

No. Z-17011/12/2023-ISH.I(pt.I)
Government of India
Ministry of Labour and Employment

Shram Shakti Bhawan, Rafi Marg,
New Delhi, Dated the 18th March, 2024

To,

The Director General,
DGFASLI, N. S. Mankikar Marg,
Sion, Mumbai-400022.

Subject:- Amendment to the Recruitment Rules of Group 'A' and Group 'B'
(Gazetted) post of DGFASLI-reg.

Sir,

I am directed to refer to above mentioned subject and to attach herewith **Annexure-III** (13 column schedule of existing and proposed Recruitment Rules) of the post DG, DDG and other Group 'A' posts (disciplines-wise) of DGFASLI, as approved by the Competent Authority in this Ministry. It is requested to upload the the enclosed Annexure at DGFASLI's website for 30 days for inviting comments / representation, if any, of DGFASLI officers as per the guidelines issued by DoPT vide OM No. AB-14017/61/2008-Estt. (RR) dated 13.10.2015. It is also requested to compile comments received, if any, and forward the same with the comments of DGFASLI to this Ministry for necessary action.

2. This issues with the approval of the competent authority.

Your Faithfully

(K.R Meena)

Under Secretary to Govt. of India

Enclosed: As above

Signed by

Keshram Meena

Date: 18-03-2024 17:01:07

ANNEXURE III

Form to be filled by the Ministry/Department while forwarding proposals to the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel, & Training) and the Union Public Service Commission for Amending approved Recruitment rules.

1. (a) Name of the Post : Director General
(b) Name of the Ministry/Deptt. : Directorate General Factory Advice Service & Labour Institutes, Ministry of Labour & Employment
2. Reference No. in which Commission's advice on recruitment rules was conveyed

3.

Col. No.	Provision in the approved rules	Revised provisions proposed	Reasons for the revision proposed
(1) Name of the post	Director General Factory Advice Service & Labour Institutes	Director General Factory Advice Service & Labour Institutes	---
(2) No. of post	1* (1994), *-Subject to variation dependent on workload.	1 (2024)	Change of year
(3) Classification	General Central Service, Group 'A', Gazetted, Non-Ministerial.	General Central Service, Group 'A', Gazetted, Non-Ministerial.	
(4) Pay Band and Grade Pay / Pay scale	Rs.5900-200-6700	Level-14 in the pay matrix (Rs 144200-218200).* - NPA - Only for those possessing recognized medical qualification	Pay scale revised to Rs. 18400-500-22400, PB 4 Rs. 37400-67000 + GP 10000 and Level 14 as per V th , VI th and VII th Pay Commission's respectively.
(5) Whether selection post or non-selection post	Selection	Selection	No change
(6) Age limit for direct recruits	Not exceeding 50 years (Relaxable for Government servants upto five years in accordance with the instructions or orders issued by the Central Government). <u>Note:</u> The crucial date for determining the age-limit shall be the closing date for receipt of	Not Applicable	The method of direct recruitment is proposed to be dispensed with.

	applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti district and Pangl Sub Division of Chamba district of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep.)		
(7) Whether benefit of added years of service admissible under rule 30 of the CCS (Pension) Rules, 1972	Yes	Not applicable (To be deleted).	This is not applicable as the benefit of qualifying service has been dispensed with by DoP&PW O.M. No. 77/2008-P&PW (F) dated 13.02.2009 communicated that Rule 30 of CCS(Pension) Rules, 1972 had been omitted vide GSR no. 928(E) dated 21.12.2012.
(8) Educational and other qualifications required for direct recruits	<p style="text-align: center;">Essential</p> <p>(i) Degree in Mechanical or Electrical or Chemical or Marine or Production or Industrial Engineering or a recognized university or equivalent OR</p> <p>Master's Degree in Chemistry or Biochemistry or Psychology (with Industrial Psychology as one of the papers) or Physiology of a Recognized University or equivalent. OR</p> <p>A Recognized Medical qualification included in the first or second Scheduled or Part II of the Third Schedule (other than the licentiate qualifications) to the Indian Medical Council Act, 1956 (102 of 1956) Holders of educational qualifications included in Part II of the Third Schedule should fulfill the conditions stipulated in Section 13(3) of the said Act.</p>	Not Applicable.	The method of recruitment on direct recruitment basis is proposed to be dispensed with.

(ii) Fifteen years' experience of which seven years' should be in a responsible administrative position in an organisation concerned with training, education and research in safety and health, productivity and allied matters like job analysis and work study and other human problem in Industry such as Physiology, Ergonomics and Industrial Psychology.

(iii) Experience of running management training courses and management consultancy services.

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

Note 2: The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes if, at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available, to fill up the vacancies reserved for them.

Desirable

Master's Degree in Engineering relevant to essential qualification(i) above from a recognized University or equivalent.

OR

Doctorate Degree in Psychology or Physiology or Chemistry or Biochemistry of a recognized University or equivalent.

	<p style="text-align: center;">OR</p> <p>Post-graduate Degree or Diploma in Social and Preventive Medicine or Industrial Hygiene or Physiology or Medicine or Occupational Health from a recognized University or equivalent.</p>		
(9) Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	<p>Age: No</p> <p>Educational Qualification: Yes</p>	Not applicable	The method of recruitment on direct recruitment basis is proposed to be dispensed with.
(10) Period of probation, if any	One year for direct recruits	Not applicable	The method of recruitment on direct recruitment basis is proposed to be dispensed with.
(11) Method of recruitment. Whether by direct recruitment or by promotion or by deputation/ transfer and percentage of the vacancies to be filled by various methods	Promotion failing which by transfer on deputation (including short term contract) failing both by direct recruitment.	Promotion failing which deputation (including short term contract)	To remove stagnation in feeder grade as a DR, if appointed, will hold the post for atleast 3-5 years during which no promotion will be there and will cause stagnation.

<p>(12) In case of recruitment by promotion/deputation/transfer, grades from which promotion/deputation/transfer to be made</p>	<p style="text-align: center;"><u>Promotion</u></p> <p>Deputy Director General with three years' regular service in the grade failing which Deputy Director General, with eight years' combined regular service in the grades of Deputy Director General/Director.</p> <p><u>Note:</u> Where juniors who have completed their qualifying/eligibility service are being considered for promotion their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than one year and have successfully completed their probation period, if prescribed.</p> <p style="text-align: center;"><u>Transfer on deputation (including short term contract)</u></p> <p>Officers under the Central/State Governments/ Public Sector Undertakings/Recognized Research Institutes Statutory or Autonomous Organisations;</p> <p>a) (i) holding analogous posts on regular basis;</p> <p style="text-align: center;">OR</p> <p>(ii) with three years' regular service in posts in the scale of Rs.4500-5700 or equivalent;</p> <p style="text-align: center;">OR</p> <p>(iii) with eight years' regular service in posts in the scale of Rs.3700-5000 or equivalent; and</p> <p>b) Possessing the educational qualifications and experience prescribed for direct recruits under column 'B'.</p> <p>The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for</p>	<p style="text-align: center;"><u>Promotion</u></p> <p>Deputy Director General with three years' regular service in the grade failing which Deputy Director General, with eight years' combined regular service in the grades of Deputy Director General/Director.</p> <p>Note 1: When combined service in the grades of Deputy Director General and Director is considered, the Officer should have rendered at least one year regular service in the grade of Deputy Director General.</p> <p style="text-align: center;"><u>Deputation (including short term contract)</u></p> <p>Officers under the Central/State Governments/ Public Sector Undertakings/Recognized Research Institutes Statutory or Autonomous Organisations;</p> <p>a) (i) holding analogous posts on regular basis;</p> <p style="text-align: center;">OR</p> <p>(ii) with three years regular service in posts in the Pay Level-13 or equivalent;</p> <p style="text-align: center;">OR</p> <p>(iii) with eight years' regular service in posts in the Pay Level-12 or equivalent; and</p> <p>b) Possessing the following educational qualifications:</p> <p>Essential: (i) Bachelor's Degree in Mechanical Engineering or Electrical Engineering or Chemical Engineering or Instrumentation or Production Engineering or Industrial Engineering or Civil Engineering of a recognized University or Institute.</p>	<p>Years of experience has been proposed to enhance to make it at par with the total experience of feeder post.</p> <p>In line with the qualifications of feeder grade posts as Psychology & Physiology disciplines have been dispensed with.</p>
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	<p>consideration for appointment on deputation, similarly, deputationists shall not be eligible for consideration for appointment by promotion (period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organisation/department of Central Government shall not exceed five years. The maximum age limit for appointment by transfer on deputation (including short-term contract) shall be not exceeding 56 years as on the closing date of receipt of applications).</p>	<p style="text-align: center;">Or</p> <p>Master Degree in Chemistry or Biochemistry or Industrial Hygiene or Bachelor Degree in biochemical Engineering from a recognized University.</p> <p style="text-align: center;">Or</p> <p>A recognised medical qualification i.e. MBBS (or Equivalent) as per the provisions of the National Medical Commission Act. 2019;</p> <p style="text-align: center;">And</p> <p>Post Graduate Degree or Diploma in Preventive and Social Medicine or Community Medicine or Industrial Health from a recognized university.</p> <p>(ii) Twenty one years' experience of which ten years' should be in a responsible administrative position in an organisation concerned as Head of the organisation or a Division of an Industry with handling various aspects of industrial safety including training, education, research, productivity, management consultancy services and allied matters like job analysis and work study and other human problem in Industry such as Occupation Health, Welfare and social wellbeing.</p> <p>Desirable: Master's Degree in Engineering relevant to essential qualification (i) above from a recognized University or equivalent.</p> <p style="text-align: center;">Or</p>	
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		Doctorate Degree in or Chemistry or Bio-Chemistry of a recognized University or equivalent.	
(13) If a Departmental Promotion Committee exists, what is its composition	<p>1. Group 'A' Departmental Promotion Committee (for considering promotion)</p> <p>(i) Chairman/Member, Union Public Service Commission – Chairman</p> <p>(ii) Secretary, Ministry of Labour – Member.</p> <p>(iii) Additional Secretary/ Ministry of Labour-Member'</p> <p>2. Group 'A' Departmental Promotion Committee (for considering confirmation)</p> <p>i) Secretary, Ministry of Labour – Chairman.</p> <p>ii) Additional Secretary, Ministry of Labour – Member.</p> <p><u>Note:</u> The proceedings of the Departmental Promotion Committee relating to confirmation of a direct recruit shall be sent to the Union Public Service Commission for approval. If, however, these are not approved by the Union Public Service Commission a fresh meeting of the Departmental Promotion Committee to be presided over by the Chairman or a Member of the Union Public Service Commission shall be held.</p>	<p>I. Departmental Promotion Committee (for considering promotion)</p> <p>(i) Chairman/Member, Union Public Service Commission – Chairman</p> <p>(ii) Secretary, Ministry of Labour – Member.</p> <p>(iii) Additional Secretary or equivalent/ Joint Secretary or Equivalent, Ministry of Labour-Member</p>	
(14) Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Consultation with the Union Public Service Commission necessary while making direct recruitment and appointing an officer on deputation (including short-term contract).	Consultation with the Union Public Service Commission is necessary.	

