In pursuance of the provisions of the clause (3) of Article 348 of the Constitution, the Governor is pleased to order the publication of the following English translation of notification no. 653/59-1-05, dated September 1, 2005:

No. 653/59-1-05September 1, 2005

In exercise of the powers under section 37 read with sub-section (2) of section 10 of the Uttar Pradesh Khadi and Village Industries Board Act, 1960 (U. P. Act no. 10 of 1960) and with the previous sanction of the Government, the Uttar Pradesh Khadi and Village Industries Board, hereby makes the following regulations with a view to regulating recruitment and conditions of services of persons appointed to the subordinate services of the Board:

THE UTTAR PRADESH KHADI AND VILLAGE INDUSTRIES BOARD SUBORDINATE SERVICE REGULATIONS, 2005

PART I - General

1. Short title and commencement.- (1) These regulations may be called the Uttar Pradesh Khadi and Village Industries Board Subordinate Service Regulations, 2005. (2) They shall come into force at once.

2. Status of the service.- The Uttar Pradesh Khadi and Village Industries Board Subordinate Service comprising Groups "C" posts.

3. Definition.- (1) In these regulations, unless there is anything repugnant in the subject or context-

(a) "Act" means the Uttar Pradesh Khadi and Village Industries Board Act, 1960;

(b) "appointing authority" means the Chief Executive Officer;

(c) "citizen of India" means a person who is or is deemed to be a citizen of India under Part II of the Constitution;

(cc) "Commission" means the Uttar Pradesh Subordinate Service Selection Commission.

(d) "Constitution" means the Constitution of India;

(e) "Degree" or "Diploma" or "Certificate" means a Degree or Diploma or Certificate, as the case may be, from a University established by law in India or from a Government Institution or any other University or an Institution recognized by the Government in this behalf;

(f) "Government" means the State Government of Uttar Pradesh;

(g) "member of the service" means a person substantively appointed under these regulations or the regulations in force prior to the commencement of these regulations to a post in the cadre of the service;

(h) "service" means the Uttar Pradesh Khadi and Village Industries Board Subordinate Service;

(i) "substantive appointment" means an appointment not being an ad hoc appointment on a post in the cadre of the service, made after selection in accordance with the regulations;

(j) "year of recruitment" means a period of twelve months commencing from the first day of July of a calendar year; (2) Words and expressions defined in the Act but not defined in these regulations shall have the meanings assigned to them in the Act.

PART II - Cadre

4. Cadre of service.-

(1) The strength of the service and of each category of posts therein shall be such as may be determined by the Board with the previous approval of the Government from time to time.

(2) The strength of service and of each category of posts therein shall, until order varying the same case passed under sub-regulation (1), be as given in Appendix "A" provided that:

(i) The appointing authority may leave unfilled or the Board may hold in abeyance any vacant post, without thereby entitling any person to compensation;

(ii) The Board with the previous approval of the Government create such additional permanent or temporary posts as it may consider proper.

PART III - Recruitment

5. Source of recruitment.- Recruitment to the various categories of posts in the service shall be made from the sources as specified against the relevant posts, in column 3 of Appendix "B".

6. Reservation.-The Reservation for candidate belonging to the Scheduled Castes, Scheduled Tribes and other Categories shall be in accordance with the Uttar Pradesh Public Service (Reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes) Act, 1994 and Uttar Pradesh Public Services (Reservation for Physically Handicapped, Dependants of Freedom Fighters and Ex-Servicemen) Act, 1993.. Reservation for Economically Weaker Section shall be in accordance with the orders of the Government in force at the time of recruitment.

PART IV - Qualification

7. Nationality.- A candidate for direct recruitment to a post in the service must be:
(a) a citizen of India, or
(b) a Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India, or
(c) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or any of the East African Countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanganayika and Zanzibar) with the intention of permanently settling in India: Provided that a candidate belonging to category (b) or (c) must be a person in whose favour a certificate of eligibility has been issued by the Government: Provided further that a candidate belonging to category (b) will also be required to obtain a certificate of eligibility granted by the Deputy Inspector General of Police, Intelligence Branch, Uttar Pradesh: Provided also, that if a candidate belongs to category (c) no certificate of eligibility will be issued for a period of more than one year and the retention of such a candidate in service beyond the period of one year shall be subject to his acquiring Indian citizenship.

NOTE—A candidate in whose case a certificate of eligibility is necessary but the same has neither been issued nor refused, may be admitted to an examination or interview and he may also be provisionally appointed subject to the necessary certificate being obtained by him or issued in his favour.

8. Academic qualification.- A candidate for direct recruitment to a post in the service must possess the qualifications as specified against the relevant posts in column-4 of Appendix "B".

9. Preferential qualifications.- A candidate who has: (i) served in the Territorial Army for a minimum period of two years, or (ii) obtained a "B" certificate of National Cadet Corps shall, other things being equal, be given preference in the matter of direct recruitment.

10. Age.- A candidate for direct recruitment to the various posts in the Service must have attained the minimum age of eighteen years and must not have attained the age of more than forty years on January 1 of the year in which recruitment is to be made, if the posts are advertised during the period January 1 to June 30 and on July 1, if the posts are advertised during the period July 1 to December 31:

Provided that the upper age-limit in the case of candidates belonging to the Scheduled Castes, Schedule Tribes and such other categories as may be notified by the Government from time to time, shall be greater by such number of years as may be specified.

