploma in Electrical Engineering

Head of Department

(ii) By promotion from amongst Matriculate/higher qualified Test Mechanic/Meter Mechanic. (40%)

a) Matric

a) 7 years experience as Meter/Test Mechanic.

b) Matric with 2 years Craftsman Course in the Trade of Electrician/Instrument Mechanic from Industrial Training Institute.

b) 4 years experience as Meter/Test Mechanic.

(iii) By transfer of Junior Engineer-II (Testing) from partner State Electricity Boards.

Note : Number of posts given in column 3 include the posts held by Bhakra Beas Management Board recruited employees as well as employees drawn from partner State Electricity Boards. Recruitment shall be made by BBMB to the extent staff is not provided by the Partner State Electricity Board.

(\*) Subject to variation depending on work load.

## (SUB GROUP 'B' — IRRIGATION WING)

## GROUP-IV

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.
8.	Junior Specialist	To be created	To be devised	By promotion from Junior Engineers on seniority-cum-merit basis.	Bachelor of Engineering/ Associate Member of Engineering Institute.	5 years service as Junior Engineer	Head of Department	
9.	Junior Engineer	295*	1800-50-2000-60-2000-70-2550-75-3000-100-3200	(i) <u>By direct recruitment</u>  (ii) By transfer of Junior Engineers from the partner State Governments.	Diploma in Civil, Electrical, Mechanical Engineering from a recognised Board of Technical Education.		Head of Department	

Note : Number of posts given in column 3 include the posts held by Bhakra Beas Management Board recruited employees as well as employees drawn from partner State Governments Recruitment shall be made by BBMB only to the extent staff is not provided by the Partner State Governments.

(\*) Subject to variation depending on work load.

# BHAKRA BEAS MANAGEMENT BOARD (STORE KEEPERS) CLASS III SERVICE

## Group-V

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.
1.	Head Store Keeper	5*	1500-50-2000-60-2060-70-2550-75-2700	(i) By promotion from amongst Store Keepers. (ii) By transfer of the Head Store Keepers from partner State Governments/Electricity Boards		5 years service as Storekeeper	Head of Department	
2.	Store Keeper	34*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from amongst Assistant Storekeepers/Store Munshis. (ii) By transfer of the Store Keepers from the partner State Governments/Electricity Boards		(a) 3 years service as Assistant Store Keepers/Store Munshi (b) Has passed Departmental Accounts Examination	Superintending Engineer	
3.	Assistant Store Keeper	17*	950-35-1160-40-1320-45-1500-50-1800	(i) By direct recruitment or By transfer from Work-charged Store Munshis. (ii) By transfer of the Assistant Store Keepers/Store Munshis from the partner State Governments/Electricity Boards	Matric First Division		Superintending Engineer	
4.	Store Munshi	24*	950-35-1160-40-1320-45-1500-50-1800	(i) By direct recruitment or By transfer from Work-charged Store Munshis. (ii) By transfer of the Assistant Store Keepers/Store Munshis from the partner State Governments/Electricity Boards	Matric First Division		Superintending Engineer	

Note : Number of posts given in Column 3 include the posts held by Bhakra Beas Management Board recruited employees as well as employees drawn from partner State Governments. Recruitment shall be made only to the extent staff is not provided by the partner State Governments.

(\*) Subject to variation depending on work load.

# **BHAKRA BEAS MANAGEMENT BOARD (REVENUE) CLASS III SERVICE**

## **Group-VI**

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.
1.	Zilladar	3*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By direct recruitment (60%)  (ii) By promotion from Revenue Clerks (40%)  (iii) By transfer of the Zilladars from the partner State Governments.	Graduate with Arts/ Science in Second Class.	Three years service as Revenue Clerk.	Head of Department	
2.	Revenue Clerk	2*	1200-40-1320-45-1500-50-2000-60-2060-70-2130	(i) By promotion from Assistant Revenue Clerks.  (ii) By transfer Revenue Clerks from the partner State Governments.		Three years service as Assistant Revenue Clerk.	Head of Department	
3.	Assistant Revenue Clerk	1*	950-35-1160-40-1320-45-1500-50-1800 + Rs. 50/- Special pay	(i) By promotion from amongst Irrigation Booking Clerks or Patwaris.  (ii) By transfer of the Assistant Revenue Clerks from the partner State Governments.			Superintending Engineer.	
4.	Irrigation Booking Clerk - Patwari	6*	950-35-1160-40-1320-45-1500-50-1800 + Rs. 50/- Special pay	(i) By direct recruitment  (ii) By transfer of the Irrigation Booking Clerks from the partner State Governments.	Matriculate and must have passed Patwar Examination from a recognised Institute.		Superintending Engineer.	

**Note :** Number of posts given in Column 3 include the posts held by Bhakra Beas Management Board recruited employees as well as employees drawn from partner State Governments. Recruitment shall be made only to the extent staff is not provided by the partner State Government.

(\*) Subject to variation depending on work load.

# BHAKRA BEAS MANAGEMENT BOARD (RESEARCH) CLASS III SERVICE

## Group-VII

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.
1.	(a) Research Assistant Grade-A	5*	1650-50-2000-60-2060-70-2550-75-2925	(i) By direct recruitment (60%) (ii) By promotion from amongst Research Assistants-Grade-B (40%) (iii) By transfer of the Research Assistants Grade-A from the partner State Governments.	Post Graduate in Science 1st or IInd Class.	5 years service as Research Assistant Grade-B	Head of Department	
	(b) Research Assistant Grade-B	9*	1500-50-2000-60-2060-70-2550-75-2700	(i) By direct recruitment (60%) (ii) By promotion from Silt Analysts (40%) (iii) By transfer of the Research Assistants Grade-B from the partner State Governments.	Graduate with Science in 1st Division.	5 years service as Silt Analyst Qualified upto (10+2) or equivalent in science subject.	Head of Department	
2.	Silt Analyst	13*	1020-35-1160-40-1320-45-1500-50-1800	(i) By direct recruitment (60%) (ii) By promotion from amongst Silt Observers. (40%) (iii) By transfer of the Silt Analysts from the partner State Governments.	(10+2) with science 2nd Division.	5 years service as Silt Observer.	Superintending Engineer.	
3.	Silt Observer	12*	950-35-1160-40-1320-45-1500-50-1800	(i) By direct recruitment (ii) By transfer of the silt Observers from the partner State Governments.	Matriculate with Science 2nd Division.		Superintending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
4.	Core Observer	2*	950-35- 1160-40- 1320-45- 1500-50- 1800	(i) By direct recruitment  (ii) By transfer of the Core Observer from the partner State Governments.	Matriculate with Science 2nd Division.		Superintending Engineer.	
5	Discharge Observer	4*	950-35- 1160-40- 1320-45- 1500-50- 1800	(i) By direct recruitment  (ii) By transfer of the Discharge Observers from the partner state Governments.	Matriculate with Science 2nd Division.		Superintending Engineer.	

Note : Number of posts given in Column 3 include the posts held by Bhakra Beas Management Board recruited employees as well as employees drawn from partner State Governments. Recruitment shall be made only to the exten- staff is not provided by the partner State Governments.

(\*) Subject to variation depending on work load.

# BHAKRA BEAS MANAGEMENT BOARD (FIRE FIGHTING) CLASS III SERVICE

## Group-VIII

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.
1	Fire Station Officer	4*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	By promotion from amongst Sub Fire Officer.	Qualified in Divisional Fire Officer course from National Fire Service College, Nagpur. or Qualified in Fire Station Officer course from National Fire Service College, Nagpur. or Graduate with Sub Fire Officer's from National Fire Service, College, Nagpur.	4 years experience in fire service. 6 years experience in fire service. 8 years experience in fire service.	Head of Department	
2.	Sub Fire Officer	16*	1650-50-2000-60-2060-70-2550-75-2925	<div style="border: 1px solid black; padding: 2px; display: inline-block;">DELETED</div> By promotion from amongst Fire Fighting Leaders/Leading Fireman. By promotion from amongst the Leading Fireman (O/c No. 1138 dt. 2.7.08)	Qualified Sub Fire Officer's course from National Fire Service College, Nagpur. or Matric with Fire Course from Ministry of Defence or Home Affairs. or Matric without any fire course	2 years experience in fire service. 4 years experience in fire service. 5 years experience in fire service.	Head of Department	
3.	Leading Fireman	59*	1500-50-2000-60-2060-70-2550-75-2700	By promotion from amongst Firemen.	Qualified in Sub Fire Officer's course from National Fire Service College, Nagpur or equivalent degree with heavy vehicles driving licence. or Qualified in Fire Course arranged by Ministry of Defence or Home Affairs with heavy vehicles license. or Departmental candidates without any course who show appreciable initiative & obtain good reports with heavy vehicle license.	5 years experience in Fire Service 7 years experience in fire service. 10 years experience in fire service.	Head of Department	
4.	<div style="border: 1px solid black; padding: 2px; display: inline-block;">Fire Fighting Leader</div>	10*	1500-50-2000-60-2060-70-2550-75-2700	By promotion from amongst Firemen.	Qualified in Sub Fire Officer's course from National Fire Service College, Nagpur or equivalent degree with heavy vehicles driving license. or	5 years experience in fire service.	Head of Department	Merged into Leading Fireman vide O/c No. 255/PD-376/97-98/APD-C dt 25.8.99 C.I.

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
					Qualified in Fire Course arranged by Ministry of Defence or Home Affairs with heavy vehicle license.	7 years experience in fire service.		
					or			
					Departmental candidates without any course who show appreciable initiative & obtain good reports with heavy vehicle license.	10 years experience in fire service.		
5.	Fireman	85*	1055-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130.	By direct recruitment.	Matriculate. Should preferably be demobilised soldiers or other able bodied persons below the age of 30 years who are quite fit to undergo rigorous of the duties of a Fire Brigade personnel.		Head of Department	

Note : 1. Physique for all posts

- (i) Height : 5'5" minimum
- (ii) Chest : 33.5 unexpanded with 1.5" expansion.
- (iii) Eye Sight : 6/6 both eyes with or without glasses.

2. Physical Fitness Standard

- (a) Running a distance of 100 yards with a weight of 60 Kilogram stones in one minute.
- (b) Lifting the hose ladder to a vertical position by 3rd & 6th round.
- (c) Climbing a rope or a verticle pipe to a height of 8-10 feet from the ground.