- Names, addresses and telephone numbers of the Ministry's Representatives with whom these proposals may be discussed, if necessary, for clarification/early decision

Date :

Place :

Signature of the officer
sending the proposals
Tele No.:

ANNEXURE III

Form to be filled by the Ministry/Department while forwarding proposals to the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel, & Training) and the Union Public Service Commission for Amending approved Recruitment rules.

- 1- (a) Name of the Post : Deputy Director General
(b) Name of the Ministry/Deptt. : Directorate General Factory Advice Service & Labour Institutes, Ministry of Labour
2. Reference No. in which Commission's advice on recruitment rules as conveyed
- 3.

Col. No.	Provision in the approved rules	Revised provisions proposed	Reasons for the revision proposed
(1) Name of the post	Deputy Director General, Factory Advice Service and Labour Institutes	Deputy Director General, Factory Advice Service and Labour Institutes	No change
(2) No. of post	3* (1989). *-Subject to variation dependent on workload	3* (2023). *-Subject to variation dependent on workload	Change of year.
(3) Classification	General Central Service, Group 'A', Gazetted, Non-Ministerial.	General Central Service, Group 'A', Gazetted, Non-Ministerial.	
(4) Pay Band and Grade Pay / Pay scale	Rs.4500-150-5700.	Level-13 in the pay matrix (Rs 123100-215500).* - NPA - Only for those possessing recognized medical qualification	Pay scale revised to Rs. 14300-450-22400, PB 3 + GP 8700 and Level 13 as per V th , VI th and VII th Pay Commission's respectively.
(5) Whether selection post or non-selection post	Selection	Selection.	No change
(6) Age limit for direct recruits	Not exceeding 50 years (Relaxable for Government servants upto five years in	Not Applicable	The method of recruitment on direct recruitment basis is

	<p>accordance with the instructions or orders issued by the Central Government).</p> <p>Note: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti district and Pangi Sub-Division of Chamba district of Himachal Pradesh, the Andaman and Nicobar Islands or Lakshadweep).</p>		proposed to be dispensed with.
(7) Whether benefit of added years of service admissible under rule 30 of the CCS (Pension) Rules, 1972	Yes	Not applicable (To be deleted)	This is not applicable as the benefit of qualifying service has been dispensed with by DoP&PW O.M. No. 777/2008-P&PW (F) dated 13.02.2009 communicated that Rule 30 of CCS(Pension) Rules, 1972 had been omitted vide GSR no. 928(E) dated 21.12.2012.
(8) Educational and other qualifications required for direct recruits	<p style="text-align: center;">Essential</p> <p>(i) Degree in Mechanical or Electrical or Chemical or Marine or Production or Industrial Engineering of a recognized University or equivalent.</p> <p style="text-align: center;">OR</p> <p>Master's Degree in Chemistry or Bio-chemistry or Physiology or Psychology (with Industrial Psychology as one of the papers) of a recognized University.</p> <p style="text-align: center;">OR</p>	Not Applicable	The method of recruitment on direct recruitment basis is proposed to be dispensed with.

	<p>A recognized medical qualification included in the First or the Second Schedule or Part II of the Third Schedule (other than the Licentiate qualifications) to the Indian Medical Council Act, 1956 (102 of 1956). Holders of educational qualifications included in Part II of the Third Schedule should fulfill the conditions stipulated in Section 13(3) of the said Act.</p> <p>(ii) Twelve years experience of which five years should be in a responsible administrative position in an organisation concerned with training, educational and research in safety and health, productivity and allied matters like job analysis and work study and other human problems in Industry such as Physiology and Industrial Psychology.</p> <p>(iii) Experience of running management training courses and management consultancy services.</p> <p><u>Note 1:</u> Qualifications are relaxable at the discretion of the Union Public Service Commission in case of Candidates otherwise well Qualified.</p> <p><u>Note 2:</u> The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes if, at any stage of selection, the Union Public Service Commission is of the opinion that sufficient</p>		
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	<p>number of candidates from these communities possessing the requisite experience are not likely to be available, to fill up the vacancies reserved for them.</p> <p style="text-align: center;">Desirable</p> <p>Master's Degree in Engineering relevant to (i) above from a recognized University or equivalent.</p> <p style="text-align: center;">OR</p> <p>Doctorate Degree in Psychology or Physiology or Chemistry of a recognized University or equivalent.</p> <p style="text-align: center;">OR</p> <p>Post-graduate Degree or Diploma in Social and Preventive Medicine or Industrial Hygiene or Physiology Medicine or Occupational Health of a recognized University or equivalent.</p>		
(9) Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age: No Education Qualification: Yes,	Not Applicable	The method of recruitment on direct recruitment basis is proposed to be dispensed with.
(10) Period of probation, if any	One year for direct recruits	Not Applicable	The method of recruitment on direct recruitment basis is proposed to be dispensed with.
(11) Method of recruitment Whether by	By promotion failing which by direct recruitment.	Promotion failing which by deputation including short term contract.	To avoid remove stagnation in feeder grade as a DR, if appointed, will

<p>direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods</p>	<p><u>Note:</u> Deputy Director General, Factory Advice Service and Labour Institutes who have been appointed on a regular basis to the pre-revised pay scale of Rs.1800-2000 (revised to Rs.4500-5700) prior to the notification of these rules, shall be deemed to have been so appointed to the post in the revised pay scale.</p>		<p>hold the post for atleast 3-5 years during which no promotion will be there and will cause stagnation.</p>
<p>(12) In case of recruitment by promotion/ deputation/ transfer, grades from which promotion/ deputation/ transfer to be made</p>	<p style="text-align: center;">Promotion</p> <p>Director (Safety) /Director (Staff Training)/ Director (Productivity) /Director(Medical)/Director (Industrial Hygiene)/Director(Physiology)/Director (Industrial Psychology), with five years regular service in their respective grade.</p> <p><u>Note:</u> The eligibility list for promotion shall be prepared with reference to the date of completion by the officers of the prescribed qualifying service in the respective grade.</p>	<p style="text-align: center;">Promotion</p> <p>Director (Safety) /Director (Staff Training /Productivity) Director (Medical) /Director (Industrial Hygiene), with five years regular service in their respective grade.</p> <p>Deputation (including short term contract) Officers under the Central/State Governments/ Public Sector Undertakings/Recognized Research Institutes Statutory or Autonomous Organisations;</p> <p>a) (i) holding analogous posts on regular basis;</p> <p style="text-align: center;">OR</p> <p>(ii) with three years; regular service in posts in the Pay Level-13 or equivalent;</p> <p style="text-align: center;">OR</p> <p>(iii) with eight years' regular service in posts in the Pay Level-12 or equivalent; and</p> <p>b) Possessing the following educational qualifications:</p>	<p>Qualification and experience in case of Deputation is kept in line with the EQ of feeder posts Years of experience has been proposed to enhance to make it at par with the total experience of feeder post.</p>

		<p>(i) Bachelor's Degree in Mechanical Engineering or Electrical Engineering or Chemical Engineering or Instrumentation or Production Engineering or Industrial Engineering or Civil Engineering of a recognized University or Institute.</p> <p style="text-align: center;">Or</p> <p>Master Degree in Chemistry or Biochemistry or Industrial Hygiene or Bachelor Degree of Biochemical Engineering from a recognized University.</p> <p style="text-align: center;">Or</p> <p>(A recognised medical qualification i.e. MBBS (or Equivalent) as per the provisions of the National Medical Commission Act. 2019;</p> <p style="text-align: center;">And</p> <p>Post Graduate Degree or Diploma in Preventive and Social Medicine or Community Medicine or Industrial Health from a recognized university.</p> <p>(ii) Eighteen years' experience of which seven years' should be in a responsible administrative position in an organisation</p>	
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		<p>concerned as Head of the organisation or a Division of an Industry with handling various aspects of industrial safety including training, education, research, productivity, management consultancy services and allied matters like job analysis and work study and other human problem in Industry such as Occupation Health, Welfare and social wellbeing</p> <p>Desirable:</p> <p>Master's Degree in Engineering relevant to essential qualification (i) above from a recognised University or equivalent.</p> <p style="text-align: center;">Or</p> <p>Doctorate Degree in or Chemistry or Bio-Chemistry of a recognised University or equivalent.</p>	
<p>(13) If a Departmental Promotion Committee exists, what is its composition</p>	<p>1. Group 'A' Departmental Promotion Committee (for considering promotion) consisting of :</p> <p>(i) Chairman/Member, Union Public Service Commission - Chairman</p> <p>(ii) Secretary/Additional Secretary, Ministry of Labour- Member</p> <p>(iii) Joint Secretary, Ministry of Labour – Member.</p> <p>(iv) Director General, Factory Advice Service and Labour Institutes – Member.</p> <p>2. Group 'A' Departmental Promotion</p>	<p>1. Departmental Promotion Committee (for considering promotion) consisting of :</p> <p>(i) Chairman/Member, Union Public Service Commission - Chairman</p> <p>(ii) Joint Secretary or Equivalent, Ministry of Labour – Member.</p> <p>(iii) Director General, Factory Advice Service and Labour Institutes – Member.</p>	

	<p>Committee (for considering confirmation) consisting of :</p> <p>(i) Secretary/Additional Secretary, Ministry of Labour – Chairman</p> <p>(ii) Joint Secretary, Ministry of Labour- Member.</p> <p>(iii) Director General, Factory Advice Service and Labour Institutes – Member.</p> <p>Note: The proceedings of the Departmental Promotion Committee relating to confirmation of a direct recruit shall be sent to the Union Public Service Commission for approval. If, however, these are not approved by the Union Public Service Commission a fresh meeting of the Departmental Promotion Committee to be presided over by the Chairman or a Member of the Union Public Service Commission shall be held.</p>		
(14) Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Consultation with the Union Public Service Commission necessary while making direct recruitment	Consultation with the Union Public Service Commission necessary for promotion.	As per amended Regulation, no consultation with UPSC is required upto Pay Level-13A

4. Names, addresses and telephone numbers of the Ministry's Representatives with whom these proposals may be discussed, if necessary, for clarification/early decision

Date :

Signature of the officer
sending the proposals

Place :

Tele No.