11. Character.- The character of a candidate for direct recruitment to a post in the service must be such as to render him suitable in ent in Government Services. The

appointing authority shall satisfy himself on this point. *NOTE—Persons dismissed by the Union Governments, or a State Government, or by a Local Authority, or a Corporation, or body owned or controlled by the Union Government, or a State Government shall be ineligible for appointment to any post in the service. Persons convicted of an offence involving moral turpitude shall also be ineligible.*

12. Marital status.- A male candidate who has more than one wife living or a female candidate who has married a man already having a wife living, shall not be eligible for appointment to a post in the service: Provided that the Board if satisfied that there exist special reasons for doing so, exempt any person from the operation of this regulation.

13. Physical fitness.- No candidate shall be appointed to a post in the service unless he has good mental and physical health and free from any physical defect likely to interfere with the efficient performance of his duties. Before a candidate is finally approved for appointment he shall be required to produce a Medical Certificate of fitness in accordance with the rules framed under Fundamental Rule 10, contained in Chapter-III of the Financial Hand Book, Volume II, Part III: Provided that such a medical certificate shall not be required from a candidate recruited by promotion.

PART V - Procedure for recruitment

14. Determination of vacancies.-Determination of Vacancies- The appointing authority shall determine and intimate to the commission the numbers of vacancies to be filled during the course of the year and also the number of vacancies to be reserved for candidates belonging to schedule castes, schedule tribes and others categories under regulation 6.

15. Procedure for direct recruitment.-Procedure for Direct recruitment-

(1) Application for permission to appear in the competitive examination shall be invited by the commission in the prescribed proforma published in the advertisement issued by the commission.

(2) No candidate shall be admitted to the examination unless he holds a certificate of the admission issued by the commission.

(3) After result of the written examination have been received and tabulated, the commission shall having regard to the need of securing due representation of the candidates belonging to schedule castes, scheduled tribes and others under regulation 6, summon for interview such numbers of candidates as on the result of written examination have come up to the standard fixed by the commission in this respect. The marks awarded to each candidate at the interview shall be added to the marks obtained by him in the written examination.

(4) The commission shall prepare a list of candidates in order of their proficiency as disclosed by the aggregate of marks obtained by each candidate at the written examination and interview and recommend such number of candidates as they consider fit for appointment. If two are more candidate obtained equal marks in the aggregate, the names of the candidate obtaining higher marks in the written examination shall be placed higher in the list. The number of names in the list shall be equal to the number of vacancies. The commission shall forward the list to the appointing authority.

16. Procedure for recruitment by promotion through Departmental Promotional Committee.— (1) Recruitment by promotion shall be made on the basis of seniority subject to rejection of unfit through a Departmental Promotion Committee comprising: (i) Appointing authority or his nominee not below the rank of Joint Chief Executive Officer ... Chairman (ii) Officer-in-charge of the establishment ... Member (iii) An officer belonging to Scheduled Castes or Scheduled Tribes nominated by appointing authority ... Member (iv) One technical officer not below the rank of Deputy Chief Executive Officer nominated by appointing authority ... Member Providing that in case there is no member belonging to Backward Class in the Selection

Committee an officer belonging to Backward Class shall be nominated by the appointing authority as an additional member of the Selection Committee.

(2) The appointing authority shall prepare eligibility list of the candidate in accordance with the Uttar Pradesh promotion by selection (on posts outside the purview of the Public Service Commission) Eligibility List Rules, 1986 as amended from time to time and place it before the Departmental Promotion Committee along with their Character Rolls and such other records pertaining to them as may be considered proper.

(3) The Departmental Promotion Committee shall consider the case of candidates on the basis of the records placed before it and if it considers necessary it may interview the candidates also.

(4) The Departmental Promotion Committee shall prepare a list of selected candidates arranged in order of seniority as it stood in the cadre from which they are to be promoted and forward the same to the appointing authority.

17. Combined select list.- If in any year of recruitment appointments are made both by direct recruitment and by promotion for any category of post in the service, a combined select list shall be prepared by appointing authority by taking the names of candidates alternately from the relevant lists in such manner that the prescribed percentage is maintained, the first name in the list being the person to be appointed by promotion.

PART VI - Appointment, Probation, Confirmation and Seniority

18. Appointment.- (1) Subject to the provisions of sub-regulation

(2), the appointing authority shall make appointments by taking the name of candidates in the order in which they stand in the lists prepared under regulations 15 or 16 as the case may be. (2) Where, in any year of recruitment, appointments are to be made both by direct recruitment and by promotion, regular appointments shall not be made unless selections are made from both the sources and combined list is prepared in accordance with regulation 17.

(3) If more than one order of appointment are issued in respect of any one selection, a combined order shall also be issued, mentioning the names of the persons in order of seniority as determined in the selection or, as it stood in the cadre from which they are promoted. If the appointments are made both by direct recruitment and by promotion, names shall be arranged in accordance with the cyclic order, referred to in regulation-17.