(\*) Subject to variation depending on work load.

# BHAKRA BEAS MANAGEMENT BOARD (TEACHING ESTABLISHMENT) CLASS III SERVICE

## Group-IX

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.
1.	Lecturer	36*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By direct recruitment (25%)  (ii) By promotion from amongst Masters/Mistresses (75%)	(i) M.A. or M.Sc. or M. Com.  (ii) B.T. or B.Ed., M.Ed Second Class	-  5 years service as Master/Mistress	Head of Department	
2.	Master (B.Ed)	47*	1650-50-2000-60-2060-70-2550-75-2925	(i) By direct recruitment (75%)  (ii) By promotion from amongst Junior Basic Trained Teacher (25%).	Degree of a recognised University with B.T. or B.Ed., B.Sc. and SSTC or B.T. or B.Ed. Senior Basic Trained with any two of the four subjects in B.Sc. namely Physics, Chemistry, Botany and Zoology.  or B.A. with Mathematics A-Course and Physics or Physics and Geography with SSTC or B.T. or Senior Basic Trained.  or Graduate with Mathematics as one of the elective subject with B.T. or B.Ed.  or B.A. with Physics and Mathematics A-Course with SSTC, B.T. B.Ed or Senior Basic Trained.  or B.A. with subject combination as approved by Government from time to time with SSTC, B.T. B.Ed. or Senior Basic Trained.  or B.Sc. (Agriculture)  or B. Com.	5 years service as Junior Basic Trained Teacher.	Head of Department	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(ii) By transfer of Masters/ Mistresses from partner State Governments/ Electricity Boards.				
3.	Language Teachers Giani, Prabhakar, Classical and Vernacular Teacher	22*	1650-50- 2000-60- 2060-70- 2550-75- 2925.	(i) By direct recruitment	Shastri/Prabhakar/ Gyani from recognised University with O.T. and Matriculate.		Head of Department	
				(ii) By transfer of Classical and Vernacular Teacher from the partner State Governments/Electricity Boards.				
4.	Diploma in Physical Educations Teacher	1*	1650-50- 2000-60- 2060-70- 2550-75- 2925.	(i) By direct recruitment	Graduate with training in advance physical training course (Degree).		Head of Department	
				(ii) By transfer of Diploma in Physical Educations Teachers from partner State Governments/ Electricity Boards.				
5.	Art and Craft Teacher	7*	1410-45- 1500-50- 2000-60- 2060-70- 2480	(i) By direct recruitment	Matriculate with 3 years Diploma in Art & Craft & further Course of one year Teachers Training.		Head of Department	
6.	Physical Training Instructor	5*	1410-45- 1500-50- 2000-60- 2060-70- 2480	(i) By direct recruitment	Matriculate with training in advanced physical training course Diploma.		Head of Department	
				(ii) By transfer of Physical Training Instructors from partner State Govern- ments/Electricity Boards.				
7.	Music Teacher	4*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130.	(i) By direct recruitment	Graduate with Diploma in Music from a recognised University.		Head of Department	
				(ii) By transfer of Music Teachers from partner State Governments/ Electricity Boards.				
8.	Junior Basic Trained Teachers	43*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130.	(i) By direct recruitment	Matric with 2 years course in Junior Basic Teachers Training and knowledge of Hindi upto Matric Standard.		Head of Department	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(ii) By transfer of Junior Basic Trained Teachers from partner State Governments/Electricity Boards.				
9.	Tabla Player	1*	1200-40-1320-45-1500-50-2000-60-2060-70-2130.	(i) By direct recruitment	Diploma in Sangeet Prabhakar or Sangeet Vishard or Sangeet Rattan Tabla playing from any Institute recognised by Government.		Head of Department	
				(ii) By transfer of Tabla Player from partner State Governments/Electricity Boards.				
10.	Laboratory Attendant (School)	11*	950-35-1160-40-1320-45-1500-50-1800.	(i) By direct recruitment	Matric with Science subject in Second Division and Hindi upto Matric standard.		Head of Department	
				(ii) By transfer of Laboratory Attendants from partner State Governments/Electricity Boards.				

**Note :** Number of posts given in Column 3 includes the posts held by BBMB recruited as well as employees drawn from partner State Governments/Electricity Boards. Recruitment shall be made to the extent staff is not provided by the partner State Governments/Electricity Boards.

(\*) Subject to variation depending on work load.

# BHAKRA BEAS MANAGEMENT BOARD (PARA MEDICAL) CLASS III SERVICE

## Group-X

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.
1.	Matron	3*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By promotion from Nursing Sisters.  (ii) By transfer of Matrons from partner State Governments.		5 years service as Nursing Sister.	Head of Department	
2.	Assistant Matron	3*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By promotion from Nursing Sisters.  (ii) By transfer of Assistant Matrons from partner State Governments.		5 years service as Nursing Sister.	Head of Department	
3.	Nursing Sister	6*	1650-50-2000-60-2060-70-2550-75-2925	(i) By promotion from amongst staff Nurses.  (ii) By transfer of Nursing Sisters from partner State Governments.	Matriculate or its equivalent 'A' division Nurse & Midwife Registered with Punjab Nurses Registration Council or Bachelor of Science Hons (Nursing)	5 years experience of having worked as Staff Nurse.	Head of Department	
4.	Staff Nurse	75*	1500-50-2000-60-2060-70-2550-75-2700	(i) By direct recruitment  (ii) By transfer of Staff Nurse from partner State Governments.	Should be Registered as 'A' or 'B' Division Nurse with Punjab Nurses Registration Council or B.Sc. Hons (Nursing)	--	Head of Department	
5.	Multipurpose Supervisor (Female)	1*	1410-45-1500-50-2000-60-2060-70-2480	By promotion from amongst Auxiliary Nurse-Midwife/Multipurpose Worker (Female)	(i) Should be Registered as Lady Health Visitor/Multipurpose Worker (Female) with Punjab Nurse Registration Council.  (ii) Six months promotional course of Health Assistant (Female) from Recognised Institute.	At least 5 years experience as Auxiliary Nurse-Midwife/Multipurpose Worker (Female)	Head of Department	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
6.	Pharmacist	35*	1410-45- 1500-50- 2000-60- 2060-70- 2480	By direct recruitment	(i) Pre Medical with two years diploma in Pharmacy and Dressor's Course from the recognised Institute. or (ii) Matric with Physics & Chemistry and two years diploma in Pharmacy & Dressor's course from the recognised Institute. (iii) 750 hours practical training in the institution approved by the Pharmacy Council of India. (iv) Registered as Pharmacist with Punjab Pharmacy Council. (v) Hindi/Punjabi upto Matric Standard.		Head of Department	
7.	Dispenser	12*	1410-45- 1500-50- 2000-60- 2060-70- 2480	By direct recruitment	(i) Pre-Medical with two years diploma in Pharmacy and Dressor's Course from the recognised Institute. or (ii) Matric with Physics & Chemistry and two years diploma in Pharmacy & Dressor's Course from the recognised Institute. (iii) 750 hours practical training in the institution approved by the Pharmacy Council of India. (iv) Registered as Pharmacist with Punjab Pharmacy Council. (v) Hindi/ Punjabi upto Matric Standard.		Head of Department	
8.	Multipurpose Supervisor (Male)	3*	1410-45- 1500-50- 2000-60- 2060-70- 2480	(i) By direct recruitment (25%)	(i) Graduate from a recognised University.  (ii) Sanitary Inspector Certificate from recognised Institute. (iii) Hindi/Punjabi upto Matric.		Head of Department	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(ii) By promotion from amongst Multipurpose Worker (Male) (75%)		5 years experience as such.		
9.	Radiographer	3*	1200-40-1320-45-1500-50-2000-60-2060-70-2130	By direct recruitment	(i) Matric with Physics and Chemistry from recognised University/Board.  (ii) Qualified Radiographer (2 years course) from any recognised Institute.  (iii) Hindi/Punjabi upto Matric.		Head of Department	
10.	Vaccinator Multipurpose Worker (Male)	1*	950-35-1160-40-1320-45-1500-50-1800	By direct recruitment	(i) Matric with Science  (ii) Diploma of Multipurpose Worker (Male) from recognised Institution by Punjab Government. (iii) Hindi/Punjabi upto Matric Standard.		Head of Department	
11.	Sanitary Supervisor	2*	950-35-1160-40-1320-45-1500-50-1800	By direct recruitment	(i) Matric with Science.  (ii) Diploma of Multipurpose Worker (Male) from recognised Institution by Punjab Government.  (iii) Hindi/Punjabi upto Matric.		Head of Department	
12.	Operation Theatre Assistant	6*	950-35-1160-40-1320-45-1500-50-1800	By direct recruitment	(i) Matric with Physics and Chemistry or its equivalent qualification  (ii) 1 year training in Operation Theatre Technique from a recognised Hospital. (iii) Hindi/Punjabi upto Matric.		Head of Department	
13.	Laboratory Technician Grade-I	2*	1200-40-1320-45-1500-50-2000-60-2060-70-2130	(i) By direct recruitment (25%)  (ii) By promotion from amongst Laboratory Assistant Technician Grade-II on seniority-cum-Merit basis (75%)	(i) Matric First Division with Science (Physics and Chemistry)  (ii) B.Sc. Medical Technology from a recognised Institute. (iii) Hindi/Punjabi upto Matric	5 years experience	Head of Department	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
14.	Laboratory Technician Grade-II	7*	950-35-1160-40-1320-45-1500-50-1800	(i) By direct recruitment (75%)  (ii) By promotion from amongst Departmental employees. (25%)	(i) Matric or its equivalent with science who have undergone course in Laboratory Technology as Departmental candidate.  (ii) Diploma from a recognised Institute in Medical Technology  (iii) Hindi/Punjabi upto Matric standard.		Head of Department	
15.	Auxiliary Nurse-cum-Midwife	4*	950-35-1160-40-1320-45-1500-50-1800	By direct recruitment	(i) Matric with 50% marks with Science subjects i.e. Physics, Chemistry and Biology  (ii) Should have undergone 1-1/2 years Auxiliary Nurse-Midwife training in a Government or recognised Institute  (iii) Should have been registered as Auxiliary Nurse-cum-Midwife with Punjab Nurse Registration Council.  (iv) Hindi/Punjabi upto Matric Standard		Head of Department	

**Note :** Number of posts given in Column 3 include the posts held by Bhakra Beas management Board recruited as well as employees drawn from partner State Governments/Electricity Board. Recruitment shall be made only to the extent staff is not provided by the partner State Governments/Electricity Boards.