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Sl. No.	Description	Provision in the Existing rules	Revised provisions proposed	Reasons for the revision proposed
1	Name of the post	Director (Safety)	Director (Safety)	No Change
2	Number of posts	11* (2019). *-Subject to variation dependent on workload.	11* (2023), *-Subject to variation dependent on workload.	No change
3	Classification	General Central Services, Group 'A' Gazetted, Non-Ministerial.	General Central Services, Group 'A' Gazetted, Non-Ministerial.	No Change
4	Scale of pay	Level -12 in the pay matrix (Rs. 78,800-2,09,200)	Level -12 in the pay matrix (Rs. 78,800-2,09,200)	No Change
5	Whether selection post or non-selection post	Selection	Selection	No Change
6	Age limit for direct recruits	Not exceeding 50 years. Note:- 1 Relaxable for Government servants up to five years' in accordance with the instructions or orders issued by the Central Government Note:- 2 The crucial date for determining the age limit shall be as advertised by Union Public Service Commission.	Not exceeding 50 years. Note:- 1 Relaxable for Government servants up to five years' in accordance with the instructions or orders issued by the Central Government Note:- 2 The crucial date for determining the age limit shall be as advertised by Union Public Service Commission.	No Change
7	Educational and other qualifications required for direct recruits	Essential: (i) Bachelor's Degree in Mechanical or Electrical or Chemical or Marine or Production or Industrial or Instrumentation or Civil Engineering or Architecture or Textile Chemistry or Textile Technology or computer science or Electronics & communication of a recognized University or Institute. (ii) Ten years' experience in handling various aspects of industrial safety in a factory, dock, ship, construction site or physical and chemical testing of textiles in an industrial concern or research laboratory or a technical institution/ organisation or in a government department dealing with the	Essential: (i) Bachelor's Degree in Mechanical Engineering or Electrical Engineering or Chemical Engineering or Production Engineering or Industrial Engineering or Civil Engineering of a recognized University or Institute. (ii) fourteen years' experience in handling various aspects of industrial safety in a factory, dock, ship, construction site or physical and chemical testing of textiles in an industrial concern or research laboratory	Bachelor's degree in Marine, Instrumentation, Architecture or Textile Chemistry or Textile Technology or computer science or Electronics & Communication Engineering are not relevant field on OSH in Industry. Hence, it is

		<p>administration of Factories Act 1948 (63 of 1948) or the Dock Workers (Safety, Health & Welfare) Act 1986 (54 of 1986) or the Building and other construction workers (regulation of employment conditions of services) Act 1996 (27 of 1996).</p> <p>Desirable: (i) Master's Degree in Engineering or Technology relevant to essential qualification mentioned above from a recognized University/ Institute (ii) Master's Degree or Post Graduate in Industrial Safety from a recognized University or Institute. (iii) Post Graduate Diploma in Industrial Safety from a recognized University or Institute. (iv) Experience in planning, organising and coordinating of research, education and training activities pertaining to industrial safety, dock safety and construction safety.</p> <p>Note 1: Qualifications are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates otherwise well qualified.</p> <p>Note 2:- The Qualification regarding experience is relaxable at the discretion of the Union Public Service Commission, for reasons to be recording inwriting, in the case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient</p>	<p>or a technical institution/ organisation or in a government department dealing with the administration of Factories Act 1948 (63 of 1948) or the Dock Workers (Safety, Health & Welfare) Act 1986 (54 of 1986) or the Building and other construction workers (regulation of employment conditions of services) Act 1996 (27 of 1996) out of which five years as Head of any Institute or a Division of an aforesaid Industry.</p> <p>Desirable: (i) Doctorate in Engineering or Technology relevant to essential qualification mentioned above from a recognized University/ Institute (ii) Master's Degree or Post Graduate in Industrial Safety from a recognized University or Institute. (iii) Post Graduate Diploma in Industrial Safety from a recognized University or Institute. (iv) Experience in planning, organising and coordinating of research, education and training activities pertaining to industrial safety, dock safety and construction safety.</p> <p>Note 1: Qualifications are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates otherwise well qualified. Note 2:- The Qualification</p>	<p>proposed to delete these degrees.</p> <p>Number of years of experience may be enhanced from ten years to 16 years to make it at par with the total experience of feeder post.</p> <p>Doctorate in Engineering or Technology instead of Master degree proposed to be added as desirable qualification</p>
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		number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.	regarding experience is relaxable at the discretion of the Union Public Service Commission, for reasons to be recording in writing, in the case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.	
8	Whether age and educational qualifications prescribed for direct recruits will apply in case of promotees	Age: No. Educational Qualification: Yes:	Age: No. Educational Qualification: Yes	Not applicable
9	Period of probation, if any	Two years for direct recruits; subject to completion of two weeks induction training as prescribed by Department.	One years for direct recruits; subject to completion of two weeks induction training as prescribed by Department.	As per DOP&T norms.
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation/transfer and the percentage of vacancies to be filled by various methods.	(i) 50 % by promotion failing which by Deputation (including short term contract.), (ii) 50 % by deputation (including short term contract) failing which by Direct Recruitment.	(i) 75 % by promotion failing which by deputation including short term contract; (ii) 25 % by Direct Recruitment.	Method of recruitment has been proposed to amend in view of the strength of feeder cadre as per DoPT OM dated 31.03.2015 and to avoid stagnation.
11.	In case recruitment by promotion/deputation transfer grades from which promotion/deputation transfer to be made	Promotion: - Deputy Director (Safety) in Level-11 (Rs.67,700 - 2,08,700) in the Pay Matrix with five years regular service in the grade and having completed two weeks of training in Occupational Safety and Health. Note : Where juniors who have completed	Promotion: - Deputy Director (Safety) in Level-11 (Rs.67,700 - 2,08,700) in the Pay Matrix with five years regular service in the grade and having completed two weeks of training in Occupational Safety and Health. Note : Where juniors who have completed	Number of years of experience may be enhanced from five years to 16 years to make it at par with the total experience

		<p>their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years; whichever is less; and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.</p> <p>Deputation (including short term contract): Officers of the Central Government or State Governments or Union Territories or autonomous or statutory organizations or Public Sector Undertakings or Recognised University or Recognised Research Institutions:</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or Department; or (ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in level 11 (Rs.67,700 – 2,08,700) in the pay matrix or equivalent in the parent cadre or department; and (b) possessing the educational qualifications and experience prescribed for direct recruits under column (7).</p> <p>Note 1: The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on</p>	<p>their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.</p> <p>Deputation (including short term contract): Officers of the Central Government or State Governments or Union Territories or autonomous or statutory organizations or Public Sector Undertakings or Recognised University or Recognised Research Institutions:</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or Department; or (ii) with 5 years' service in the grade rendered after appointment thereto on a regular basis in posts in level 11 (Rs.67,700 – 2,08,700) in the pay matrix or equivalent in the parent cadre or department; and (b) possessing the educational qualifications and experience prescribed for direct recruits under column (7).</p> <p>Note 1: The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for</p>	<p>of feeder post.</p>
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		<p>deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion</p> <p>Note 2: The period of deputation (including short term contract) including period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation/department of the Central Government shall ordinarily not to exceed four years. The maximum age limit for appointment by deputation (including short term contract) shall not be exceeding 56 years as on the closing date of receipt of applications.</p>	<p>consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion</p> <p>Note 2: The period of deputation (including short term contract) including period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation/department of the Central Government shall ordinarily not to exceed four years. The maximum age limit for appointment by deputation (including short term contract) shall not be exceeding 56 years as on the closing date of receipt of applications.</p>	
12	If a departmental promotion committee exists, what is its composition	<p>1. Group 'A' Departmental Promotion Committee consisting of:</p> <p>(i) Chairman or Member, Union Public Service Commission - Chairman</p> <p>(ii) Additional Secretary or Joint Secretary or Director, Ministry of Labour and Employment – Member</p> <p>(iii) Director General or Deputy Director General, Factory Advice Service & Labour Institutes - Member</p> <p>2. Group 'A' Departmental Confirmation Committee consisting of:-</p> <p>(i) Additional Secretary or Joint Secretary, Ministry of Labour and Employment – Chairman</p> <p>(ii) Director, Ministry of Labour and Employment - Member</p> <p>(iii) Director General or Deputy Director</p>	<p>1. Group 'A' Departmental Promotion Committee (for considering promotion) consisting of:</p> <p>(i) Chairman or Member, Union Public Service Commission - Chairman</p> <p>(ii) Additional Secretary or Joint Secretary or Director, Ministry of Labour and Employment - Member</p> <p>(iii) Director General or Deputy Director General, Factory Advice Service & Labour Institutes - Member</p> <p>2. Group 'A' Departmental Confirmation</p>	No Change

		General, Factory Advice Service & Labour Institutes - Member	Committee (for considering confirmation consisting of:- (i) Joint Secretary or Equivalent, Ministry of Labour and Employment - Chairman (ii) Director, Ministry of Labour and Employment - Member (iii) Director General or Deputy Director General, Factory Advice Service & Labour Institutes - Member	
13	Circumstances in which U.P.S.C. is to be consulted in making recruitment.	Consultation with Union Public Service Commission necessary while making Direct Recruitment and appointing an officer on Deputation (including short term contract).	Consultation with Union Public Service Commission is necessary while making Direct Recruitment and promotion.	As per amended Regulation, no consultation with UPSC is required while making appointment on deputation basis upto Pay Level-13A