19. Probation.- (1) A person on appointment to a post in the Service against a substantive vacancy shall be placed on probation for a period of two years. The probation period for the person appointed by promotion shall be one year.

(2) The appointing authority may for reasons to be recorded extended the period of probation in individual cases, specifying the date upto which the extension is granted: Provided that save in exceptional circumstances, the period of probation shall not extend beyond one year and in no circumstances beyond two years.

(3) If it appears to the appointing authority at any time during or at the end of the period of probation or extended period of probation that a probationer has not made sufficient use of his opportunities or has otherwise failed to render satisfactory service he may be reverted to his substantive post, if any, and if he does not hold a lien on any post, his services may be dispensed with.

(4) A probationer who is reverted or whose services are dispensed with, under sub-regulation (3) shall not be entitled to any compensation.

(5) The appointing authority may allow continuous service rendered in any officiating or temporary capacity on a post including in the cadre of the service or any other equivalent or higher post, to be taken into account for the purpose of computing the period of probation.

20. Confirmation.- A probationer shall be confirmed in his appointment at the end of the period of probation or the extended period of probation if—

(a) his work and conduct is reported to be satisfactory;

(b) his integrity is certified, and

(c) the appointing authority is satisfied that he is otherwise fit for confirmation.

(d) Provided that subject to the above provision the Uttar Pradesh State Government Servant confirmation rule, 1991 as amendment from time to time shall also mutatis mutandis apply to a person who is substantively appointed for such post.

21. Seniority.-The seniority of persons substantively appointed in any category of posts shall be determined in accordance with the Uttar Pradesh Government Servants Seniority Rules, 1991, as amended from time to time.

PART VII - Pay Etc.

22. Scales of Pay.- (1) The scales of pay admissible to persons appointed to the various categories of posts in the Service whether in a substantive or officiating capacity or as a temporary measure, shall be such as may be determined by the Board, with previous approval of Government from time to time. (2) The scales of pay at the time of commencement of these regulations shall be such as specified against the relevant posts in the Appendix "A".

23. Pay during probation.- (1) Notwithstanding any provision in the Fundamental Rules to the contrary, a person on probation, if he is not already in permanent Government Service, shall be allowed his first increment in the time scale when he has completed one year of satisfactory service and second increment after two years' service when he has completed the probationary period and is also confirmed: Provided that if the period of probation is extended on account of unsatisfactory work or conduct, such extension shall not count for increment, unless the appointing authority directs otherwise. (2) The pay during probation of a person who was already holding a post under the Board shall be regulated by the relevant Fundamental Rules: Provided that if the period of probation is extended on account of unsatisfactory work and conduct, such extension shall not count for increment, unless the appointing authority directs otherwise. (3) The pay during probation of a person already in Board's Service shall be regulated by the relevant rules, applicable to Government servants generally serving in connection with the affairs of the State.

24. Criteria for crossing efficiency bar.- Omitted

PART VIII - Other Provisions

25. Canvassing.- No recommendations, either written or oral, other than those required under the regulations applicable to the post or service will be taken into consideration. Any attempt on the part of a candidate to enlist support directly or indirectly for his candidature will disqualify him for appointment.

26. Regulation of other matters.- In regard to the matters not specifically covered by these regulations, persons appointed to the Service shall be governed by the rules, regulations and orders applicable to Government Servants serving in connection with the affairs of the State.

27. Relaxation in the conditions of service.- Where the Board is satisfied that the operation of any regulation regulating the conditions of service of a person or persons appointed to the service causes undue hardship in any particular case, it may, notwithstanding anything contained in the regulations applicable to the case with the previous approval of the Government, by order, dispense with or relax the requirements of that regulations to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner.

28. Saving.- Nothing in these Regulations shall affect reservations and other concessions required to be provided for the candidates, belonging to Scheduled Castes/Scheduled Tribes and other special categories of persons in accordance with orders of the Government issued from time to time in this regard.

Sl. No.
Name of Post
Pay Matrix
No. of Post (Per., Temp., Total)
(A) Managerial Cadre :-
Village Industries Officer -II / Assistant Development Officer-1
Rs.35400-112400 (Level-6)
42, 10, 52
Senior Industrial Cooperative Inspector
Rs.35400-112400 (Level-6)
0, 1, 1
Assistant Development Officer-11
Rs.29200-92300 (Level-5)
128, 8, 136
Industrial Co-operative Inspector

Rs.29200-92300 (Level-5)
14, 10, 24
Industrial Co-operative Supervisor
Rs.21700-69100 (Level-3)
54, 47, 101
(B) Clerical Cadre :-
Administrative Officer
Rs.44900-142400 (Level-7)
7, 0, 7
Head Assistant
Rs.35400-112400 (Level-6)
37, 4, 41
Senior Assistant
Rs.29200-92300 (Level-5)
85, 27, 112
Junior Assistant

Rs.21700-69100 (Level-3)
82, 42, 124
Care Taker
Rs.29200-92300 (Level-5)
0, 1, 1
(C) Stenographer Cadre :-
Personal Assistant Grade-1
Rs.44900-142400 (Level-7)
2, 2, 4
Personal Assistant Grade-11
Rs.35400-112400 (Level-6)
5, 5, 10
Stenographer
Rs.29200-92300 (Level-5)
11, 3, 14