(\*) Subject to variation depending on work load.

# BHAKRA BEAS MANAGEMENT BOARD (GENERAL AND MISCELLANEOUS) CLASS III SERVICE

## Group-XI

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.
1.	Chemist for testing Laboratory at Bhakra Power Houses.	1*	2000-60-2060-70-2550-75-3000-100-3500	By direct recruitment	M.Sc. applied Chemistry or B.Sc. with Chemistry as one of the subjects.	One year experience 4 years experience	Head of Department	
2.	Assistant Law Officer <i>Law Officer Gr. I</i>	1*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By direct recruitment (60%) Minimum 60% marks in Graduation in Law with 3 yrs. professional course OR 50% marks in Graduation in Law with 3 yrs. professional course with 5 yrs. experience as UDC / Sr. Asst. (ii) By promotion from amongst Senior Assistants (40%) (iii) By transfer of Legal Assistants from the partner State Governments/Electricity Boards.	Law Graduate having passed 3 years LL.B. Course (Professional) from recognised University with 60% marks both in Graduation and Law. Knowledge of Labour Laws and Service matters. Law Graduate having passed 3 years LL.B. Course (Professional) from recognised University with 60% marks both in Graduation and Law. Knowledge of Labour Laws and Service matters.	3 years experience at Bar or in Labour Courts. 5 years experience as Senior Assistant	Head of Department	
3.	Legal Assistant <i>Law officer Gr. II</i>	6*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By direct recruitment (60%) (ii) By promotion from amongst Senior Assistants (40%) (iii) By transfer of Legal Assistants from the partner State Governments/Electricity Boards.	Law Graduate having passed 3 years LL.B. Course (Professional) from recognised University with 60% marks both in Graduation and Law. Knowledge of Labour Laws and Service matters. Law Graduate having passed 3 years LL.B. Course (Professional) from recognised University with 60% marks both in Graduation and Law. Knowledge of Labour Laws and Service matters.	3 years experience at Bar or in Labour Courts. 5 years experience as Senior Assistant	Head of Department	

(\*) Subject to variation depending on work load.

Amended vide no. 499/R2R/25/86<sup>32</sup>(95)R-4 dt. 8.5.98

1.	2.	3.	4.	5.	6.	7.	8.	9.
4.	Receptionist-cum-Care Taker <i>Supervisor cum caretaker</i>	1*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	By direct recruitment	Graduate with Diploma Certificate in House-Keeping course from recognised Institute.		Head of Department	
5.	Hindi Translator	3*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By direct recruitment (67%)  <i>B.A./B.Sc. &amp; Honours in Hindi (O/o No. 205/R-4 dt. 24.9.99)</i>  (ii) By promotion from amongst Clerks/Steno Typists (33%)  (iii) By transfer of Hindi Translator from the partner State Governments/Electricity Boards.	M.A. in English and Honour's in Hindi or M.A. in Hindi and Honour's in English or Law Graduate and Hindi Honour's or M.A. in Hindi and Honour's or M.A. in any subject and M.A. in Hindi or Honour's in Hindi or M.A. in Hindi or Law Graduate or B.Sc. and Honour's in Hindi.  M.A. in English and Honour's in Hindi or M.A. in Hindi and Honour's in English or Law Graduate and Hindi Honour's or M.A. in Hindi and Honour's or M.A. in any subject and M.A. in Hindi or Honour's in Hindi or M.A. in Hindi or Law Graduate or B.Sc. and Honour's in Hindi.	Experience in any government or semi-government or any reputed daily Newspapers for working as Translator for atleast 3 years.  5 years service as Clerk/Steno-typist.	Head of Department	The candidate with knowledge of proof reading and inclination for literary work will be given preference.
6.	Labour Welfare Inspector <i>Assistant Labour Welfare Officer (O/o No. 1681/ PD-558/APD-4/ Vol. III dt. 22.9.04)</i>	2*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	By direct recruitment	Minimum 55% marks in Graduation and Law/Diploma in Labour Law.	1 year experience at Bar or in Labour Courts and 4 years experience at Bar or in Labour Courts in case of candidates having diploma in Labour Law.	Head of Department	
7.	Assistant Public Relations officers	9*	1650-50-2000-60-2060-70-2550-75-2925	(i) By direct recruitment (60%)  (ii) By promotion from amongst Receptionists, Clerks/Steno-typists having requisite qualification i.e. Graduate with Diploma in Journalism (40%).	Graduate with Diploma in Journalism	3 years experience in Public Relations.	Head of Department	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(iii) By transfer of Assistant Public Relations Officers from partner State Governments/Electricity Boards.				
8.	Photographer	4*	1650-50-2000-60-2060-70-2550-75-2925	By direct recruitment	Matriculate with Diploma/Certificate in Photography from recognised Institute.		Head of Department	
8-A	Junior Sports Officer		[1500-2700]	By direct recruitment	<i>i) Graduate of B.S. training - concerned game</i> <i>ii) Should have represented university. Preference should be given to those who possess coaching experience &amp; have represented BBMB in IAF/PLCB</i>			
9.	Inspector Liaison	1*	1500-50-2000-60-2060-70-2550-75-2700	By promotion from Ministerial staff.	Graduate or 10+2 pass Second Division or Matric First Class	10 years experience	Head of Department	
10.	Laboratory Assistant	1*	1500-50-2000-60-2060-70-2550-75-2700	By direct recruitment	B.Sc. with Chemistry as one of the subject	2 years in the respective trade.	Head of Department	
11.	Gate Supervisor	2*	1365-45-1500-50-2000-60-2060-70-2410	(i) By direct recruitment (50%)	Ex-Military man having rank of Junior Commissioned Officer.		Head of Department	
				(ii) By promotion out of Ex-Servicemen from other categories (50%)		5 years experience in BBMB.		
12.	Sewing Instructor	7*	1200-40-1320-45-1500-50-2000-60-2060-70-2130	By direct recruitment	Matriculate with Diploma in Tailoring and Teaching Trade from recognised Institute.		Head of Department	
13.	Equipment Mechanic	1*	1200-40-1320-45-1500-50-2000-60-2060-70-2130	(i) By promotion from amongst Azo Operators		5 years experience of handling operation/maintenance of Azo Printing machine/ and Duplicating Machine and Calculating Machine.	Head of Department	
				(ii) In case of non-availability by direct recruitment	Having passed Industrial Training Institute/ Polytechnic course in Instrument Mechanic.			
14.	Laboratory Technician Grade-I	1*	1200-40-1320-45-1500-50-2000-60-2060-70-2130	By direct recruitment	Laboratory Technicians Course/Diploma from recognised Institute in related trade.	2 years experience	Head of Department	
15.	Assistant Librarian	1*	1200-40-1320-45-1500-50-2000-60-2060-70-2130	By direct recruitment	Graduate with Diploma in Library Science of recognised University.		Head of Department	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
16.	Surveyor	11*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130.	By direct recruitment	Matriculate with ITI certificate in the Survey Trade.	2 years experience in the trade.	Head of Department	
17.	Azo Machine Operator	5*	1090-35- 1160-40- 1320-45- 1500-50- 2060-70- 2130.	By direct recruitment	Matriculate Examination or its equivalent from recognised University/ Board and has passed 1-1/2 years Electrician Machinist course from any Industrial Training Institute.	Adequate experience on working of AZO or other similar machines	Head of Department	
18.	Chemist for Civil Works at Slapper	1*	1090-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130.	By direct recruitment	B.Sc. (Non-Medical) from recognised University/ Board.		Head of Department	
19.	Meter Reader	18*	1055-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130.	By direct recruitment	Matric First Division or 10+2 Second Division  <i>Matric or its equivalent with 12 yrs. Certificate course in the trade of electrician / Lineman / Wireman from any ITI OR Matriculate - Ex-servicemen who are in possession of Military Trade qualification equivalent to National Trade Certificate in the trade of Lineman / Wireman / Electrician.</i>		Superintending Engineer	
20.	Driver	462*	1020-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130.	By direct recruitment (60%)	(a) Middle pass (b) Holds a valid licence Heavy Driving Vehicle Truck etc. & Light Driving Vehicle for Staff Car as the case may be.	3 years as Driver	Superintending Engineer	Preference will be given to Ex Army personnel.
				(ii) By promotion from Cleaner/Bus Conductor (40%)	Middle pass Cleaner/Bus Conductor who holds valid licence for Heavy Driving vehicle for Truck etc. and Light Driving vehicle for Staff car as the case may be.	5 years as Cleaner/Bus Conductor.		Candidate should have workable knowledge of Motor Mechanic for Maintenance & Upkeep of various types of vehicles.
				(iii) By transfer of Drivers from partner State Governments/Electricity Boards.				
21.	Assistant Photographer-cum-Project Operator	3*	1020-35- 1160-40- 1320-45- 1500-50- 1800.	By direct recruitment	Matric having Licence in Cinematography.		Superintending Engineer.	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
22.	Forester	3*	1020-35- 1160-40- 1320-45- 1500-50- 1800.	By direct recruitment	Diploma/Certificate from Agriculture/Forests Institute.		Superin- tending Engineer.	
23.	Railway Guard	2*	1020-35- 1160-40- 1320-45- 1500-50- 1800.	(i) By direct recruitment	Graduate	2 years as Railway Guard.	Superin- tending Engineer.	
24.	Assistant Canteen Manager	1*	950-35- 1160-40- 1320-45- 1500-50- 1800.	(i) By promotion from junior trade.		5 years in concerned line.	Superin- tending Engineer.	
	Merged in the category of Clubs. (No further recruitment)			(ii) By direct recruitment in case of non-availa- bility of suitable persons.	Matric Second Division or 10+2 pass.	2 years in concerned line.	Superin- tending Engineer	
25.	Station Master	1*	1020-35- 1160-40- 1320-45- 1500-50- 1800.	By Direct recruitment	Graduate	2 years as Station Master.	Superin- tending Engineer	
26.	Signaller	18*	950-35- 1160-40- 1320-45- 1500-50- 1800.	(i) By direct recruitment	Matric and passed Tele- graphy Examination from P&T Department.	3 years service as signaller.	Superin- tending Engineer.	
				(ii) By transfer of Signaller from partner State Governments.				
27.	Artificer	12*	950-35- 1160-40- 1320-45- 1500-50- 1800.	(i) By direct recruitment	Matric with Industrial Training Institute certi- ficate in carpentry.	2 years experience.	Superin- tending Engineer.	
				(ii) By transfer of Artificer from partner State Governments.				
28.	Salesman	6*	950-35- 1160-40- 1320-45- 1500-50- 1800.	By direct recruitment	Matric Second Division or 10+2 pass.		Superin- tending Engineer.	
29.	Gate Messenger	1*	810-1440 950-35- 1160-40- 1320-45- 1500-50- 1800.	By direct recruitment	Matric Second Division or 10+2 pass/Ex.Military personnel.		Superin- tending Engineer.	
	Shifted to Group XIII Class IV							
30.	Horticulture Inspector	1*	950-35- 1160-40- 1320-45- 1500-50- 1800.	(i) By direct recruitment	Matric with Diploma in Horticulture.		Superin- tending Engineer.	
				(ii) By transfer from partner State Governments.				