Sl. No.	Description	Provision in the Existing rules	Revised provisions proposed	Reasons for the revision proposed
1	Name of the post	Deputy Director (Safety)	Deputy Director (Safety)	No Change
2	Number of posts	11* (2019). *-Subject to variation dependent on workload.	11* (2023) Subject to variation dependent on workload.	
3	Classification	General Central Services, Group 'A' Gazetted, Non-Ministerial.	General Central Services, Group 'A' Gazetted, Non-Ministerial.	No Change
4	Scale of pay	Level -11 in the pay matrix (Rs. 67,700-2,08,700)	Level -11 in the pay matrix (Rs. 67,700-2,08,700)	No Change
5	Whether selection post or non-selection post	Selection	Selection	No Change
6	Age limit for direct recruits	N.A.	N.A.	No Change
7	Educational and other qualifications required for direct recruits	N.A.	N.A.	No Change
8	Whether age and educational qualifications prescribed for direct recruits will apply in case of promotees	N.A.	N.A.	No Change
9	Period of probation, if any	N.A.	N.A.	No Change
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/transfer and the percentage of vacancies to be filled by various methods.	By promotion failing which by deputation including short-term contract	By promotion failing which by deputation including short-term contract.	No Change
11	In case recruitment by promotion/deputation transfer grades from which promotion/deputation transfer to be made	Promotion: Assistant Director (Safety) in Level-10 (Rs. 54,100-1,77,500) in the pay matrix with five years regular service in the grade and having completed two weeks of training in Occupational Safety and Health. Note : Where juniors who have completed	Promotion: Assistant Director (Safety) in Level-10 (Rs. 54,100-1,77,500) in the pay matrix with five years regular service in the grade and having completed two weeks of training in Occupational Safety and Health.	For EQ on Deputation Bachelor's degree in Marine, Instrumentation, Architecture or

		<p>their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.</p> <p>Deputation (including short term contract): Officers of the Central Government or State Governments or Union Territories or autonomous or statutory organization or Public Sector Undertakings or recognised Universities or Recognised research Institutions:</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or Department; or (ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in level 10 (Rs.56,100-1,77,500) in the pay matrix or equivalent in the parent cadre or department; and</p> <p>(b) possessing the following educational qualifications and experience:</p> <p>Essential:</p> <p>(i) Bachelor's Degree in Mechanical or Electrical or Chemical or Marine or Production or Industrial or Instrumentation or Civil Engineering or Architecture or Textile Chemistry or Textile Technology or computer science or Electronics & communication of a</p>	<p>Note : Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.</p> <p>Deputation (including short term contract): Officers of the Central Government or State Governments or Union Territories or autonomous or statutory organization or Public Sector Undertakings or recognised Universities or Recognised research Institutions:</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or Department; or (ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in level 10 (Rs.56,100-1,77,500) in the pay matrix or equivalent in the parent cadre or department; and</p> <p>(b) possessing the following educational qualifications and experience:</p> <p>Essential:</p> <p>(i) Bachelor's Degree in Mechanical</p>	<p>Textile Chemistry or Textile Technology or computer science or Electronics & Communication Engineering are not relevant field on OSH in Industry. Hence, it is proposed to delete these degrees.</p> <p>And proposed to add Master Degree in Engineering or Technology relevant to any qualification mentioned above from a recognized University or Institute</p> <p>Number of years of experience may be enhanced from five years to eleven years to make it at par with the total experience of feeder post.</p>
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		<p>recognized University or Institute.</p> <p>(ii) Five years' experience in handling various aspects of industrial safety in a factory, dock, ship, construction site or physical and chemical testing of textiles in an industrial concern or research laboratory or a technical institution/ organisation or in a government department dealing with the administration of Factories Act 1948 (63 of 1948) or the Dock Workers (Safety, Health & Welfare) Act 1986 (54 of 1986) or the Building and other construction workers (regulation of employment conditions of services) Act 1996 (27 of 1996).</p> <p>Desirable:</p> <p>(i) Master's Degree in Engineering or Technology relevant to essential qualification mentioned above from a recognized University or Institute</p> <p>(ii) Master's Degree or Post Graduate Degree in Industrial Safety from a recognized University or Institute.</p> <p>(iii) Post Graduate Diploma in Industrial Safety from a recognized University or Institute.</p> <p>(iv) Experience in planning, organising and coordinating of research, education and training activities pertaining to industrial safety, dock safety and construction safety.</p> <p>Note 1: The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be</p>	<p>Engineering or Electrical Engineering or Chemical Engineering or Production Engineering or Industrial Engineering or Civil Engineering of a recognized University or Institute; and</p> <p>(i) Nine years' experience in handling various aspects of industrial safety in a factory, dock, ship, construction site or research laboratory or a technical institution or organisation or in a government department dealing with the administration of Factories Act 1948 (63 of 1948) or the Dock Workers (Safety, Health & Welfare) Act 1986 (54 of 1986) or the Building and other construction workers (regulation of employment conditions of services) Act 1996 (27 of 1996).</p> <p>Desirable: i) Master's Degree in Engineering or Technology relevant to essential qualification mentioned above from a recognized University/ Institute. (ii) Master's Degree or Post Graduate in Industrial Safety from a recognized University or Institute.</p>	
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		<p>eligible for consideration for appointment by promotion.</p> <p>Note 2: The period of deputation (including short term contract) including period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not to exceed four years. The maximum age limit for appointment by deputation (including short term contract) shall not be exceeding 56 years as on the closing date of receipt of applications.</p>	<p>(iii) Post Graduate Diploma in Industrial Safety from a recognized University or Institute.</p> <p>(iv) Experience in planning, organising and coordinating of research, education and training activities pertaining to industrial safety, dock safety and construction safety.</p> <p>Note 1: The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: The period of deputation (including short term contract) including period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not to exceed four years. The maximum age limit for appointment by deputation (including short term contract) shall not be exceeding 56 years as on the closing date of receipt of applications.</p>	
12	If a departmental promotion committee exists, what is its composition	Group 'A' Departmental Promotion Committee consisting of :- (i) Secretary, Ministry of Labour and Employment - Chairman; (ii) Additional Secretary/ Joint Secretary/ Director, Ministry of Labour and Employment - Member; (iii) Director General/	Group 'A' Departmental Promotion Committee (for considering promotion) consisting of :- (i) Secretary, Ministry of Labour and Employment - Chairman;	No Change

		Deputy Director General, Factory Advice Service & Labour Institutes - Member	(ii) Additional Secretary or Joint Secretary or Director, Ministry of Labour and Employment – Member; (iii) Director General/ Deputy Director General, Factory Advice Service & Labour Institutes - Member	
13	Circumstances in which U.P.S.C. is to be consulted in making recruitment.	Consultation with Union Public Service Commission necessary while appointing an officer on Deputation (including short term contract).	Consultation with UPSC is not necessary.	As per amended Regulation, no consultation with UPSC is required upto Pay Level-13A

Sl. No.	Description	Provision in the Existing rules	Revised provisions proposed	Reasons for the revision proposed
1	Name of the post	Assistant Director (Safety)	Assistant Director (Safety)	No change
2	Number of posts	27* (2019). *-Subject to variation dependent on workload.	22* (2023). *-Subject to variation dependent on workload.	- 05 Post have been abolished. Hence, as on date total number of Posts in 22
3	Classification	General Central Services, Group 'A' Gazetted, NonMinisterial.	General Central Services, Group 'A' Gazetted, NonMinisterial.	No Change
4	Scale of pay	Level -10 in the pay matrix (Rs. 56,100-1,77,500)	Level -10 in the pay matrix (Rs. 56,100-1,77,500)	No Change
5	Whether selection post or non-selection post	Selection	Selection	No Change
6	Age limit for direct recruits	Not exceeding 35 years. Note:- 1 Relaxable for Government servants up to five years' in accordance with the instructions or orders issued by the Central Government Note:- 2 The crucial date for determining the age limit shall be as advertised by Union Public Service Commission.	Not exceeding 35 years. Note:- 1 Relaxable for Government servants up to five years' in accordance with the instructions or orders issued by the Central Government Note:- 2 The crucial date for determining the age limit shall be as advertised by Union Public Service Commission.	No Change
7	Educational and other qualifications required for direct recruits	Essential: (i) Bachelor's Degree in Mechanical or Electrical or Chemical or Marine or Production or Industrial or Instrumentation or Civil Engineering or Architecture or Textile Chemistry or Textile Technology or computer science or Electronics & communication of a recognized University or Institute. (ii) Three-years' experience in handling various aspects of industrial safety in a factory, dock, ship, construction site or physical and chemical testing of textiles in an industrial concern or	Essential: (i) Bachelor's Degree in Mechanical Engineering or Electrical Engineering or Chemical Engineering or Production Engineering or Industrial Engineering or Civil Engineering of a recognized University or Institute; and (ii) Four years' experience in handling various aspects of	Bachelor's degree in Marine, Instrumentation, Architecture or Textile Chemistry or Textile Technology or computer science or Electronics & Communication Engineering are not relevant field on OSH

		<p>research laboratory or a technical institution or organisation or in a government department dealing with the administration of Factories Act 1948 (63 of 1948) or the Dock Workers (Safety, Health & Welfare) Act 1986 (54 of 1986) or the Building and other construction workers (regulation of employment conditions of services) Act 1996 (27 of 1996).</p> <p>Desirable:</p> <p>(i) Master Degree in Engineering or Technology relevant to essential qualification mentioned above from a recognized University or Institute</p> <p>(ii) Master's Degree or Post Graduate in Industrial Safety from a recognized University or Institute.</p> <p>(iii) Post Graduate Diploma in Industrial Safety from a recognized University or Institute.</p> <p>(iv) Experience in planning, organising and coordinating of research, education and training activities pertaining to industrial safety, dock safety and construction safety.</p> <p>Note 1: Qualifications are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates otherwise well qualified.</p> <p>Note 2:- The Qualification regarding experience is relaxable at the discretion of the Union Public Service Commission, for reasons to be recording in writing, in case of</p>	<p>industrial safety in a factory, dock, ship, construction site or research laboratory or a technical institution or organisation or in a government department dealing with the administration of Factories Act 1948 (63 of 1948) or the Dock Workers (Safety, Health & Welfare) Act 1986 (54 of 1986) or the Building and other construction workers (regulation of employment conditions of services) Act 1996 (27 of 1996).</p> <p>Desirable:</p> <p>(i) Master's Degree in Engineering or Technology relevant to essential qualification mentioned above from a recognized University/ Institute.</p> <p>(ii) Master's Degree or Post Graduate in Industrial Safety from a recognized University or Institute.</p> <p>(iii) Post Graduate Diploma in Industrial Safety from a recognized University or Institute.</p> <p>(iv) Experience in planning, organising and coordinating of research, education and training activities pertaining to industrial safety, dock safety and construction safety.</p> <p>Note 1: Qualifications are relaxable at the discretion of the Union Public</p>	<p>in Industry. Hence, it is proposed to delete these degrees.</p> <p>Number of years of experience may be enhanced from three years to four years to make it at par with the total experience of feeder post.</p>
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		<p>candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.</p>	<p>Service Commission, for reasons to be recorded in writing, in case of candidates otherwise well qualified. Note 2:- The Qualification regarding experience is relaxable at the discretion of the Union Public Service Commission, for reasons to be recording in writing, in case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.</p>	
8	<p>Whether age and educational qualifications prescribed for direct recruits will apply in case of promotees.</p>	<p>Age: No. Educational Qualification: No, But must posses at least Diploma in Mechanical / Chemical / Electrical / Civil/Marine Engineering/ Architecture/Textile Chemistry / Textile Technology from a recognized University/Institute.</p>	<p>Age: No. Educational Qualification: No, But must posses at least Diploma in Mechanical Engineering / Chemical Engineering / Industrial Engineering/Electrical Engineering / Production/Civil Engineering from a recognized University/Institute.</p>	<p>Diploma in Marine, Instrumentation, Architecture or Textile Chemistry or Textile Technology or computer science or Electronics & Communication Engineering are not relevant field on OSH in Industry. Hence, it is proposed to delete these degrees.</p>
9	<p>Period of probation, if any</p>	<p>Two years for direct recruits and promotees subject to completion of two weeks induction training as prescribed by</p>	<p>Two year for Direct Recruitment</p>	<p>As per DOP&T norms</p>