(D) Audit and Accounts Cadre :-
Senior Auditor Grade-I
Rs.44900-142400 (Level-7)
5, 0, 5
Senior Auditor
Rs.35400-112400 (Level-6)
27, 7, 34
Auditor
Rs.29200-92300 (Level-5)
7, 8, 15
(E) Technical Cadre:
1- Blanket Scheme:
Manager (Blanket)
Rs.35400-112400 (Level-6)
4, 1, 5
(ii)

Superintendent Production
Rs.29200-92300 (Level-5)
2, 3, 5
(iii)
Assistant Superintendent Production
Rs.29200-92300 (Level-5)
5, 0, 5
(iv)
Weaving Supervisor
Rs.21700-69100 (Level-3)
6, 2, 8
2- Khadi Development, Amber Charkha and Lok Vastra Scheme:
Officer-In-Charge (Training and Accounts)
Rs.35400-112400 (Level-6)
1, 0, 1
(ii)
Superintendent Production
Rs.29200-92300 (Level-5)
1, 1, 2
(iii)

Assistant Superintendent Production (Amber)
Rs.29200-92300 (Level-5)
6, 0, 6
(iv)
Khadi Specialist Assistant
Rs.29200-92300 (Level-5)
4, 0, 4
(v)
Senior Weaving Instructor
Rs.21700-69100 (Level-3)
5, 0, 5
(vi)
Spinning Supervisor
Rs.19900-63200 (Level-2)
56, 0, 56
(vii)
Junior Weaving Instructor
Rs.19900-63200 (Level-2)
5, 0, 5
3- Leather Scheme:

Divisional Superintendent of Industries (Leather)
Rs.35400-112400 (Level-6)
3, 0, 3
(ii)
Senior Technical Assistant
Rs.29200-92300 (Level-5)
2, 0, 2
(iii)
Technical Assistant (1)
Rs.29200-92300 (Level-5)
1, 0, 1
(iv)
Technical Assistant
Rs.21700-69100 (Level-3)
22, 0, 22
(v)
Leather Instructor
Rs.21700-69100 (Level-3)
78, 0, 78
(vi)
Assistant Instructor (Leather)

Rs. 19900-63200 (Level-2)
38, 0, 38
4- Hand Made Paper Scheme:
Superintendent Production (Hand Made Paper, Kalpi)
Rs.35400-112400 (Level-6)
0, 1, 1
(ii)
Research Assistant (Hand Made Paper)
Rs.35400-112400 (Level-6)
1, 0, 1
(iii)
Superintendent Production (Faizabad)
Rs.29200-92300 (Level-5)
1, 0, 1
(iv)
Technical Assistant
Rs.21700-69100 (Level-3)
3, 0, 3
(v)
Art Instructor

Rs.21700-69100 (Level-3)
1, 0, 1
(vi)
Mechanic (Hand Made Paper)
Rs. 19900-63200 (Level-2)
2, 0, 2
5- Quality Control Laboratory:
Analyst
Rs.29200-92300 (Level-5)
4, 0, 4
6- Gur/Palm Gur Scheme:
Divisional Superintendent of Industries (Gur)
Rs.35400-112400 (Level-6)
1, 0, 1
(ii)
Research Chemist (Palm Gur)
Rs.35400-112400 (Level-6)
1, 0, 1
(iii)

Senior Gur Development Inspector
Rs.35400-112400 (Level-6)
1, 0, 1
(iv)
Assistant Botanist (Palm Gur)
Rs.35400-112400 (Level-6)
1, 0, 1
(v)
Palm Product Development Inspector
Rs.29200-92300 (Level-5)
5, 0, 5
(vi)
Palm Product Commercial Inspector
Rs.29200-92300 (Level-5)
1, 0, 1
(vii)
Gur Development Inspector
Rs.29200-92300 (Level-5)
0, 7, 7
(viii)
District Gur Demonstrator

Rs.21700-69100 (Level-3)
6, 0, 6
(ix)
Mechanic (Gur)
Rs.21700-69100 (Level-3)
2, 0, 2
(x)
Technical Assistant (Palm Gur)
Rs. 19900-63200 (Level-2)
2, 0, 2
(xi)
Process Assistant (Palm Gur)
Rs. 19900-63200 (Level-2)
2, 0, 2
7- Training Cadre:
Senior Technical Assistant (Match)
Rs.29200-92300 (Level-5)
0, 1, 1
(ii)
Senior Technical Assistant (Fibre)

Rs.29200-92300 (Level-5)
0, 1, 1
(iii)
Technical Assistant (Match)
Rs.21700-69100 (Level-3)
0, 1, 1
(iv)
Technical Assistant (Training)
(a)
Technical Assistant (Khadi)
Rs. 19900-63200 (Level-2)
0, 4, 4
(b)
Technical Assistant (Leather)
Rs. 19900-63200 (Level-2)
0, 1, 1
(c)
Technical Assistant (Village Oil)
Rs. 19900-63200 (Level-2)