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
31.	Senior Cook	22*	950-35- 1160-40- 1320-45- 1500-50- 1800.	By direct recruitment	Matric with certificate in Indian/Continental Catering from recognised Institute.	Should possess complete knowledge of preparing Indian/Continental dishes.	Superintending Engineer	
32.	Head Laboratory Attendant	1*	950-35- 1160-40- 1320-45- 1500-50- 1800	By promotion from amongst Laboratory Attendant.		5 years service as Laboratory Attendant.	Superintending Engineer	
33.	Laboratory Attendant	21*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment	Matric with Second Division or 10+2 pass		Superintending Engineer	
34.	Supervisor	61*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment	Matric with Second Division or 10+2 pass		Superintending Engineer	
35.	Time Clerk <i>Merged in Clerks (No further recruitment)</i>	17*	950-35- 1160-40- 1320-45- 1500-50- 1800	By selection from other categories.	Matric with Second Division or 10+2 pass	2 years service experience in the trade concerned.	Superintending Engineer	
36.	Store Clerk <i>As above (No further recruitment)</i>	5*	950-35- 1160-40- 1320-45- 1500-50- 1800	By selection from other categories.	Matric with Second Division or 10+2 pass	2 years experience in the trade concerned.	Superintending Engineer	
37.	Water Meter Reader	4*	950-35- 1160-40- 1320-45- 1500-50- 1800	By selection from other categories.	Matric with Second Division or 10+2 pass	5 years experience in the trade concerned.	Superintending Engineer	
38.	Halwai	10*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment	Middle Pass	5 years experience in the trade	Superintending Engineer	
39.	Bus Conductor	77*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment	Matric with Second Division or 10+2 pass		Superintending Engineer	
40.	Telephone Operator <i>As above (No further recruitment)</i>	22*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment.	Matric with Second Division or 10+2 pass	One year experience in line.	Superintending Engineer	
41.	PBX-cum-Receptionist	8*	950-35- 1160-40- 1320-45- 1500-50- 1800.	By direct recruitment	Matric with Second Division or 10+2 pass	One year experience in line.	Superintending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
42.	Telex Operator	1*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment	Matric with Second Division or 10+2 pass	One year experience in line	Superintending Engineer	
43.	Supervisor Sutlej Sadari	1*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment	Matric with Certificate in catering from recognised Institute		Superintending Engineer	
44.	Guide-cum Clerk	2*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment	Matric with Second Division or 10+2 pass		Superintending Engineer	
45.	Reader-cum Clerk	1*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment	Matric with Second Division or 10+2 pass		Superintending Engineer	
46.	Receptionist	6*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment	Matric with Second Division or 10+2 pass		Superintending Engineer	
Merged in the category of Clerks (No further recruitment)								
47.	Complaint Clerk	1*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment	Matric with Second Division or 10+2 pass		Superintending Engineer	
48.	Watch and Ward Inspector	4*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment from Ex-Serviceman	Matric or its equivalent		Superintending Engineer	
49.	Assistant Halwai	2*	950-35- 1160-40- 1320-45- 1500-50- 1800	(i) By promotion from Junior Trade	Middle Pass		Superintending Engineer	
				(ii) By direct recruitment in case of non-availability of suitable persons.	Matric			
50.	Lift Operator	9*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment	Matric with Industrial Training Institute Certificate of 1-1/2 years course in the trade of Electrician/Wireman/Lineman		Superintending Engineer	
Lift Attendant/Lift operator (letter dt 26.6.92)								
51.	Motor Mechanic	1*	1020-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment	Matric with Industrial Training Institute in Motor Mechanic		Superintending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
52	Head Regulation Jamadar	2*	950-35-1160-40-1320-45-1500-50-1800	By promotion from amongst Assistant Regulation Jamadars		5 years experience as Assistant Engineer Regulation Jamadar.	Superintending	

Note : Number of posts given in Column 3 include the posts held by BBMB recruited as well as employees drawn from partner State Governments/Electricity Boards. Recruitment shall be made only to the extent staff is not provided by the partner State Governments/Electricity Boards.

(\*) Subject to variation depending on work load.

# BHAKRA BEAS MANAGEMENT BOARD (TECHNICAL) CLASS III SERVICE

## Group-XII

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1	2	3	4	5	6	7	8	9
1.	Chief Diver	1*	2130-70-2550-75-3000-100-3700	By promotion from amongst working Divers.	--	5 years experience as Diver.	Head of Department	
2.	Dredger Operator Grade-I	3*	2130-70-2550-75-3000-100-3700	(i) By direct recruitment (67%)  (ii) By promotion from Dredger Operators Grade-II. (33%)	Should hold certificate of competency as First Class Motor Engine Driver issued by M.M.D. Ministry of Transport or should have served as Chief Petty Officer in Indian Navy under Engineering Branch.	10 years operating experience on Dredger preferably suction cutter type.  5 years experience as Dredger Operator Grade-II	Head of Department	10 yrs. exp. as Chief Mechanic, Petty Officer, Engg. Mechanic or above in INDIAN NAVY under Engg. branch
3.	Marine Fitter Grade-I	1*	2130-70-2550-75-3000-100-3700	By direct recruitment	Should hold certificate of competency as First Class Motor Engine Driver issued by M.M.D. Ministry of Transport or should have received training certificate from caterpillar service agency.	Minimum 10 years experience specially in Cater Piller Industrial Diesel Engine or Marine diesel Engine HP Upto 1500. Should have thorough knowledge in overhauling and replacement of parts of above Engines.	Head of Department	
4.	Special Foreman in respective Trade.	108*	2000-60-2060-70-2550-75-3000-100-3500	By promotion from amongst Foremen of various trades. (100%)	--	5 years experience in the respective trade.	Head of Department	
5.	Senior Diver	6*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	By direct recruitment from Ex-Servicemen (Naval Divers) By direct recruitment	Should possess 'A' Grade Certificate 1) Ex-serviceman (Naval Diver) 2) Persons having passed Ship Diving course from DITAG School, ITVS Vedaruthan Kanchi OR any other equivalent course from any institute / school recognized by govt.	--	Head of Department	
6.	Foreman all Trades.	225*	1800-50-2000-60-2060-70-2550-75-3000-100-3200	(i) By direct recruitment (33%)	3 years Diploma in specified Technical Trade.	--	Head of Department	The trades of Foremen shall be notified by the respective Chief Engineers in their Administration

(\*) Subject to variation depending on work load.

O/o No. 1475 /R&R/25/86 (2000) <sup>40</sup>R-4 / L-3 dt. 23.10.2000

O/o No. 1462 /R&R/25/86 (2001) R-4 / L-4 dt. 28.8.2001.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(ii) By promotion (67%)	<p>This should be filled up from respective trade from the following categories :-</p> <p>(a) Electrician (b) Moulder (c) Turner (d) Machineman/Machinist (e) Pump Driver (f) Mechanical Mistry (g) Mechanic (h) Fitter Grade-II (i) Machine Attendant/ Assistant Machine Attendant. (j) Carpenter (k) Mason (l) Painter (m) Plumber (n) Blacksmith (o) Mistry (p) Work Mistry (q) Lift Operator (r) Air Conditioning Mechanic. (s) Welder (t) Crane Operator</p> <p>(a) Lineman (Non-Matric) (b) Sub Station Attendant (Non-Matric) (c) Electrician (Auto) Gr-I (d) Electrician Grade I (e) Fitter Grade-I (f) Carpenter Grade-I (g) Mason Grade-I (h) Armature Winder (i) Assistant Foreman (Auto) (j) Crane Operator Grade-I (k) Chageman (l) Chageman (Civil)</p> <p>(a) Cable Joiner (b) Crane Operator (Special) (c) Chageman Grade-I (d) Welder Grade-I</p>	<p>(ii) The promotion to the post of Foreman shall be made from the Senior Most Cadre of the respective Trade by counting the total service from the date of appointment as Grade II wherever applicable or minimum service requirement specified in senior category for promotion (Added vide No. 67 dt. 17.7.78)</p> <p>15 years</p> <p>12 years</p> <p>3 years</p>		
7.	Cable Joiner	10*	1650-50 2000-60- 2060-70- 2550-75- 2925.	<p>(i) By direct recruitment (67%)</p> <p>(ii) By promotion from amongst Cable Joiner Mates. (33%)</p>	<p>Matric with Industrial Training Institute certificate in the trade of Electrician.</p> <p>Is able to read and write. Able to make joints of all types of low, medium, and high pressure cables.</p>	<p>2 years experience in relevant trade</p> <p>10 years experience as Joiner Mate.</p>	Head of Department	
8.	Instrument Mechanic.	2*	1500-50- 2000-60- 2060-70- 2550-75- 2700.	<p>(i) By direct recruitment (33%)</p>	<p>Matric with Industrial Training Institute certificate in instrumentation/Electronics/TV &amp; Radio Mechanic trade.</p>	<p>5 years experience in instrumentation and controls.</p>	Head of Department	