		Department.		
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/transfer and the percentage of vacancies to be filled by various methods.	i) 25 % by promotion failing which by Deputation (including short term contract.), ii) 75% by Direct Recruitment.	i) 50 % by promotion failing which by Deputation (including short term contract.), ii) 50% by Direct Recruitment.	Method of recruitment has been amended in view of the strength of feeder cadre as per DoPT OM dated 31.03.2015.
11	In case recruitment by promotion/deputation transfer grades from which promotion/deputation transfer to be made.	Promotion: Additional Assistant Director (Safety) in Level-7 (Rs. 44,900- 1,42,400) in the pay matrix with three years regular service in the grade and having completed two weeks of training in Occupational Safety and Health. Note : Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service. Deputation (including short term contract): Officers of the Central Government or State Governments or Union Territories or autonomous or statutory organization or Public Sector Undertakings or Recognised Universities or Recognised Research Institutions:	Promotion: Additional Assistant Director (Safety) in Level-7 (Rs. 44,900- 1,42,400) in the pay matrix with three years regular service in the grade and having completed two weeks of training in Occupational Safety and Health. Note : Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service. Deputation (including short term contract): Officers of the Central Government or State Governments or Union Territories or autonomous or	For Deputation period of service in the Grade of Level 8/9 may be enhanced from two to six considering the experience required for DR

		<p>(a) (i) holding analogous posts on regular basis in the parent cadre or Department; or (ii) with two years' service in the grade rendered after appointment to the post on a regular basis in posts in Level 9/ Level 8 in the pay matrix or equivalent in the parent cadre or department; and</p> <p>(b) possessing the educational qualifications and experience prescribed for Direct Recruits under column (7).</p> <p>Note 1: The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: The period of deputation (including short term contract) including period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation/department of the Central Government shall ordinarily not to exceed three years. The maximum age limit for appointment by deputation (including short term contract) shall not be exceeding 56 years as on the closing date of receipt of applications.</p>	<p>statutory organization or Public Sector Undertakings or Recognised Universities or Recognised Research Institutions:</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or Department; or (ii) with six years' service in the grade rendered after appointment to the post on a regular basis in posts in Level 9/Level 8 in the pay matrix or equivalent in the parent cadre or department; and</p> <p>(b) possessing the educational qualifications and experience prescribed for Direct Recruits under column (7).</p> <p>Note 1: The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: The period of deputation (including short term contract) including period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation/department of the Central Government shall ordinarily not to exceed three years. The maximum</p>	
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			age limit for appointment by deputation (including short term contract) shall not be exceeding 56 years as on the closing date of receipt of applications.	
13	If a departmental promotion committee exists; what is its composition	<p>1. Group 'A' Departmental Promotion Committee consisting of :-</p> <p>(i) Chairman or Member, Union Public Service Commission – Chairman;</p> <p>(ii) Additional Secretary or Joint Secretary or Director, Ministry of Labour and Employment – Member;</p> <p>(iii) Director General/ Deputy Director General, Factory Advice Service & Labour Institutes – Member.</p> <p>2. Group 'A' Departmental Confirmation Committee consisting of:</p> <p>(i) Joint Secretary or Director, Ministry of Labour and Employment – Chairman</p> <p>(ii) Deputy Secretary, Ministry of Labour and Employment - Member</p> <p>(iii) Director General/ Deputy Director General, Factory Advice Service & Labour Institutes – Member</p>	<p>Departmental Promotion Committee (for considering promotion) consisting of:-</p> <p>(1). Chairman or Member, Union Public Service Commission –chairman;</p> <p>(2). Additional Secretary or Joint Secretary or Director, Ministry of Labour and Employment – member;</p> <p>(3). Director General or Deputy Director General, Factory Advice Service and Labour Institutes – member.</p> <p>Departmental Confirmation Committee (for considering confirmation) consisting of :-</p> <p>(1). Joint Secretary or Director, Ministry of Labour and Employment –chairman;</p> <p>(2). Deputy Secretary, Ministry of Labour and Employment- member;</p> <p>(3). Deputy Director General or Director, Factory Advice Service and Labour Institutes – Member.</p>	No Change
14	Circumstances in which U.P.S.C. is to be consulted in making recruitment.	Consultation with UPSC necessary on each occasion	Consultation with Union Public Service Commission necessary while making Direct Recruitment.	No Change

Sl. No.	Schedule	Particulars	Revised provisions proposed	Reasons for the revision proposed
1	Name of the post	Additional Assistant Director (Safety)	Additional Assistant Director (Safety)	No Change
2	Number of posts	17* (2019). *-Subject to variation dependent on workload.	17* (2023). *-Subject to variation dependent on workload.	No Change
3	Classification	General Central Services, Group 'B' Gazetted, Non-Ministerial	General Central Services, Group 'B' Gazetted, Non-Ministerial	No Change
4	Scale of pay	Level -7 in the pay matrix (Rs. 44,900- 1,42,400)	Level -7 in the pay matrix (Rs. 44,900- 1,42,400)	No Change
5	Whether selection post or non-selection post	N.A.	N.A.	No Change
6	Age limit for direct recruits	Not exceeding 30 years. Note:- 1 Relaxable for Government servants up to five years' in accordance with the instructions or orders issued by the Central Government Note:- 2 The crucial date for determining the age limit shall be as advertised by Union Public Service Commission.	Not exceeding 30 years. Note:- 1 Relaxable for Government servants up to five years' in accordance with the instructions or orders issued by the Central Government Note:- 2 The crucial date for determining the age limit shall be as advertised by Union Public Service Commission.	No Change
7	Educational and other qualifications required for direct recruits	Essential: (i) Bachelor's Degree in Mechanical or Electrical or Chemical or Marine or Production or Industrial or Instrumentation or Civil Engineering or Architecture or Textile or Textile Chemistry or Textile Technology or computer science or Electronics & communication of a recognized University / Institute. (ii) One year experience in handling various aspects of industrial safety in a factory, dock, ship, construction site or physical and chemical testing of textiles in an industrial concern or	Essential: (i) Bachelor's Degree in Mechanical Engineering or Electrical Engineering or Chemical Engineering or Production Engineering or Industrial Engineering or Civil Engineering of a recognized University / Institute; (ii) One year experience in handling various aspects of industrial safety in a factory, dock, ship, construction	Bachelor's degree in Marine, Instrumentation, Architecture or Textile Chemistry or Textile Technology or computer science or Electronics & Communication Engineering are not relevant field on OSH in Industry. Hence, it is proposed to delete

		<p>research laboratory or a technical institution or organisation or in a government department dealing with the administration of Factories Act 1948 (63 of 1948) or the Dock Workers (Safety, Health & Welfare) Act 1986 (54 of 1986) or the Building and other construction workers (regulation of employment conditions of services) Act 1996 (27 of 1996).</p> <p>Desirable: Experience in planning, organising and coordinating of research, education and training activities pertaining to industrial safety, construction safety and dock safety.</p> <p>Note 1: Qualifications are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates otherwise well qualified.</p> <p>Note 2:- The Qualification regarding experience is relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.</p>	<p>site or research laboratory or a technical institution or organisation or in a government department dealing with the administration of Factories Act 1948 (63 of 1948) or the Dock Workers (Safety, Health & Welfare) Act 1986 (54 of 1986) or the Building and other construction workers (regulation of employment conditions of services) Act 1996 (27 of 1996).</p> <p>Desirable: Experience in planning, organising and coordinating of research, education and training activities pertaining to industrial safety, construction safety and dock safety.</p> <p>Note 1: Qualifications are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates otherwise well qualified.</p> <p>Note 2:- The Qualification regarding experience is relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience</p>	<p>these degrees.</p>
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			are not likely to be available to fill up the posts reserved for them.	
8	Whether age and educational qualifications prescribed for direct recruits will apply in case of promotees	N.A.	N.A.	No Change
9	Period of probation, if any	Two years; subject to completion of two weeks of induction training prescribed by Department.	Two years; subject to completion of two weeks of induction training prescribed by Department.	No Change
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/transfer and the percentage of vacancies to be filled by various methods.	<p>By Direct Recruitment.</p> <p>Note: Vacancies caused by the incumbent being away on Deputation or Long illness or Study Leave or under other circumstances for a duration of one year or more may be filled on Deputation basis from officers of the Central Government:</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre/ Department; or (ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in level 6 (Rs. 35,400-1,12,400) in the pay matrix or equivalent in the parent cadre/ department; and</p> <p>(b) possessing the qualifications and experience prescribed for direct recruits under column (7). Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organisation/department of the Central Government shall ordinarily not exceed three years. The maximum age limit for appointment by deputation shall not be exceeding 56 years as on the closing date of</p>	By Direct Recruitment	Note to be removed in view that the post is and entry level post

		receipt of applications.		
11	In case recruitment by promotion/deputation transfer grades from which promotion/deputation transfer to be made	N.A.	N.A.	No Change
12	If a departmental promotion committee exists, what is its composition	Departmental Confirmation Committee consisting of: (i) Director General/ Deputy Director General, Factory Advice Service & Labour Institutes - Chairman (ii) Director (Safety), Directorate General Factory Advice Service & Labour Institutes - Member (iii) Director / Deputy Secretary, Ministry of Labour & Employment - Member	Departmental Confirmation Committee consisting of: (i) Deputy Director General, Factory Advice Service & Labour Institutes - Chairman (ii) Director (Safety), Directorate General Factory Advice Service & Labour Institutes - Member (iii) Deputy Secretary/Under Secretary, Ministry of Labour & Employment - Member	No Change
13	Circumstances in which U.P.S.C. is to be consulted in making recruitment.	Consultation with Union Public Service Commission necessary	Consultation with Union Public Service Commission is necessary while making DR	No Change

ANNEXURE III

Form to be filled by the Ministry/Department while forwarding proposals to the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel, & Training) and the Union Public Service Commission for Amending approved Recruitment rules.