0, 4, 4
(d)
Technical Assistant (Fibre)
Rs. 19900-63200 (Level-2)
0, 2, 2
(e)
Technical Assistant (Hand Made Paper)
Rs. 19900-63200 (Level-2)
0, 1, 1
(f)
Technical Assistant (Carpentry)
Rs. 19900-63200 (Level-2)
0, 3, 3
(g)
Technical Assistant (Pottery)
Rs. 19900-63200 (Level-2)
0, 3, 3
(h)
Technical Assistant (Bee Keeping)
Rs. 19900-63200 (Level-2)
0, 2, 2

Technical Assistant (Processing of Cereals and Pulses Industry)
Rs. 19900-63200 (Level-2)
0, 2, 2
(j)
Technical Assistant (Fruit Preservation)
Rs. 19900-63200 (Level-2)
0, 2, 2
(k)
Technical Assistant (Bamboo and Cane)
Rs. 19900-63200 (Level-2)
0, 1, 1
Technical Assistant (Soap)
Rs. 19900-63200 (Level-2)
0, 4, 4
(m)
Technical Assistant (Cottage Match)
Rs. 19900-63200 (Level-2)
0, 3, 3
(n)

Technical Assistant (Blanket)
Rs. 19900-63200 (Level-2)
0, 1, 1
(F) Marketing Cadre:
Exhibition Officer
Rs.35400-112400 (Level-6)
1, 0, 1
(ii)
Business Manager
Rs.35400-112400 (Level-6)
1, 0, 1
(iii)
Assistant Superintendent Production (Sales)
Rs.29200-92300 (Level-5)
3, 0, 3
(iv)
Assistant Superintendent (Stores)
Rs.29200-92300 (Level-5)
1, 0, 1
(v)

Artist-cum-Decorator
Rs.35400-112400 (Level-6)
1, 0, 1
(vi)
Artist
Rs.29200-92300 (Level-5)
1, 0, 1
(vii)
Publicity Assistant
Rs.25500-81100 (Level-4)
1, 0, 1
(viii)
Exhibition Assistant
Rs.21700-69100 (Level-3)
0, 1, 1
(ix)
Sales Assistants
Rs. 19900-63200 (Level-2)
0, 1, 1
(x)
Accountant/Salesman

Rs.21700-69100 (Level-3)
2, 0, 2
(xi)
Photographer
Rs.29200-92300 (Level-5)
1, 0, 1
(G) Driver Cadre:
Driver Special Category
Rs.44900-142400 (Level-7)
1, 0, 1
(ii)
Driver Grade-I
Rs.35400-112400 (Level-6)
2, 0, 2
(iii)
Driver Grade-II
Rs.29200-92300 (Level-5)

2, 0, 2
(iv)
Driver Grade-III
Rs.25500-81100 (Level-4)
3, 0, 3
(v)
Driver Grade-IV
Rs.19900-63200 (Level-2)
4, 0, 4
(H) Engineering Cadre:
Mechanical Overseer
Rs.29200-92300 (Level-5)
1, 0, 1
(ii)
Film Operator-cum-Electrician
Rs.21700-69100 (Level-3)
1, 0, 1
(iii)
Electrician
Rs.21700-69100 (Level-3)

0, 1, 1
(J) Pottery Cadre:
Technical Officer Pottery
Rs.35400-112400 (Level-6)
1, 0, 1
Sl. no.
Name of Post
Source
Academic
(A) Managerial Cadre:
(1)
Village Industries Officer (II) / Assistant Development Officer (1)
By promotion from combined Seniority List of substantively appointed Assistant Development Officer (11), Industrial Co-operativ years services as such on the first day of the year of recruitment.

(2)
Assistant Development Officer (II)
By promotion from combined Seniority List of substantively appointed Assistant Development Officer (II), Industrial Co-operative Development Inspector, Palm Product Development Inspector, Palm Product Commercial Inspector, who have completed three ye the year of recruitment.
(3)
Senior Industrial Co-operative Inspector
By promotion from combined Seniority list of substantively appointed Assistant Development Officer (11), Industrial Co-operative Development Inspector, Palm Product Development Inspector, Palm Product Commercial Inspector, who have completed three ye the year of recruitment.
(4)

Assistant Development Officer (II)	
50% by promotion from amongst substantively appointed Technical Assistant (Leather), Leather Instructor and Industrial Co-oper completed three years services as such on the first day of the year of recruitment. 50% by direct recruitment.	
B.A. (with Economics) or B.Com. or B.Sc. (Agriculture) Preference will be given to Post Graduate in above subject with in the Cooperation and allied subject of Commerce and Economics and Post Graduate Diploma Management Pune.	

in Cooperation from V.N. Mehta Institute of Cooperative

(5)	
Industrial Co-operative Inspector	
50% by promotion from combined seniority list substantively appointed Industrial Co-operative Supervisors, who have completed three years services as such on the first day of the year of recruitment. 50% by direct recruitment.	
B.A.(with Economics) or B.Com. or B.Sc. (Agriculture) Preference will be given to Post Graduate in above subject with in the Co subject of Commerce and Economics and Post Graduate Diploma Management Pune.	