(\*) Subject to variation depending on work load

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(ii) By promotion from amongst skilled helper (67%)	Matric or Non-Matric with Industrial Training Institute.	2 years experience		
9.	Crane Operator (Special)	6*	1500-50-2000-60-2060-70-2550-75-2700.	By promotion from amongst Crane Operators Grade-I.	—	5 years experience as Crane Operator Grade-I.	Head of Department	
10.	Dredger Operator Grade II	3*	1500-50-2000-60-2060-70-2550-75-2700.	By direct recruitment	Should hold a certificate of competency as First Class Motor Engine Driver issued by M.M.D. Ministry of Transport or served in Indian Navy as Petty Officer/Merchant Navy in Engineering Branch.	5 years operating experience on Dredger preferably suction cutter type.	Head of Department <i>5 yrs experience as Chief Engg. Mechanic</i> <i>Petty Officer</i>	
11.	Chargeman Grade-I	167*	1365-45-1500-50-2000-60-2060-70-2410.	By promotion from amongst Chargemen from respective trades on the basis of seniority cum-fitness.	—	5 years experience as Chargeman	Head of Department	
12.	Head Mistry (all trades)	36*	1365-45-1500-50-2000-60-2060-70-2410.	By promotion from amongst respective trades.	—	5 years experience in respective trade.	Head of Department	
13.	Jet Boat Operator	1*	1365-45-1500-50-2000-60-2060-70-2410.	By direct recruitment	Matric with driving licence.	5 years experience in concerned trade.	Head of Department	
14.	Shovel Operator	3*	1365-45-1500-50-2000-60-2060-70-2410.	(i) By promotion from junior and eligible trades. (ii) By selection through trade test.	— Trade Proficiency	2 years experience in concerned trade. 5 years experience in concerned trade.	Head of Department	
15.	Welder Grade-I	17*	1365-45-1500-50-2000-60-2060-70-2410.	(i) By direct recruitment (33%) (ii) By promotion from amongst Welders. (67%).	Matric with Industrial Training certificate in Welding Trade and holding certificate to undertake Radiography quality Welders on Carbon Steels. (i) Matric with Industrial Training Institute in Welding Trade. (ii) Non-Matric Industrial Training Institute in Welding Trade. (iii) Matric with experience 3 years in welding trade.	2 years experience in welding-to high pressure parts (Carbon Steel Pipes and Tubes) 2 years experience 3 years experience	Head of Department	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
					(iv) Non-Matric who can read and write with experience in Welding trade.	4 years experience		
16.	Tractor Operator	3*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2200	(i) By promotion from Junior Trades. or By selection through trade test.	Trade Proficiency	2 years experience in concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in Matriculate. Should have case suitable persons are not available.	heavy vehicle driving licence. Ex-servicemen will be preferred.			
17.	Tractor Operator	3*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2200	(i) By promotion from Junior Trades. or By selection through trade test.	Trade Proficiency	2 years experience in concerned Trade 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in Matriculate. Should have case suitable persons are not available.	heavy vehicle driving licence. Ex-servicemen will be preferred.			
18.	Crane Operator	23*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2200	(i) By promotion from Junior Trades. or By selection through trade test.	Middle Pass Trade proficiency	2 years experience in concerned Trade 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in Matriculate with case suitable persons are not available.	Industrial Training Institute Trade Certificate.	2 years experience in the concerned trade.		
19.	Crane Driver Grade-I	10*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2200	(i) By promotion from Junior Trades. or By selection through trade test.	Middle Pass Trade proficiency	2 years experience in concerned Trade 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in Matriculate with case suitable persons are not available.	Industrial Training Institute Trade Certificate.	2 years experience in the concerned trade.		
20.	Lineman	457*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2200	(i) By direct recruitment (50%)	Matric or its equivalent and National Apprenticeship certificate in the trade of Lineman. The candidates possessing higher qualification		Superintending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
					such as Diploma/Degree/ AMIE in Electrical Engineering will only be considered if they possess the minimum essential qualification viz. National Apprentice Certificate in the Trade of Lineman.			
				(ii) By promotion from amongst Assistant Linemen (50%)	(i) Matric (ii) Non-Matric	5 years 7 Years		
21.	Sub-Station Attendant	51*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2200	(i) By direct recruitment (50%)  (ii) By promotion from amongst Oiler Cleaners or Assistant Linemen who opt for the post of Sub Station Attendant or Assistant Sub Station Attendant. (50%)	Matriculate of recognised University/Board or its equivalent and National Apprenticeship Certificate in the trade of Electrician/ Switch Board Attendant.  Matriculate of a recog- nised University/Board or its equivalent.		Superin- tending Engineer	
						(i) 5 years experience as Oiler and Cleaner. (ii) Assistant Lineman with 3 years expe- rience as Assistant Lineman shall be allowed to the post of Sub Station Attendant.  (iii) 3 years experience as Assistant Sub Station Atten- dant.		
22.	Assistant Foreman (Auto)	1*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	(i) By promotion from a) Auto Mechanic Auto Electrician b) Mistry  (ii) By direct recruitment in case suitable persons are not available for promotion.	Matric or its equivalent with two years course in Auto Trade	5 years experience 7 years experience	Superintending Engineer.	
23.	Special Radiography Operator	1*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	(i) By promotion from Junior Trades or By selection through trade test  (ii) By direct recruitment in case suitable persons are not available for promotion	Trade proficiency  Matric with Industrial Training Institute Certificate	2 years experience in the trade 5 years experience in the concerned trade 2 years experience in the Trade Test	Superin- tending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
24.	<u>Chargeman</u>	125*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	(i) By promotion from amongst respective trades on the basis of seniority-cum-fitness (67 %)  (ii) By direct recruitment (33 %)	Literate  Industrial Training Institute qualified in relevant trade	5 years experience in the relevant trades  3 years experience in an organisation of	Superintending Engineer	
<p>24-A Wireless Operator</p> <p>Direct Recruitment: i) Matriculation or equivalent degree qualification. ii) Ex-serviceman qualified as signalman from Camp at Signals or equivalent wing of Army, Air Force or other Defence establishment having at least 7 years experience in the trade. He should be able to convey message or carrier wave (Morse system)</p>								
25.	Steel Erector	4*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	(i) By promotion from Junior Trade or By selection through trade test. (ii) By direct recruitment in case suitable persons are not available for promotion.	Trade proficiency  Matric with Industrial Training Institute Certificate in concerned trade	5 years experience  2 years experience	Superintending Engineer	
26.	Erector Steel Structure	8*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	(i) By promotion from Junior Trade or  By selection through trade test.  (ii) By direct recruitment in case suitable persons are not available for promotion.	—  Trade Proficiency  Matric with Industrial Training Institute trade Certificate	2 years experience in concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
27.	Terrozo Concrete Finisher	1*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	(i) By promotion from Junior/Eligible Trades.  (ii) By direct recruitment in case suitable persons are not available for promotion.	Trade Proficiency  —	5 years experience	Superintending Engineer	
28.	Loader Operator	2*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2200	(i) By promotion from Junior/Eligible Trades.  (ii) By direct recruitment in case suitable persons are not available for promotion.	Trade Proficiency  Matric with Driving Licence	5 years experience  5 years experience	Superintending Engineer	
29.	Grader Operator	1*	1200-40- 1320-45- 1500-50- 2000-60- 2060-70- 2200	(i) By promotion from Junior Trade or  By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned	Superintending Engineer	

The trade of Charge-man shall be notified by respective Chief Engineers in their administration.

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
						trade.		
30.	Dumper Operator	2*	1200-40-1320-45-1500-50-2000-60-2060-70-2200	(ii) By direct recruitment in case suitable persons are not available for promotion. (i) By promotion from Junior Trades. or By selection through trade test.	Matriculate with Industrial Training Institute Trade Certificate.  Trade Proficiency	2 years experience in concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
31.	Electrician Grade-I	120*	1200-40-1320-45-1500-50-2000-60-2060-70-2200	(ii) By direct recruitment in case suitable persons are not available for promotion. By promotion from amongst Electricians	Matriculate with Industrial Training Institute.	3 years experience as Electrician	Superintending Engineer	
32.	Loco Operator	4*	1200-40-1320-45-1500-50-2000-60-2060-70-2200	(i) By promotion from eligible. or By selection through Trade Test.	Having heavy vehicle driving licence, Primary Pass. This can be relaxed in case of exceptionally good candidates. Knowledge of reading and writing. Ex-Serviceman will be preferred. Trade proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
33.	Driver-cum-Mechanic	9*	1090-35-1160-40-1320-45-1500-50-2000-60-2060-70-2130	(ii) By direct recruitment in case suitable persons are not available for promotion. (i) By direct recruitment (67%) (ii) By promotion from concerned junior trade (33%)	Matriculate with Industrial Training Institute Trade Certificate. Matriculate with Industrial Training Institute Certificate in Mechanic trade and driving licence (Heavy). Matric. Trade proficiency and driving licence.	4 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer.	
34.	Mechanic (Diesel)	39*	1090-35-1160-40-1320-45-1500-50-2000-60-2060-70-2130	(i) By direct recruitment (50%) (ii) By selection through Trade Test (50%)	Matric with Industrial Training Institute Certificate in the concerned trade. Middle Trade Proficiency.	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer.	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
35.	Mason Grade -1	24*	1090-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	(i) By promotion from amongst Junior Trade (67%)  (ii) By selection through trade test. (33%)	Literate	8 years experience in the concerned job 10 years experience in the concerned job. 5 years experience	Superintending Engineer	
36.	Carpenter Grade-1	38*	1090-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	By promotion from Carpenter Grade-II			Superintending Engineer	
37.	Armature Winder	8*	1090-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	By direct recruitment. (100%)	Candidate is a certified Armature Winder	3 years in winding all types of electrical motors.	Superintending Engineer.	
38.	Motor Winder	1*	1090-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	By direct recruitment (100%)	Candidate is a certified Armature Winder	3 years in winding all types of motors	Superintending Engineer	
39.	Auto Mechanic	30*	1090-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	By direct recruitment (100%)	Must be Matriculate and possess National Trade Certificate from N.C.T.V.I. (Industrial Training Institute Motor Mechanic) from recognised Institute.  Matric with 3 years National Apprenticeship certificate from recognised Institute. or 3 years Defence course of the trade which might have been recognised at par with Industrial Training Institute Motor Mechanic.	3 years in the Trade  3 years in the trade.  3 years in the trade.	Superintending Engineer	
40.	Electrician Grade-I (Auto)	9*	1090-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	By direct recruitment (100%)	Matriculate with 2 years Industrial Training Institute certificate in the trade of Electrician from a recognised Institute.	3 years in the trade.	Superintending Engineer	
41.	Chargeman (Civil)	9*	1090-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	By promotion from concerned junior trades on the basis of seniority- cum-fitness.	—	5 years in the trade.	Superintending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
42.	Fitter Grade-I	94*	1090-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	By promotion from amongst Fitter Grade-II			Superin- tending Engineer	
43.	Telephone Mechanic	92*	1055-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	(i) By direct recruitment (60%)	Matric with 2 years Craftsman Course in Trades of Electrician/ Instrument Mechanic/ Radio Mechanic and Wireless Mechanic from any Industrial Training Institute.		Superin- tending Engineer	
					or			
					Matric and have succe- ssfully completed Tele- phone Mechanic training course from Tele-Commu- nication Training Centre, Post and Telegraph Department.			
				(ii) By promotion from amongst Telephone Attendants on Senio- rity-cum-merit basis. (40%)	Matriculate (20%) Non-Matriculate (20%)	5 years experience 7 years experience		
				(iii) By transfer of Tele- phone Mechanic from partner State Electricity Board.				
44.	Test Mechanic	13*	1055-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	(i) By direct recruitment. (60%)	Matric with 2 years Craftsman Course in the trade of Electrician/ Instrument Mechanic from Industrial Training Institute.		Superin- tending Engineer.	
				(ii) By promotion from amongst the Labora- tory Attendants. (40%)	Matriculates (20%) Non-Matriculates (20%)	5 years experience 7 years experience		
				(iii) By transfer of Test Mechanic from partner State Electricity Board.				
45.	Meter Mechanic	6*	1055-35- 1160-40- 1320-45- 1500-50- 2000-60- 2060-70- 2130	(i) By direct recruitment. (60%)	Matric with 2 years Craftsman Course in the trade of Electrician/ Instrument Mechanic from Industrial Training Institute.		Superin- tending Engineer.	
				(ii) By promotion from amongst the Labora- tory Attendants. (40%)	Matriculates (20%) Non-Matriculates (20%)	5 years experience 7 years experience		