1. (a) Name of the Post : Director (Staff Training and Productivity)
(b) Name of the Ministry/Deptt. : Directorate General Factory Advice Service & Labour Institutes, Ministry of Labour & Employment
2. Reference No. in which Commission's advice on : A/12018/01/2015-ISH-I, dated 29.08.2019
recruitment rules was conveyed

3.

Col. No.	Provision in the Existing rules	Revised provisions proposed	Reasons for the revision proposed
(1) Name of the post	Director (Staff Training and Productivity)	Director (Staff Training and Productivity).	No change
(2) No.of post	2* (2019). *Subject to variation dependent on workload.	2* (2023). *Subject to variation dependent on workload.	No Change
(3) Classification	General Central Services; Group 'A' (Gazetted). Non-ministerial	General Central Services; Group 'A' (Gazetted). Non-ministerial	No Change
(4) Level in the Pay Matrix	Level-12 in the pay matrix (Rs 78800-209200).	Level-12 in the pay matrix (Rs 78800-209200).	No Change
(5) Whether selection post or non-selection post	Selection	Selection	No Change
(6) Age limit for direct recruits	Not applicable.	Not applicable.	No Change
(7) Educational and other qualifications required for direct recruits	Not applicable	Not applicable	No Change
(8) Whether age and educational qualifications prescribed for direct recruits will apply in the case of	Not applicable	Not applicable	No Change

promotees			
(9)Period of probation, if any	Not applicable	Not applicable	No Change
(10)Method of recruitment Whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods	By promotion failing which by deputation including short - term contract	By promotion failing which by deputation including short - term contract	No Change
(11) In case of recruitment by promotion/ deputation/ transfer, grades from which promotion/ deputation/transfer to be made	<p>Promotion: Deputy Director (Staff Training and Productivity) with five years regular service in level - 11 in the pay matrix (Rs. 67700-208700) and having completed two weeks of training in Occupational Safety and Health.</p> <p>Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.</p> <p>Deputation(including short - term contract) Officers of the Central Government or State</p>	<p>Promotion: Deputy Director (Staff Training and Productivity) with five years regular service in level - 11 in the pay matrix (Rs. 67700-208700) and having completed two weeks of training in Occupational Safety and Health.</p> <p>Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.</p> <p>Deputation(including short - term contract)</p>	<p>For Deputation Number of years of experience may be enhanced to 11 yrs to make it relevant to the job profile and at par with the total experience of feeder post along with corresponding posts of other Disciplines.</p> <p>Architecture or Textile Chemistry or Textile Technology of a recognized University or Institute or Associate Member of Institution of Engineers(AMIE) has been removed</p>

	<p>Governments or Union Territory Administration or Autonomous or statutory organisation or public sector undertakings or research institution,-</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or department; or (ii) with five years' regular service in the grade rendered after appointment thereto on a regular basis in posts in level-11 in the pay matrix (Rs.67700-208700) or equivalent in the parent cadre or Department; and</p> <p>(b) possessing the following educational qualifications and experience,-</p> <p>Essential:</p> <p>(i) Bachelor's Degree in Mechanical or Electrical or Chemical or Marine or Production or Industrial or Instrumentation or Civil Engineering or Architecture or Textile Chemistry or Textile Technology from a recognized University or Associate Member of Institution of Engineers(AMIE).</p> <p>(ii) Ten years' experience relevant to education qualification mentioned as above in an engineering workshop or industry or training Institute.</p> <p>Desirable:</p> <p>(i) Master Degree in Engineering or Technology</p>	<p>Officers under the Central Government/ State Governments/ Union Territories/Public Sector Undertakings/ Recognized Research Institutions / Recognised research University/Statutory or Autonomous Organisations:</p> <p>(a) (i) holding analogous posts on regular basis;</p> <p style="text-align: center;">OR</p> <p>(ii) with five years' regular service in the grade rendered after appointment thereto on a regular basis in posts in level-11 in the pay matrix (Rs.67700-208700) or equivalent in the parent cadre or Department and</p> <p>(b) possessing the educational qualifications and experience –</p> <p>Essential:</p> <p>i) Bachelor's Degree in Mechanical Engineering or Electrical Engineering or Chemical Engineering or Instrumentation or Production Engineering or Industrial Engineering or Civil Engineering of a recognized University.</p> <p>(ii) Eleven years' experience relevant to education qualification mentioned as above in an engineering workshop or industry or training Institute out of which five years in designing and coordinating training.</p>	
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	<p>relevant to essential qualification mentioned above from a recognized University</p> <p>(ii) Experience in planning, organising and coordinating training programmes for supervisors and other management personnel.</p> <p>Or</p> <p>Experience of productivity science in an engineering workshop or industry or training Institute.</p>	<p>Desirable:</p> <p>(i) Master Degree in Engineering or Technology relevant to essential qualification mentioned above from a recognized University</p> <p>(ii) Experience in planning, organising and coordinating training programmes for supervisors and other management personnel.</p> <p>Or</p> <p>Experience of productivity science in an engineering workshop or industry or training Institute.</p> <p>Note1 : The period of deputation (including short-term contract) including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding appointment in the same or some other organisation or department of the Central Government shall not exceed four years.</p> <p>Note 2: The maximum age limit for appointment by deputation shall not be exceeding fifty-six years as on the closing date of receipt of applications</p> <p>Note 3: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for</p>	
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		consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.	
(12) If a Departmental Promotion Committee exists, what is its composition	Departmental Promotion Committee (for considering promotion) consisting of :- 1. Chairman or Member, Union Public Service Commission - Chairman; 2. Additional Secretary or Joint Secretary, Ministry of Labour and Employment - member; 3. Director General or Deputy Director General, Factory Advice Service and Labour Institutes- member.	1. Group 'A' Departmental Promotion Committee (for considering promotion) consisting of: (i) Chairman or Member, Union Public Service Commission - Chairman (ii) Additional Secretary or Joint Secretary or Director, Ministry of Labour and Employment - Member (iii) Director General or Deputy Director General, Factory Advice Service & Labour Institutes - Member	Composition revised
(13) Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Consultation with Union Public Service Commission is necessary while appointing an officer on deputation (including short-term contract).	Consultation with Union Public Service Commission is necessary in case of promotion	As per amended Regulation, no consultation with UPSC is required upto Pay Level-13A

4. Names, addresses and telephone numbers of the Ministry's Representatives with whom these proposals may be discussed, if necessary, for clarification/early decision

Sh.Keshram Meena, Under Secretary, Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi-01

Phone Number - 23766937

Date : .02.2024

Signature of the officer

Place : Delhi

sending the proposals
Tele No.: 23473326

ANNEXURE III

Form to be filled by the Ministry/Department while forwarding proposals to the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel, & Training) and the Union Public Service Commission for Amending approved Recruitment rules.

1. (a) Name of the Post : Deputy Director (Staff Training and Productivity)
(b) Name of the Ministry/Deptt. : Directorate General Factory Advice Service & Labour Institutes, Ministry of Labour & Employment
2. Reference No. in which Commission's advice on recruitment rules as conveyed : A/12018/01/2015-ISH-I, dated 29.08.2019

3.

Col. No.	Provision in the Existing rules	Revised provisions proposed	Reasons for the revision proposed
(1) Name of the post	Deputy Director(Staff Training and Productivity)	Deputy Director (Staff Training and Productivity).	No change
(2) No.of post	4* (2019) * Subject to variation dependent on workload.	4* (2023) * Subject to variation dependent on workload.	No Change
(3)Classification	General Central Service Group 'A' (Gazetted) Non-ministerial	General Central Service Group 'A' (Gazetted) Non-ministerial	No Change
(4) Level in the Pay Matrix	Level -11 in the pay matrix (Rs.66700-208700).	Level -11 in the pay matrix (Rs.66700-208700).	No Change
(5) Whether selection post or non-selection post	Selection	Selection	No Change
(6) Age limit for direct recruits	Not exceeding 40 years of age. (Relaxable for the Government servants upto the age of five years in accordance with the instructions or orders issue by the Central Government).	Not exceeding 40 years of age. (Relaxable for the Government servants upto the age of five years in accordance with the instructions or orders issue by the Central Government). Note1: The crucial date for determining	Note revised

	<p><u>Note:</u> The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti district and Pangi Sub-Division of Chamba district of Himachal Pradesh, the Andaman and the Nicobar Islands or Lakshadweep).</p>	<p>the age-limit shall be as advertised by the Union Public Service Commission.</p>	
<p>(7) Educational and other qualifications required for direct recruits</p>	<p>Essential:</p> <p>(i) Bachelor's Degree in Mechanical or Electrical or Chemical or Marine or Production or Industrial or Instrumentation or Civil Engineering or Architecture or Textile Chemistry or Textile Technology of a recognized University or Institute or Associate Member of Institution of Engineers(AMIE).</p> <p>(ii) Five years' experience in an engineering workshop or industry or training Institute, relating to the field of qualifications mentioned as above.</p> <p>Desirable:</p>	<p>Essential:</p> <p>(i) Bachelor's Degree in Mechanical Engineering or Electrical Engineering or Chemical Engineering or Instrumentation or Production Engineering or Industrial Engineering or Civil Engineering of a recognized University.</p> <p>(ii) Eleven years' experience relevant to education qualification mentioned as above in an engineering workshop or industry or training Institute out of which five years in designing and coordinating training.</p>	<p>Enhanced experience is essential in view of the responsibilities attached to the post and to make it par with the experience of the incumbent in the feeder post.</p> <p>Marine or Architecture or Textile Chemistry or Textile Technology of a recognized University or Institute or Associate Member of Institution of Engineers(AMIE) ha been removed</p> <p>Bachelor's degree in Marine or Architecture or Textile Chemistry or Textile Technology are not relevant field on OSH in Industry. Hence, it is</p>