in Cooperation from V.N. Mehta Institute of Cooperative

(6)	
Industrial Co-operative Supervisor	
50% by promotion from amongst substantively appointed Technical Assistant (Training), who have completed three years services recruitment. 50% by direct recruitment.	
	1. Bachelor's Degree and 2. Training in C
(B) Clerical Cadre:	
(1)	
Administrative Officer	
By promotion on the basis of seniority subject to rejection of unfit from amongst substantively appointed Head Assistant who have on the first day of the years of recruitment.	
(2)	
Head Assistant	

By promotion from amongst substantively appointed Senior Assistant, who have completed five years services as such on the first	
(3)	
Senior Assistant	
By promotion from amongst substantively appointed Junior Assistant, who have completed five years services as such on the first	
(4)	

Junior Assistant	(A) Eighty per cent by direct recruitment. (B) By promotion from amongst Group-'D' employees, who are substantively appointed on the posts other than post which false under a scheme in accordance with Appendix of U.P. Khadi & Vil regulations-2005 as amended from time to time-
	(1) Intermediate (2) CCC Certificate in Computer from DOEACC Society or equivalent certificate from an Institution recognized by Government. (3) 25/30 Words per minute speed in Hindi/English Typing. 15% who are passed High School examination and who have completed 5 years service as such and also have 25 words per minute 5% who are passed Intermediate examination and who have completed 5 years service as such and also have 25 words per minutes
(5)	
Caretaker	

By promotion from amongst substantively appointed Film Operator-Cum-Electricians, who have completed three years services as recruitment.
(C) Stenographer Cadre-
(1)
Personal Assistant Grade-1
By promotion from amongst substantively appointed personal assistants grade- 11, who have completed five years service as such service of stenographer on the first day of the year of recruitment.
(2)
Personal Assistant Grade-11
By promotion from amongst substantively appointed Stenographers, who have completed Eight years services as such on the first
(3)

Stenographer
By Direct recruitment.
(1) Intermediate with 80 Words per minutes speed in Hindi Shorthand (2) CCC Certificate from DOEACC Society in Computer or passed Computer Course from Intermediate Education Board Uttar Pradesh
(D) Audit & Accounts Cadre-
(1)
Senior Auditor Grade- 1
By Seniority from amongst Senior Auditor who have passed second departmental examination as prescribed in GO No. 4023/10-4 2004 and who have knowledge of Computer or will go under a time bound training for the same. Provided that a point of time the be not more than 15% of Senior Auditors.

(2)
Senior Auditor
By Seniority from amongst substantively appointed Auditor who have completed three years service as such and have passed first GO No. 4023/10-4-322(6)04. T.C. Dated 6 September, 2004 and who have knowledge of Computer will go under time bound train point of time the number of Senior Auditor will not be 80% of the number of Senior Auditor shall not be more than 80% of the tot both.
(3)
Auditor
By direct recruitment
Graduate Degree in Commerce or Post Graduate Diploma in Accountancy with Computer "0" Level Diploma.
(E) Technical Cadre-
1-Blanket Scheme-

(i)
Manager (Blanket)
By promotion from amongst substantively appointed Superintendent Production (Blanket Scheme), who have completed three yea year of recruitment.
(ii)
Superintendent Production
By promotion from amongst substantively appointed Assistant Superintendent Production (Blanket Scheme), who have completed three years services as such on the first day of the year of recru
(iii)
Assistant Superintendent Production
By promotion from amongst substantively appointed Weaving Supervisor (Blanket), who have completed three years services as such on the first day of the year of recruitment.
(iv)

Weaving Supervisor
By promotion from amongst substantively appointed Spinning Supervisor (Blanket), who have completed three years services as such on the first day of the year of recruitment.
2-Khadi Development, Amber Charkha and Lok Vastra Scheme-
(i)
Officer Incharge (Training and Accounts).
By promotion from amongst substantively appointed Superintendent Production (Khadi and Lok Vastra), who have completed thr day of the year of recruitment.
(ii)
Technical Manager (Lok Vastra)
By promotion from amongst substantively appointed Superintendent Production (Khadi and Lok Vastra), who have completed thr day of the year of recruitment.
(iii)

Superintendent Production
By promotion from amongst substantively appointed Assistant Superintendent Production (Amber) and Khadi Specialist Assistants, who have completed three years services as such on the first
(iv)
Assistant Superintendent Production (Amber)
By promotion from amongst substantively appointed Spinning Supervisors, who have completed three years services as such on th
(v)
Khadi Specialist Assistant
By promotion from amongst substantively appointed Senior Weaving Instructors, who have completed three years services as such recruitment.
(vi)

Senior Weaving Instructor
By promotion from amongst substantively appointed Junior Weaving Instructors, who have completed three years services as such recruitment.
(vii)
Spinning Supervisor
By promotion from amongst substantively appointed Senior Spinning Guide (Amber), who have completed three years services as recruitment.
(viii)
Junior Weaving Instructor
By promotion from amongst substantively appointed Master Weavers, who have completed three years service as such on the first
3-Leather Scheme-
(i)