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(iii) By transfer of Test Mechanic from partner State Electricity Board.				
46.	Crane Operator	28*	1025-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By Selection through trade test.	Trade proficiency.	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
47.	Fitter Carriage and Wagon	8*	1025-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	Trade proficiency.	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer.	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
48.	Pump Operator Grade-I	16*	1025-35-1160-40-1320-45-1500-50-1800	By promotion from amongst Pump Operator		8 years experience in related job.	Superintending Engineer.	
49.	Pipe Fitter Grade-I	2*	1025-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	Trade proficiency.	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer.	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
50.	Fitter (Steel Structure)	8*	1025-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	Trade proficiency.	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer.	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
51.	Dozer Operator	2*	1200-40 1320-45- 1500-50- 2000-60- 2060-70- 2200	By direct recruitment	Matric with driving licence.	5 years experience	Superintending Engineer.	
52.	Welder	64*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment.	Matric with Industrial Training Institute Certificate in Welding trade.	3 years in Welding trade.	Superintending Engineer.	
53.	Plumber Grade-I	2*	1025-35- 1160-40- 1320-45- 1500-50- 1800	By promotion from amongst Plumber Grade-II on the basis of seniority-cum-merit.		8 years experience in the concerned trade.	Superintending Engineer.	
54.	Turner	30*	950-35- 1160-40- 1320-45- 1500-50- 1800	By direct recruitment	Matric or Middle pass with Industrial Training Institute Certificate in the trade of turner. or Middle Pass or Knowledge of reading and writing.	one year experience in the trade.  3 years experience in the trade. 6 years experience in the trade.	Superintending Engineer	
55.	Wireman Grade-I	3*	1025-35- 1160-40- 1320-45- 1500-50- 1800	(i) By promotion from Junior Trades or By selection through trade test.	—  Trade Proficiency	2 years experience in the concerned trade.  5 years experience.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate			
56.	Tindal	6*	1025-35- 1160-40- 1320-45- 1500-50- 1800	(i) By promotion from Junior Trades or By selection through trade test.	—  Trade Proficiency	2 years experience in the concerned trade.  5 years experience.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute in Mechanic Trade.			
57.	Diamond Drill Operator (Drilling and Tunnelling)	7*	1025-35- 1160-40- 1320-45- 1500-50- 1800	(i) By promotion from Junior Trades or By selection through trade test.	—  Trade Proficiency	2 years experience in the concerned trade.  5 years experience.	Superintending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate			
58.	Control Room Operator	23*	1025-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades or By selection through trade test.	— Trade Proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
59.	Tipper Operator	6*	1025-35-1160-40-1320-45-1500-50-1800	(i) By selection through trade test. or (ii) By direct recruitment in case suitable persons are not available.	Middle Pass Middle Pass with heavy vehicle driving licence.	5 years experience in the line. 2 years experience	Superintending Engineer	
60.	Driver Fire Appliances	8*	1025-35-1160-40-1320-45-1500-50-1800	(i) By promotion from eligible tradesman. or (ii) By direct recruitment in case suitable persons are not available for promotion.	Having heavy vehicle driving licence. Middle pass, and knowledge of reading and writing essential. Ex-serviceman will be preferred.	5 years experience in the concerned trade.	Superintending Engineer	
61.	Structure Fitter/Steel	12*	1025-35-1160-40-1320-45-1500-50-1800	(i) By promotion from concerned Junior trades. or By selection through trade test.	— Trade Proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
62.	Coal tar Enamelling Painter	10*	1025-35-1160-40-1320-45-1500-50-1800	(i) By promotion from concerned Junior trades. or	—	2 years experience in the concerned trade.	Superintending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				By selection through trade test.	Trade Proficiency	5 years experience in the concerned trade.		
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
63.	Painter Grade-I	12*	1025-35-1160-40-1320-45-1500-50-1800	(i) By promotion from concerned Junior trades. or By selection through trade test.	— Trade Proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
64.	Blasman Grade-I	1*	1025-35-1160-40-1320-45-1500-50-1800	(i) By promotion from concerned Junior trades. or By selection through trade test.	— Trade Proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
65.	Carpenter	43*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior trades. or By selection through trade test.	— Trade Proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Primary pass (These qualifications may be relaxed in otherwise exceptionally good candidates) or Matric/Middle with Industrial Training Institute Carpenter.	5 years experience 1 year experience		
66.	Saw Mill Operator	1*	925-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior trades. or	—	2 years experience in the concerned trade.	Superintending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				By selection through trade test.	Trade Proficiency	5 years experience in the concerned trade.		
				(ii) By direct recruitment in case suitable persons are not available.	Primary pass (These qualifications may be relaxed in otherwise exceptionally good candidates) or Matric/Middle with Industrial Training Institute Carpenter.	5 years experience		
67.	Painter	63*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from amongst Junior Trade or By selection through trade test.	Middle pass or knowledge of reading and writing.	3 years experience	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matric/Middle with Industrial Training Institute Certificate in the trade of Painter	1 year experience		
68.	Mason	64*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades or By selection through trade test.	—	2 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Have passed at least Primary standard or possess certificate in the trade or 4 years experience.	5 years experience in the concerned trade.		
69.	Mason-cum-Carpenter	1*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades or By selection through trade test.	—	2 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Have passed at least Primary standard or possess certificate in the trade or 4 years experience.	5 years experience in the concerned trade.		
7.	Carpenter-cum-Painter	11*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades or By selection through trade test.	—	2 years experience	Superintending Engineer	
					Trade proficiency	5 years experience.		

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(ii) By direct recruitment in case suitable persons are not available	Primary Pass (These qualifications may be relaxed in otherwise exceptionally good candidate) or Matric/Middle Industrial Training Institute Carpentry/Painter trade.			
71.	Plumber Grade-II	47*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from concerned Junior Trade or By selection through trade test.	Proficiency	2 years experience	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available	Matriculate or Middle with Industrial Training Institute certificate in the trade of Fitter.	5 years experience		
72.	Plumber-cum-Fitter	3*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from concerned Junior Trade or By selection through trade test.	Proficiency Test.	2 years experience	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available	Matriculate or Middle with Industrial Training Institute certificate in the trade of Plumber/Fitter.	5 years experience in the concerned trade.		
73.	Mistry	9*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from concerned Junior Trade or By selection through trade test.	Trade proficiency	2 years experience in the trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available	Matriculate with Industrial Training Institute certificate in the trade of Electrician, Wireman or Lineman.	5 years experience		
74.	Fitter Grade-II (Mechanical Mistry)	68*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from concerned Junior Trade or By selection through trade test.	Trade proficiency	2 years experience	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available	Matriculate or Middle with Industrial Training Institute certificate in the trade of Fitter.	5 years experience.		

(\*) Subject to variation depending on work load.