	<p>(i) Master Degree from a recognized University/ Institute in Engineering or Technology relevant to the trade mentioned in education qualifications.</p> <p>(ii) Experience in planning, organising and coordinating training programmes for supervisors and other management personnel.</p> <p>Or</p> <p>Experience of productivity science in an engineering workshop or industry or training Institute.</p>	<p>Desirable:</p> <p>(i) Master Degree from a recognized University/ Institute in Engineering or Technology relevant to the trade mentioned in education qualifications.</p> <p>(ii) Experience in planning, organising and coordinating training programmes for supervisors and other management personnel.</p> <p>Or</p> <p>Experience of productivity science in an engineering workshop or industry or training Institute.</p>	proposed to delete these degrees
(8) Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable	Age: No Education Qualification: Yes	As per Dept guidelines
(9) Period of probation, if any	One year for direct recruits.	Two year subject to completion of two weeks induction training as prescribed by Department.	As per dopt guidelines, Completion of two weeks of training remarks has been added.
(10) Method of recruitment Whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods	<p>(i) 25% by composite method (deputation including short term contract) plus promotion</p> <p>(ii) 75% by direct recruitment.</p>	25% by composite method (deputation including short term contract) plus promotion 75% by Direct Recruitment.	no change
(11) In case of recruitment by promotion/ deputation/	.	Promotion: Assistant Director (Staff Training and	Completion of two weeks training in Occupational Safety and Health

<p>transfer, grades from which promotion/ deputation/transfer to be made</p>	<p>Composite method (deputation (including short term contract) plus promotion) : Officers of the Central Government, State Governments, a Union territory, Administrationsautonomous or statutory organisation, public sector undertakings, recognised University or recognisedresearch institutions; (a) (i) holding analogous posts on regular basis in the parent cadre or department; or (ii) with five years service in the grade rendered after appointment thereto on a regular basis in level-10 in the pay matrix(Rs.56100-177500) or equivalent in the parent cadre or department; and (b) possessing the educational qualifications and experience prescribed for direct recruits under column number (7). Note1: The departmental Assistant Director (staff training/ productivity) in Level 10 in the pay matrix (Rs 56,100-177500) with five year of regular service in the grade and having completed two weeks of training in 'occupational safety and health' shall also be considered</p>	<p>Productivity) in level-10 in the pay matrix (Rs. 56100-177500) with five years regular service in the grade and having completed two weeks of training in Occupational Safety and Health. Note1: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service. Deputation (including short term contract) : Officers of the Central Government, State Governments, a Union territory, Administrationsautonomous or statutory organisation, public sector undertakings, recognised University or recognisedresearch institutions; (a) (i) holding analogous posts on regular basis in the parent cadre or</p>	<p>has been mandatory for promotion as advised by UPSC. Provisions relating to selection criteria while making selection by deputation (including short term contract) has been prescribed. Number of years of experience may be enhanced from five to eleven in view of sufficiency of practical exposure on various aspects of an engineering workshop or industry or training institute and to make it at par with the experience of other discipline at the corresponding grade.</p>
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	<p>alongwith deputationists and in the event of his selection to the post, it shall be treated as promotion.</p> <p>Note 2: The period of deputation (including short-term contract) including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding appointment in the same or some other organisation or department of the Central Government shall not exceed four years.</p> <p>Note 3: The maximum age limit for appointment by deputation shall not be exceeding fifty-six years as on the closing date of receipt of applications.</p>	<p>department; or</p> <p>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in level-10 in the pay matrix(Rs.56100-177500) or equivalent in the parent cadre or department; and</p> <p>(b) possessing the educational qualifications and experience prescribed for direct recruits under column number (7).</p> <p>Note1: The departmental Assistant Director (staff training/ productivity) in Level 10 in the pay matrix (Rs 56,100-177500) with five year of regular service in the grade and having completed two weeks of training in 'occupational safety and health' shall also be considered alongwith deputationists and in the event of his selection to the post, it shall be treated as promotion.</p> <p>Note 2: The period of deputation (including short-term contract) including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding appointment in the same or some other organisation or department of the Central Government shall not exceed</p>	
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		<p>three years.</p> <p>Note 3: The maximum age limit for appointment by deputation (including short- term contract) shall not be exceeding fifty-six years as on the closing date of receipt of applications.</p>	
<p>(12) If a Departmental Promotion Committee exists, what is its composition.</p>	<p>1. Group 'A' Departmental Promotion Committee (for considering confirmation) consisting of :</p> <p>(i) Additional Secretary/Joint Secretary/ Ministry of Labour - chairman</p> <p>(iii) Director General Factory Advice Service and Labour Institutes - Member</p> <p>(iii)Deputy Director General, Factory Advice Service and Labour Institutes - Member</p> <p><u>Note:</u> The proceedings of the Departmental Promotion Committee relating to confirmation of a direct recruit shall be sent to the Union Public Service Commission, a fresh meeting of the Departmental Promotion Committee to be presided over by the Chairman or a Member of the Union Public Service Commission shall be held.</p>	<p>1. Group 'A' Departmental Promotion Committee (for considering confirmation) consisting of :</p> <p>(i) Additional Secretary/Joint Secretary/ Ministry of Labour -chairman</p> <p>(iii) Director/ Deputy Secretary, Ministry of Labour and Employment - Member</p> <p>(iii)Director General/Deputy Director General, Factory Advice Service and Labour Institutes - Member</p> <p>Group 'A' Departmental Promotion Committee (for considering promotion) consisting of :-</p> <p>(i) Secretary, Ministry of Labour and Employment - Chairman; Additional Secretary or Joint Secretary or Director, Ministry of Labour and Employment - Member;</p> <p>(iii)Director General/ Deputy Director General, Factory Advice Service &</p>	<p>Dpc for promotion has been included</p>

		Labour Institutes - Member	
(13)Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Consultation with the Union Public Service Commission necessary while making direct recruitment.	Consultation with UPSC is necessary while making direct recruitment..	As per amended Regulation, no consultation with UPSC is required upto Pay Level-13A

4. Names, addresses and telephone numbers of the Ministry's Representatives with whom these proposals may be discussed, if necessary, for clarification/early decision

Sh.KeshramMeena, Under Secretary, Ministry of Labour and Employment, Shram Shakti Bhawan,
New Delhi-01
Phone Number - 23766937

Date: .02.2024

Place: Delhi

Signature of the officer
sending the proposals
Tele No.: 23473326

ANNEXURE III

Form to be filled by the Ministry/Department while forwarding proposals to the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel, & Training) and the Union Public Service Commission for Amending approved Recruitment rules.

1. (a) Name of the Post : Assistant Director (Staff Training and Productivity)
(b) Name of the Ministry/Deptt. : Directorate General Factory Advice Service & Labour Institutes, Ministry of Labour & Employment
2. Reference No. in which Commission's advice on recruitment rules as conveyed : F.3/12(6)/88-RR, dated 24.04.89

3.

Col. No.	Provision in the Existing rules	Revised provisions proposed	Reasons for the revision proposed
(1) Name of the post	Assistant Director (Staff Training and Productivity)	Assistant Director (Staff Training and Productivity)	No changes
(2) No. of post	1* (2019) *Subject to variation dependent on work load.	1* (2023) *Subject to variation dependent on workload.	No changes
(3) Classification	General Central Service Group A (Gazetted) Non-ministerial	General Central Service Group A (Gazetted) Non-ministerial	No change
(4) Level in the Pay Matrix	Level-10 in the pay matrix (Rs. 56100-177500).	Level-10 in the pay matrix (Rs. 56100-177500).	No change
(5) Whether selection post or non-selection post	Not applicable	Selection	No change
(6) Age limit for direct recruits	Not exceeding thirty-five years of age. (Relaxable for the Government servants upto the age of five years in accordance with the instructions or orders issued by the Central Government).	Not exceeding thirty-five years of age. (Relaxable for the Government servants upto the age of five years in accordance with the instructions or orders issued by the Central Government).	Note revised

	<p>: Note: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti district and Pangi Sub-Division of Chamba district of Himachal Pradesh, the Andaman and the Nicobar Islands or Lakshadweep).</p>	<p>Note1: The crucial date for determining the age limit shall be as advertised by the UPSC.</p>	
<p>(7) Educational and other qualifications required for direct recruits</p>	<p>Essential: Bachelor's Degree in Mechanical or Electrical or Chemical or Marine or Production or Industrial or Instrumentation or Civil Engineering or Architecture or Textile Chemistry or Textile Technology of a recognized University or Associate Member of Institution of Engineers(AMIE). Three years' experience in an engineering workshop or industry</p>	<p>Essential: (i) Bachelor's Degree in Mechanical Engineering or Electrical Engineering or Chemical Engineering or Production Engineering or Industrial Engineering or Instrumentation Engineering or Civil Engineering of a recognized University. (ii) six years' experience in an</p>	<p>Bachelor's degree in Marine or Architecture or Textile Chemistry or Textile Technology are not relevant field on OSH in Industry. Hence, it is proposed to delete these degrees.</p> <p>Associate Member of Institution of Engineers(AMIE) may be removed as per DoPT Guidelines.</p> <p>Number of years of experience may be enhanced from three to six in view of sufficiency of practical exposure on various.</p>