Divisional Superintendent of Industries (Leather)
By promotion from amongst substantively appointed Senior Technical Assistants (Leather), who have completed three years servic recruitment.
(ii)
Senior Technical Assistant
By promotion from amongst substantively appointed Technical Assistants (Leather), who have completed three years service as such on the first day of the year of recruitment.
(iii)
Technical Assistant (1)
By promotion from amongst substantively appointed Technical Assistants (Leather) and Leathers Instructors, who have completed three years service as such on the first day of the year of recruit
(iv)
Technical Assistant

By promotion from amongst substantively appointed Assistants Instructor (Leather), who have completed three years service as such on the first day of the year of recruitment.	
(v)	
Leather Instructor	
By promotion from amongst substantively appointed Assistants Instructor (Leather), who have completed three years service as such on the first day of the year of recruitment.	
(vi)	
Assistant Instructor (Leather)	
By direct recruitment	
1.Intermediate with Science. 2. Diploma or Certificate in training of Leather Technology from a Government Institute or from an Institute recognized by Government or an Institute sponsored by Khadi and Village Industries Commission.	
4-Hand Made Paper Scheme-	

(i)
Superintendent Production (Hand Made Paper), Kalpi
By promotion from amongst substantively appointed Research Assistant (Hand Made Paper), who have completed three years serv of recruitment.
(ii)
Research Assistant (Hand Made Paper)
By promotion from amongst substantively appointed Superintendent Production (Faizabad), who have completed three years servi recruitment.
(iii)
Superintendent Production (Faizabad)
By promotion from amongst substantively appointed Mechanic (Hand Made Paper), who have completed three years service as su recruitment.

(iv)	
Technical Assistant	
By direct recruitment	
1. Intermediate with Science. 2. Two years Certificate Course in Hand Made Paper from an Institute sponsored by Khadi and Village Industries Commission. 3. Certificate or Diploma from Industrial Training Institute or Polytechnic in the Trade.	
(v)	
Art Instructor	

By direct recruitment
1. Intermediate with Science. 2. Two years Certificate Course in Hand Made Paper from an Institute sponsored by Khadi and Village Industries Commission. 3. Certificate or Diploma from Industrial Training Institute or Polytechnic in the Trade.
(vi)
Mechanic (Hand Made Paper)
By direct recruitment
1. Intermediate. 2. Certificate or Diploma from Industrial Training Institute or Polytechnic in the Trade
5-Quality Control Laboratory-
(i)

Analyst
By direct recruitment
1. B.Sc. with Chemistry or 2. One year experience in analysis. Priority 1. M.Sc. in Chemistry 2. Special Training or Experience of Chemical analysis of edible products like honey, oil, fat and fruit products.
6-Gur/Plam Gur Scheme-
(i)
Divisional Superintendent of Industries (Gur).
By promotion from amongst substantively appointed Senior Gur Inspectors, who have completed three years service as such on th
(ii)

Research Chemist (Palm Gur).
By promotion from amongst substantively appointed Assistant Botanist (Palm Gur), who have completed three years service as su recruitment.
(iii)
Senior Gur Development Inspector
By promotion from amongst substantively appointed Gur Development Inspector, who have completed three years service as such recruitment.
(iv)
Assistant Botanist (Palm Gur).
By promotion from amongst substantively appointed Palm Product Development Inspectors and Palm Product Commercial Inspec service as such on the first day of the year of recruitment.
(v)

Palm Product Development Inspector.
By promotion from amongst substantively appointed Technical Assistant (Palm Gur), Process Assistants (Palm Gur), who have co on the first day of the year of recruitment.
(vi)
Palm Product Commercial Inspector.
By promotion from amongst substantively appointed Technical Assistant (Palm Gur), Process Assistants (Palm Gur), who have co on the first day of the year of recruitment.
(vii)
Gur Development Inspector.
By promotion from amongst substantively appointed District Gur Demonstrators and Mechanics (Gur), who have completed three of the year of recruitment.

(viii)
District Gur Demonstrator
By promotion from amongst substantively appointed Gur Demonstrators who have completed three years service as such on the fir
(ix)
Mechanic (Gur)
By promotion from amongst substantively appointed Gur Demonstrators who have completed three years service as such on the fir
(x)
Technical Assistant (Palm Gur)
By promotion from amongst substantively appointed Palm Product Demonstrators, Master Taper and Confectioners, who have con the first day of the year of recruitment.
(xi)

Process Assistant (Palm Gur)
By promotion from amongst substantively appointed Palm Leaf Expert and Palm Fibre Experts, who have completed three years s of recruitment.
7-Training Cadre-
(i)
Senior Technical Assistant (Match)
By promotion from amongst substantively appointed Technical Assistants (Match), who have completed three years service as such on the first day of the year of recruitment.
(ii)
Senior Technical Assistant (Fibre)
By direct recruitment

1. Intermediate 2. One year training in Fibre from an Institute of Khadi and Village Industries Commission or an Institute recognized by Governm
(iii)
Technical Assistant (Match).
By direct recruitment.
1. Intermediate 2. Six months training in the trade from Khadi and Village Industries Commission or an Institute recognized by Government.
(iv)
Technical Assistant (Training).
(a)
Technical Assistant (Khadi)

By direct recruitment.
1. Intermediate with Science. 2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.
(b)
Technical Assistant (Leather)
By direct recruitment.
1. Intermediate with Science. 2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.
(c)
Technical Assistant (Village Oil)
By direct recruitment.
1. Intermediate with Science. 2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.