	2.	3.	4.	5.	6.	7.	8.	9.
75.	Fitter (General, Mill Wright, Reinfor- cement, Fabri- cation, Erection, Gate and Gearing, Electric Work-shop, Sanitary Gas Fittings, Shop)	123*	950-35- 1160-40- 1320-45- 1500-50- 1800	(i) By promotion from Junior Trade.  or By selection through trade test.  (ii) By direct recruitment in case suitable per- sons are not available.	—  Trade proficiency  Matriculate with Industrial Training Instl. trade Certificate.	2 years ex- perience  5 years ex- perience in the con- cerned trade.	Superin- tending Engineer	
76.	Pipe Fitter Grade-II	31*	950-35- 1160-40- 1320-45- 1500-50- 1800	(i) By promotion from Junior Trade.  or By selection through trade test.  (ii) By direct recruitment in case suitable per- sons are not available.	—  Trade proficiency  Matriculate with Industrial Training Institute Trade Certificate.	2 years ex- perience in concerned trade. 5 years ex- perience in the con- cerned trade.	Superin- tending Engineer	
77.	Blacksmith	10*	950-35- 1160-40- 1320-45- 1500-50- 1800	(i) By promotion from Junior Trade.  or By selection through trade test.  (ii) By direct recruitment in case suitable per- sons are not available.	—  Trade proficiency  Matriculate with Industrial Training Institute Trade Certificate.	2 years ex- perience in concerned trade. 5 years ex- perience in the con- cerned trade.	Superin- tending Engineer	
78.	Moulder	9*	950-35- 1160-40- 1320-45- 1500-50- 1800	(i) By promotion from Junior Trade.  or By selection through trade test.  (ii) By direct recruitment in case suitable per- sons are not available.	—  Trade proficiency  Matriculate with Industrial Training Instt. Trade Certificate.	2 years ex- perience in concerned trade. 5 years ex- perience in the con- cerned trade.	Superin- tending Engineer	
79.	Machinist	2*	950-35- 1160-40- 1320-45- 1500-50- 1800	(i) By promotion from Junior Trade.  or By selection through trade test.  (ii) By direct recruitment in case suitable per- sons are not available.	—  Trade proficiency  Matriculate with Industrial Training Institute Certificate in Turner/Mechinist Trade.	2 years ex- perience in concerned trade. 3 years ex- perience as Machinist/ Turner.	Superin- tending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
					or Matric or	5 years as Machinist/ Turner		
					Non-Matric	8 years as Machinist/ Turner		
80.	Electrician	295*	950-35- 1160-40- 1320-45- 1500-50- 1800	(i) By selection from amongst Tradesman Mate/Skilled Helpers through trade test. (33%)	—	5 years experience as Tradesman Mate/Skilled Helper.	Superintending Engineer.	
				(ii) By direct recruitment (67%)	Matriculate with Industrial Training Institute Certificate in concerned trade.	one year experience in trade.		
81.	Wireman	24*	950-35- 1160-40- 1320-45- 1500-50- 1800	(i) By selection from amongst Tradesman Mate/Skilled Helpers through trade test. (33%)	—	5 years experience as Tradesman Mate/Skilled Helper.	Superintending Engineer.	
				(ii) By direct recruitment (67%)	Matriculate with Industrial Training Institute Certificate in concerned trade.			
82.	Assistant Lineman	365*	950-35- 1160-40- 1320-45- 1500-50- 1800	By appointment from amongst Workcharged Lineman/Tradesman Mate and Regular Tradesman Mate who are Matriculate on the basis of seniority-cum-merit.	Matriculate.	3 years experience as Workcharged Lineman/Assistant Lineman Tradesman Mate/Regular Tradesman Mate.	Superintending Engineer	
					Non-Matriculate	7 years experience as Workcharged Lineman/Tradesman Mate/Regular Tradesman Mate.		
83.	Assistant Sub Station Attendant	13*	950-35- 1160-40- 1320-45- 1500-50- 1800 (Provisional)	By direct recruitment.	Matriculate with Industrial Training Institute Certificate in the trade of Electrician/Wireman of 2 years duration.		Superintending Engineer	
84.	Work Mistry	122*	950-35- 1160-40- 1320-45- 1500-50- 1800	(i) By promotion from Junior Trades.  or  By selection through trade test.	Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
85.	Plant Attendant	8*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
86.	Penstock Gate Attendant	8*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
87.	Pump Driver	46*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
88.	Pump Operator	67*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
89.	Air Conditioning Mechanic	3*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
90.	Machine Tool Operator	14*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
91.	Mechanic	1*	1025-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
92.	Dent Beater-cum-Welder	1*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
93.	Compressor Operator	5*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	— Trade proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
94.	Compressor Operator Misc. Cooling Plant	1*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	— Trade proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
95.	Machine Attendant	14*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	— Trade proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
96.	Assistant Machine Attendant	8*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	— Trade proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
97.	Operator Accetyline Plant/Oxygen Plant	3*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or	—	2 years experience in the concerned trade.	Superintending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
93.	Compressor Operator	5*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	— Trade proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
94.	Compressor Operator Misc. Cooling Plant	1*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	— Trade proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
95.	Machine Attendant	14*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	— Trade proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
96.	Assistant Machine Attendant	8*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	— Trade proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
97.	Operator Accetyline Plant/ Oxygen Plant	3*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or	—	2 years experience in the concerned trade.	Superintending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				By selection through trade test.	Trade proficiency	5 years experience in the concerned trade.		
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
98.	Hoist Operator	32*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or	—	2 years experience in the concerned trade.	Superintending Engineer	
				By selection through trade test.	Trade proficiency	5 years experience in the concerned trade.		
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
99.	Rigger	19*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or	—	2 years experience in the concerned trade.	Superintending Engineer	
				By selection through trade test.	Trade proficiency	5 years experience in the concerned trade.		
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
100.	Machine Crushing Operator	1*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or	—	2 years experience in the concerned trade.	Superintending Engineer	
				By selection through trade test.	Trade proficiency	5 years experience in the concerned trade.		
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
101.	Operator Heavy Plant	1*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or	—	2 years experience in the concerned trade.	Superintending Engineer	
				By selection through trade test.	Trade proficiency	5 years experience in the concerned trade.		

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
102.	Mixer Boiler Operator	1*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades.  or  By selection through trade test.	Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
103.	Shunter	12*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades.  or  By selection through trade test.	Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
104.	Driller	8*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades.  or  By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
105.	Sand Blasting Operator	1*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades.  or  By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
106.	Vibrator Operator	1*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
107.	Material Mistry	1*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
108.	Concrete Finisher	6*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
109.	Junior Coal Tar Enamelling Operator	2*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
114.	Motor Launch Operator	1*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	— Trade proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
115.	Computer	1*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	— Trade proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
116.	Road Roller Operator	2*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	— Trade proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
117.	Greaser Grade-I	20*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	— Trade proficiency	2 years experience in the concerned trade. 5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
118.	Switch Board Controller	15*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate			
119.	Switch Board Control Attendant	7*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
120.	Work Inspector	2*	950-35-1160-40-1320-45-1500-50-1800	(i) By promotion from Junior Trades. or By selection through trade test.	—  Trade proficiency	2 years experience in the concerned trade.  5 years experience in the concerned trade.	Superintending Engineer	
				(ii) By direct recruitment in case suitable persons are not available.	Matriculate with Industrial Training Institute Trade Certificate.			
121.	Oiler and Cleaner	24+	830-1600	i) By promotion from regular tradesman Mate working in Grid Construction Sub-Divn. ii) By direct recruitment in case suitable persons are not available for promotion	Matriculate  Matriculate or Matriculate possessing ITI certificate in the trade of Electrician/Wireman	2 yr Experience in maintaining and upkeeping of Sub-station equipment or worked for 2 yrs. in Grid Sub-station	Head of Office	

NOTE - Sr. No. 6 in Group XIV deleted vide letter no. 16249-445 dated 3.8.95

Note:- Number of posts given in column 3 include the posts held by Bhakra Beas Management Board Recruited employees as well as employees drawn from partner State Governments/Electricity Boards. Recruitment shall be made by Bhakra Beas Management Board only to the extent staff is not provided by the partner State Governments/Electricity Boards.

Sr. No. 6 in Group XIV deleted and added at Sr. No. 121 vide letter no. 16249-445 dt. 3.8.95

# **BHAKRA BEAS MANAGEMENT BOARD (GENERAL) CLASS IV SERVICE**

## **GROUP-XIII**

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.
1.	Book Binder	1*	830-30-950-35-1160-40-1320-45-1500-50-1600.	By promotion from Daftnes	—	—	Head of Office	
2.	Havildar	34*	800-30-950-35-1160-40-1320-45-1455.	By promotion from amongst Peons according to their seniority after exercising of options.	Should be Literate	—	Head of Office	
3.	Daftry	41*	800-30-950-35-1160-40-1320-45-1455.	By promotion from amongst Peons according to their seniority after exercising of options.	Should be Literate	—	Head of Office	
4.	Head Mali	50*	800-30-950-35-1160-40-1320-45-1455.	By promotion from amongst Malies.	Should be Literate	5 years Experience as Mali	Head of office	
5.	Peon	572*	750 with a start of 770-30-950-35-1160-40-1320-45-1410.	By direct recruitment	Should be literate	—	Head of office	
6.	Mali	243*	750 with a start of 770-30-950-35-1160-40-1320-45-1410.	By direct recruitment	Should be literate	Working knowledge of Mali	Head of office	
7.	Chowkidar	537*	750 with a start of 770-30-950-35-1160-40-1320-45-1410.	By direct recruitment	Should be literate		Head of office	
8.	Mali-cum-Chowkidar	12*	750 with a start of 770-30-950-35-1160-40-1320-45-1410.	By direct recruitment	Should be literate	Knowledge of trade	Head of office	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
9.	Cook-cum Chowkidar	29*	750 with a start of 770-30-950-35-1160-40-1320-45-1410.	By direct recruitment	Should be literate		Head of office	
10.	Sweeper	652*	750 with a start of 770-30-950-35-1160-40-1320-45-1410.	By direct recruitment	Should be literate		Head of office	
11.	Sweeper-cum Chowkidar	33*	750 with a start of 770-30-950-35-1160-40-1320-45-1410.	By direct recruitment	Should be literate		Head of office	

Note:- Number of posts given in column 3 include the posts held by Bhakra Beas Management Board recruited employees as well as employees drawn from partner State Governments/Electricity Boards. Recruitment shall be made by Bhakra Beas Management Board only to the extent staff is not provided by the partner State Governments/Electricity Boards.

(\*) Subject to variation depending on work load.