(d)
Technical Assistant (Fibre)
By direct recruitment.
1. Intermediate with Science. 2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.
(e)
Technical Assistant (Hand Made Paper)
By direct recruitment.
1. Intermediate with Science. 2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.
(f)
Technical Assistant (Carpentry)

By direct recruitment.
1. Intermediate with Science. 2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.
(g)
Technical Assistant (Bee Keeping)
By direct recruitment.
1. Intermediate with Science. 2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.
(h)
Technical Assistant (Pottery)
By direct recruitment.
1. Intermediate with Science. 2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.

(i)
Technical Assistant (Processing of Cereals and Pulses Industry)
By direct recruitment.
1. Intermediate with Science.
2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.
(j)
Technical Assistant (Fruit Preservation)
By direct recruitment.
1. Intermediate with Science. 2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.

(k)
Technical Assistant (Bomboo and Cane)
By direct recruitment.
1. Intermediate with Science. 2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.
(l)
Technical Assistant (Soap)
By direct recruitment.
1. Intermediate with Science. 2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.
(m)
Technical Assistant (Cottage Match)

By direct recruitment.
1. Intermediate with Science. 2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.
(n)
Technical Assistant (Blanket)
By direct recruitment.
1. Intermediate with Science. 2. Three years Diploma in relative Trade from a Polytechnic Institute recognized by Government.
F-Marketing Cadre-
(i)
Exhibition Officer
By promotion from amongst substantively appointed Assistant Superintendent Production (Sale) and Senior Technical Assistant (Match), who have completed three years service as such on the first day of the year of recruitment.

(ii)
Business Manager
By promotion from amongst substantively appointed Assistant Superintendent Production (Sale) and Senior Technical Assistant (Match), who have completed three years service as such on the first day of the year of recruitment.
(iii)
Assistant Superintendent Productions (Sales)
By promotion from amongst substantively appointed Publicity Assistant, who have completed three years service as such on the fi
(iv)
Assistant Superintendent (Store)
By promotion from amongst substantively appointed Publicity Assistant, who have completed three years service as such on the fi

(v)
Artist-cum-Decorator
By promotion from amongst substantively appointed Artist, who have completed three years service as such on the first day of the
(vi)
Artist
By direct recruitment
1. Intermediate 2. Diploma in commercial Art from recognized training Institute.
(vii)
Publicity Assistant
By direct recruitment

1. Intermediate 2. Diploma in commercial Art from recognized training Institute.
(viii)
Exhibition Assistant
By promotion from amongst substantively appointed Salesman and Sales Assistant, who have completed three years service as suc recruitment.
(ix)
Sales Assistants
By direct recruitment
1. Intermediate 2. Diploma in commercial Art from recognized training Institute.
(x)
Accountant/Salesman

By direct recruitment
1. Intermediate 2. Diploma in commercial Art from recognized training Institute.
(xi)
Photographer
By direct recruitment
1. Bachelor's Degree in Science. 2. Two years experience of Photography and Developing of Photographs.
G-Driver Cadre-
(i)
Driver Special Grade
By promotion from amongst substantively appointed Driver Grade-I, who have completed One year service as such on the first day
(ii)

Driver Grade-1	
By promotion from amongst substantively appointed Driver Grade-2, who have completed three years service as such on the first d	
(iii)	
Driver Grade-2	
By promotion from amongst substantively appointed Driver Grade-3, who have completed Six years service as such and Fifteen Y Grade-4 on the first day of the year of recruitment.	
(iv)	
Driver Grade-3	
By promotion from amongst substantively appointed Driver Grade-4, who have completed nine years service as such on the first d	

(v)
Driver Grade4-
(A) 80% By Direct recruitment. (1) Class VIII passed from a recognized educational institute and

(11) A valid Driving License of Heavy Vehicles or light Vehicles as the case may be atleast for not less than three years before the

(B) 20% from substantively appointed cleaners and Group-'D' employee who have completed 10 years service as such and:-

(1) Who have a valid Driving License of heavy or light vehicles, as the case may be, for not less than three years and

(II) Have passed class VIII from a recognized educational institute.

On the first day of year of recruitment:

Provided that in case of non availability of eligible person in feeding cadre, the post of promotion quote shall be filled by direct rec

H- Engineering Cadre-
(i)
Mechanical Overseer
By promotion from amongst substantively appointed Film Operator-Cum Electricians, who have completed three years service as s recruitment.
(ii)

Film Operator-cum-Electrician
By direct recruitment
1. High School 2. Two years experience of Film Operation.
(iii)
Electrician
By promotion from amongst substantively appointed Fitter-cum- Electricians, who have completed three years service as such on the first day of the year of recruitment.
J-Pottery Cadre-
(i)
Technical Officer (Pottery)
By direct recruitment

1. Bachelor's Degree with Science. 2. One year Training in Pottery Industry from Khadi and Village Industries Commission or in an Institute recognized by Khadi and Village Industries Commission

By order,

NAVNEET SEHGAL,

Apar Mukhya Sachiv