**BHAKRA BEAS MANAGEMENT BOARD (TECHNICAL & MISCELLANEOUS)  
CLASS IV SERVICE**

**GROUP-XIV**

Serial Number	Name of Post	Number of posts	Pay Scales	Method of appointment	Minimum educational and other qualifications	Minimum experience	Appointing authority	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.
1.	Laskar	11*	830-30-950-35-1160-40-1320-45-1500-50-1600.	By promotion from other Categories	Middle pass, Physically sound and mentally alert		Head of office	
2.	Telephone Attendant	83*	830-30-950-35-1160-40-1320-45-1500-50-1600.	By direct recruitment	Matriculate		Head of office	
3.	Trained Dai	1*	830-30-950-35-1160-40-1320-45-1500-50-1600.	By direct recruitment	(i) Primary Pass (ii) Should have undergone 2 years training in a Government/ private Institute recognised by the Nurse Registration Council and should be registered as Nurse Dai with Punjab Nurses Registration Council.		Head of office	
4.	Equipment Cleaner	1*	830-30-950-35-1160-40-1320-45-1500-50-1600.	By direct recruitment	Middle pass	Certain relevant experience	Head of office	
5.	Cleaner and Greaser	29*	830-30-950-35-1160-40-1320-45-1500-50-1600.	By direct recruitment	Middle pass	Certain relevant experience	Head of office	
6.	<div style="border: 1px solid black; padding: 2px;">Oiler and Cleaner</div>	244*	830-30-950-35-1160-40-1320-45-1500-50-1600.	(i) By promotion from Regular Tradesman Mate working in Grid Construction Sub Division  (ii) By direct recruitment in case suitable persons are not available for promotion	Matriculate  Matriculate or Matriculate possessing Industrial Training Institute Certificate in the Trade of Electrician/ Wireman.	2 years experience in maintaining and up-keeping of Substation equipment or worked for 2 years in Grid Sub-station.	Head of office	

*Class III added  
at Sr. No. 121  
Group XII  
at Page 65.*

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
7.	Cleaner Truckman	80*	830-30- 950-35- 1160-40- 1320-45- 1500-50- 1600.	By direct recruitment	Primary Pass	3 years experience as cleaner	Head of office	
8.	Rigger Cleaner	9*	830-30- 950-35- 1160-40- 1320-45- 1500-50- 1600.	By direct recruitment	Matriculate  or  Under Matric	3 years experience in Rigging, Heavy Machinery equipment 5 years experience in Rigging, Heavy Machinery equipment.	Head of office	
9.	Cable Jointer Mate	10*	830-30- 950-35- 1160-40- 1320-45- 1500-50- 1600.	By direct recruitment	Middle Pass	Past expe- rience in the trade. Prefer- ence to liter- ate persons having know- ledge of Eng- lish/Hindi.	Head of office	
10.	Assistant Pump Driver	23*	830-30- 950-35- 1160-40- 1320-45- 1500-50- 1600.	By direct recruitment	Middle Pass	Past expe- rience in the trade.	Head of office	
11.	Laboratory Attendant	24*	830-30- 950-35- 1160-40- 1320-45- 1500-50- 1600.	By direct recruitment	Matric with Science (Physics and Chemistry)		Head of office	
12.	Chowkidar-cum- Khansama	20*	830-30- 950-35- 1160-40- 1320-45- 1500-50- 1600.	By direct recruitment	Literate, physically sound and mentally alert.		Head of office	
13.	Cook	11*	830-30- 950-35- 1160-40- 1320-45- 1500-50- 1600.	By direct recruitment	Literate, physically sound and mentally alert.		Head of office	
14.	Cook-cum- Halwai	4*	830-30- 950-35- 1160-40- 1320-45- 1500-50- 1600.	By direct recruitment	Literate, physically sound and mentally alert.		Head of office	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
15.	Singer	13*	830-30- 950-35- 1160-40- 1320-45- 1500-50- 1600	By direct recruitment	Matric or Under Matric	3 years experience in trade 5 years experience in trade.	Head of office.	
16.	Work Munshi	7*	830-30- 950-35- 1160-40- 1320-45- 1500-50- 1600	By direct recruitment	Middle Pass <i>By promotion from amongst the Sagar Sank / Bishakhia on Seniority cum merit.</i>	5 years experience.	Head of office	
17.	Bill Distributor	3*	830-30- 950-35- 1160-40- 1320-45- 1500-50- 1600	By direct recruitment	Middle Pass		Head of office	
18.	Bearer-cum- Utencil Cleaner	4*	800-30- 950-35- 1160-40- 1320-45- 1455	By direct recruitment	Should be Literate, Phy- sically sound and mentally alert.		Head of office	
19.	Gauge Reader	100*	800-30- 950-35- 1160-40- 1320-45- 1455	By direct recruitment	Should be Literate, phy- mentally alert.		Head of office	
20.	Trollyman	3*	800-30- 950-35- 1160-40- 1320-45- 1455	By direct recruitment	Literate, physically sound and mentally alert.		Head of office	
21.	Railway Gangman	14*	800-30- 950-35- 1160-40- 1320-45- 1455	By direct recruitment	Literate, physically sound and mentally alert.		Head of office	
22.	Joint Stationery Plant Attendant	1*	800-30- 950-35- 1160-40- 1320-45- 1455	By direct recruitment	Literate, physically sound and mentally alert.		Head of office	
23.	Trolly Jamadar	4*	800-30- 950-35- 1160-40- 1320-45- 1455	By promotion from junior trades	Literate, physically sound and mentally alert.		Head of office	
24.	Senior Waiter	2*	800-30- 950-35- 1160-40- 1320-45- 1500-50- 1600.	By promotion from junior trades	Literate, physically sound and mentally alert.	5 years experience in the con- cerned trade	Head of office	
25.	Salesman- Tea Maker	7*	800-30- 950-35- 1160-40- 1320-45- 1455	By direct recruitment	Matric		Head of office	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
26.	Tar Sprayer	2*	800-30- 950-35- 1160-40- 1320-45- 1455	By direct recruitment	Middle pass, physically sound and mentally alert		Head of office	
27.	Sanitary Patrol	2*	800-30- 950-35- 1160-40- 1320-45- 1455	By direct recruitment	Middle pass, physically sound and mentally alert.		Head of office	
28.	Swasthya Sahayak	16*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By promotion from junior trades	Matric, physically sound and mentally alert.		Head of office	
29.	Hammerman	3*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert		Head of office	
30.	Shift Attendant	18*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert		Head of office	
31.	Floor Cleaner	10*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert		Head of office	
32.	Fitter Coolies	5*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert		Head of office	
33.	Keyman	13*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert		Head of office	
34.	Canal Patrol	12*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert		Head of office	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
35.	Filter Attendant	12*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
36.	Job Boy	6*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
37.	Tradesman Mate	781*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
38.	Store Attendant	42*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
39.	Store Mate	20*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
40.	Store Coolie	1*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
41.	Sanitary Jamadar	1*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
42.	Hospital Mazdoor-Coolie	15*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
43.	Beidar-cum-Chowkidar	8*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
44.	Telephone Messenger	2*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
45.	Sewerman	43*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
46.	Boatman	52*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
47.	Security Chowkidar	56*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
48.	Cycle Swar	3*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
49.	Barkandaz	25*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
50.	Daffadar	16*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
43.	Beldar-cum-Chowkidar	8*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
44.	Telephone Messenger	2*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
45.	Sewerman	43*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
46.	Boatman	52*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
47.	Security Chowkidar	56*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
48.	Cycle Swar	3*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
49.	Barkandaz	25*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
50.	Daffadar	16*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
51.	Skilled Labour	254*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
52.	Beldar Helper	1345*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
53.	Gangman	24*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
54.	Unskilled Labour	2*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
55.	Survey Khalasi	10*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
56.	Chairman	1*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
57.	Ward Attendant	55*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
58.	Assistant Regulation Jamadar	20*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
59.	Regulation Beldar	110*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
60.	Discharge Sounding Attendant	10*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
61.	Ward Servant	69*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
62.	Pump Attendant	19*	750 with a start of 770-30- 950-35- 1160-40- 1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
63.	Sounder	1*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
64.	Skinman	3*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
65.	Field Telephone Attendant	1*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
66.	Semi Skilled Labour	1*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
67.	Assistant Cook	2*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
68.	Assistant Laboratory Attendant	20*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
69.	Process Server	2*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
70.	Junior Waiter	2*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
71.	Gate Keeper	72*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
72.	Bhisti	6*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
73.	Kitchen Servant	4*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
74.	Dhobi	4*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	
75.	Chowkidar-cum-Gateman	4*	750 with a start of 770-30-950-35-1160-40-1320-45-1410	By direct recruitment	Should be literate, physically sound and mentally alert	-	Head of office	

(\*) Subject to variation depending on work load.

1.	2.	3.	4.	5.	6.	7.	8.	9.
76.	Ferro Khalasi	2*	750 with a start of 770-30- 950-35- 1160-40- 1320-45- 1410	By direct recruitment	Should be literate, physically sound and mentally alert		Head of office	
77.	Head Darbari		800-1445	By promotion from J.S. Trade (Gate keeper)	2 yrs. experience as Gate keeper		Head of office	

(\*) Subject to variation depending on work load.

Letter No. 12601-801 (R2R/85-86/R-4 dt. 15.5.96)

**SCHEDULE 'B'**  
(SEE REGULATION -18)

Serial Number	Class of employees	Nature of Penalty	Punishing authority	Appellate authority
1	2	3	4	5
1	Class-III	<p><b>Minor</b></p> <p>(i) Censure;</p> <p>(ii) With-holding of promotions;</p> <p>(iii) Recovery from pay of the whole or part of any pecuniary loss caused to the Board by negligence or breach of orders;</p> <p>(iv) With-holding of increment of pay without cumulative effect.</p> <p><b>Major</b></p> <p>(v) With-holding of increments with cumulative effect;</p> <p>(vi) Reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of pay;</p> <p>(vii) Reduction to lower time scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the employee to the time scale of pay, grade, post or service from which he was reduced, with or without further directions regarding conditions of restoration to the grade or post or service from which the employee was reduced and his seniority and pay on such restoration to that grade, post or service;</p> <p>(viii) Compulsory retirement;</p> <p>(ix) Removal from service which shall not be a disqualification for future employment under the Board;</p> <p>(x) Dismissal from service which shall ordinarily be a disqualification for future employment under the Board.</p>	Appointing authority.	Next higher to Appointing authority.
2	Class-IV	<p><b>Minor</b></p> <p>(i) Censure;</p> <p>(ii) With-holding of promotions;</p> <p>(iii) Recovery from pay of the whole or part of any pecuniary loss caused to the Board by negligence or breach of orders;</p> <p>(iv) With-holding of increments of pay without cumulative effect.</p> <p><b>Major</b></p> <p>(v) With-holding of increments with cumulative effect;</p> <p>(vi) Reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increment of pay;</p>	Appointing authority.	Next higher to Appointing authority.

Next higher to Appointing authority.

Appointing authority

Heads of Departments, or Chairman

Next higher to appointing authority.

Appointing authority.

Next higher to Appointing authority.

Next higher to Appointing authority.

Appointing authority

Heads of Departments, or Chairman

Next higher to appointing authority.

(\*) Subject to variation depending on work load.