	<p>or training institute relating to the field of qualification mentioned as above</p> <p>Desirable: Experience in planning, organising and coordinating training programmes for supervisors and other management personnel.</p> <p>Or</p> <p>Experience of productivity science in an engineering workshop or industry or training Institute.</p> <p><u>Note 1:</u> Qualifications are relaxable at the discretion of the Union Public Service Commission in case of Candidates otherwise well Qualified.</p> <p><u>Note 2:</u> The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes if, at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be</p>	<p>engineering workshop or industry or training institute relating to the field of qualification mentioned as above.</p> <p>Desirable: Experience in planning, organising and coordinating training programmes for supervisors and other management personnel.</p> <p>Or</p> <p>Experience of productivity science in an engineering workshop or industry or training Institute.</p> <p><u>Note 1:</u> Qualifications are relaxable at the discretion of the Union Public Service Commission in case of Candidates otherwise well Qualified.</p> <p><u>Note 2:</u> The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes if, at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates</p>	<p>aspects of an engineering workshop or industry or training institute and to make it at par with the experience of other discipline at the corresponding grade.</p>
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	available, to fill up the vacancies reserved for them.	from these communities possessing the requisite experience are not likely to be available, to fill up the vacancies reserved for them.	
(8) Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable	Not applicable	No changes
(9) Period of probation, if any	One year; subject to completion of two weeks of induction training prescribed by Department.	Two year; subject to completion of two weeks of induction training prescribed by Department.	As per DoPT guidelines
(10) Method of recruitment. Whether by Direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods	<p>By Direct Recruitment.</p> <p>Note: Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for a duration of one year or more may be filled on deputation from officers of the Central Government:</p> <p>(a)(i) holding analogous posts on regular basis in parent cadre or department; and</p> <p>(ii) possessing the educational qualifications and experience as prescribed for direct recruits under column 7.</p> <p>Note: Period of deputation (including short-term contract)</p>	<p>By Direct Recruitment.</p> <p>Note: Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for a duration of one year or more may be filled on deputation from officers of the Central Government:</p> <p>(a)(i) holding analogous posts on regular basis in parent cadre or department; and</p> <p>(ii) possessing the educational qualifications and experience as prescribed for direct recruits under column 7.</p> <p>Note: Period of deputation (including short-term contract) including the period of deputation</p>	No changes

	<p>including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding appointment in the same or some other organisation or department of the Central Government shall not exceed three years.</p> <p>Note 3: The maximum age limit for appointment by deputation (including short-term contract) shall not be exceeding fifty-six years as on the closing date of receipt of applications.</p>	<p>(including short-term contract) in another ex-cadre post held immediately preceding appointment in the same or some other organisation or department of the Central Government shall not exceed three years.</p> <p>Note 3: The maximum age limit for appointment by deputation (including short-term contract) shall not be exceeding fifty-six years as on the closing date of receipt of applications.</p>	
(11) in case of recruitment by promotion/ deputation/ transfer, grades from which promotion/ deputation/transfer to be made	Not applicable	Not applicable	No changes
(12) If a Departmental Promotion Committee exists, what is its composition	<p>Group A Departmental Conformation Committee (for considering confirmation) consisting of :</p> <p>(i) Joint Secretary or Director, Ministry of Labour – Chairman (i) Deputy Secretary, Ministry of Labour – Member</p>	<p>Departmental Promotion Committee (for considering confirmation) consisting of:-</p> <p>(i) Joint Secretary or Director, Ministry of Labour – Chairman (i) Deputy Secretary, Ministry of Labour – Member</p>	No change

	(ii) Deputy Director General or Director, Factory Advice Service and Labour Institutes - Member	(ii) Deputy Director General or Director, Factory Advice Service and Labour Institutes - Member	
(13) Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Consultation with Union Public Service Commission is necessary	Consultation with Union Public Service Commission is necessary.	No change

4. Names, addresses and telephone numbers of the Ministry's Representatives with whom these proposals may be discussed, if necessary, for clarification/early decision

Sh. Keshram Meena, Under Secretary, Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi-01

Phone Number - 23766937.

Date : .02.2024

Place : Delhi

Signature of the officer
sending the proposals
Tele No.: 23473326

Director (Industrial Hygiene)

Col. No.	Provision in the Existing rules	Revised provisions proposed	Reasons for the revision proposed
(1) Name of the post	Director (Industrial Hygiene)	Director (Industrial Hygiene)	No change
(2) No.of post	3* (1989). *Subject to variation dependent on workload.	3* (2024). *Subject to variation dependent on workload.	Change of year
(3)Classification	General Central Services; Group'A' (Gazetted). Non-ministerial	General Central Service. Group'A', Gazetted,Non-Ministerial.	No Change
(4) Level in the Pay Matrix	Rs.3700-125-4700-150-5000	Level-12 in the pay matrix (Rs 78800-209200).	Pay scale for this post as per (i) IV th CPC was Rs. 3700-125-4700-150-5000/-. (ii) V th CPC was Rs. 12000-375-16500/-. (iii) VI th CPC is PB-3 (Rs. 15600-39100) + Grade Pay of Rs. 7600/-.
(5) Whether selection post or non-selection post	Selection	Selection.	No change
(6) Age limit for direct recruits	Not exceeding 50 years (Relaxable for Government servants upto five years in accordance with the instructions or orders issued by the Central Government). <u>Note:</u> The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and	Not applicable.	Not Applicable as DR mode proposed to be dispensed with. Now, Mode of filling up of post is by promotion falling with Deputation(JSTC).

	Kashmir State, Lahaul and Spiti district and Pangi Sub-Division of Chamba district of Himachal Pradesh, the Andaman and the Nicobar Islands or Lakshadweep).		
(7) Whether benefit of added years of service admissible under rule 30 of the CCS (Pension) Rules, 1972	Yes	Not applicable.	This is not applicable as the benefit of qualifying service has been dispensed with by DoP&PW O.M. No. 7/7/2008-P&PW (F) dated 13.02.2009 communicated that Rule 30 of CCS(Pension) Rules ,1972 had been omitted vide GSR no. 928(E) dated 21.12.2012.
(7) Educational and other qualifications required for direct recruits	<p style="text-align: center;">Essential</p> <p>(i) Master's Degree in Chemistry or Biochemistry of a recognized University or equivalent</p> <p>(ii) Ten years' research experience in Industrial hygiene preferably in chemical analysis of samples in a research institute.</p> <p><u>Note 1:</u> Qualifications are relaxable at the discretion of the Union Public Service Commission in case of Candidates otherwise well Qualified.</p> <p><u>Note 2:</u> The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes if, at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of</p>	Not applicable	Not Applicable as DR mode proposed to be dispensed with. Now, Mode of filling up of post is by promotion failing with Deputation(ISTC).

	<p>candidates from these communities possessing the requisite experience are not likely to be available, to fill up the vacancies reserved for them.</p> <p>Desirable</p> <p>Doctorate degree relevant to essential qualification (i) above from a recognized University or equivalent.</p>		
(8) Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	<p>Age: No</p> <p>Educational Qualification: Yes</p>	<p>Age: No</p> <p>Educational Qualification: No</p>	<p>Not Applicable as DR mode proposed to be dispensed with. Now, Mode of filling up of post is by promotion failing with Deputation(ISTC).-</p>
(9)Period of probation, if any	<p>One year for direct recruits.</p>	<p>Not applicable.</p>	<p>Not Applicable as DR mode proposed to be dispensed with. Now, Mode of filling up of post is by promotion failing with Deputation(ISTC).</p>
(10)Method of recruitment Whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods	<p>By promotion failing which by transfer on deputation (including short term contract) and failing both by direct recruitment</p> <p><u>Note:</u> The officers who have been appointed on a regular basis to the post of Joint Director (Industrial Hygiene) in the pre-revised pay scale of Rs.1300-1700 (revised to Rs.3700-5000) prior to the notification of these rules shall be deemed to have been appointed to the post of Director (Industrial Hygiene) in</p>	<p>By promotion failing which by deputation including short - term contract</p>	<p>Provisions mentioned under the heading - Note- mentioned in the existing Recruitment Rules has become obsolete. Hence, removed.</p> <p>2. Since, this is higher level post, direct recruitment has not been kept as a method of recruitment.</p>

<p>(11) In case of recruitment by promotion/ deputation/ transfer, grades from which promotion/ deputation/transfer to be made</p>	<p>the revised scale.</p> <p>Promotion Deputy Director (Industrial Hygiene) with five years regular service in the grade.</p> <p>Transfer on deputation(including short term contract Officers under the Central Government/ State Governments/ Public Undertakings/ Recognized Research Institutions/Statutory or Autonomous Organisations:</p> <p>(a) (i) holding analogous posts on regular basis; OR (ii) with five years regular service in posts in the scale of Rs.3000-4500 or equivalent; and (b) (i) possessing the educational qualifications and experience prescribed for direct recruits under column B</p> <p><u>Note:</u> The departmental officers in the feeder category who are in the direct line-of promotion will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion. The period of deputation/contact including the period of deputation in another ex-</p>	<p>Promotion: Deputy Director (Industrial Hygiene) in level - 11 in the pay matrix (Rs. 67700-208700) with five years regular service in the grade and having completed two weeks of training in Occupational Safety and Health. Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.</p> <p>Deputation(including short - term contract) Officers of the Central Government or State Governments or Union Territory Administrative Autonomous or statutory organisation or public sector</p>	<p>Pay scales revised. Number of years of experience may be enhanced from five years to 16 years to make it at par with the total experience of feeder post.</p>
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	<p>cadre post held immediately preceding appointment in the same or some other organisation/ department of the Central Government shall not exceed four years.</p>	<p>undertakings or recognised University or recognised research institution,-</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or department; or</p> <p>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in level-11 in the pay matrix (Rs.67700-208700) or equivalent in the parent cadre or Department; and</p> <p>(b) possessing the following educational qualifications and experience,-</p> <p>i) —Master Degree in Chemistry or Biochemistry or Industrial Hygiene from a recognised University or institution; or</p> <p>ii) Bachelor Degree in Biochemical Engineering from a recognised University and</p> <p>ii) sixteen years experience in Industrial hygiene in chemical analysis of samples in a research institution.</p>	
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		<p>c)Desirable:Doctorate degree relevant to essential qualification above from a recognised University.</p> <p>Note1: The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note2: The period of deputation (including short - term contract)including the period of deputation (including short - term contract) in another ex-cadre post held immediately preceding appointment in the same or some other organization or department of the Central Government shall not exceed four years.</p> <p>Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall not be exceeding fifty-six years as on the closing date of receipt of applications.</p>	
(12) If a Departmental Promotion Committee exists, what is its composition	<p>1. Group A Departmental Promotion Committee (for considering promotion) consisting of :</p> <p>(i)Chairman/Member, Union Public</p>	<p>Departmental Promotion Committee (for considering promotion) consisting of : -</p> <p>1. Chairman or Member, Union</p>	<p>1. Note mentioned in the existing Recruitment Rules has been removed as per instructions contained in the Umbrella Notification No. GSR 382 (E) issued by</p>

	<p>Service Commission - Chairman (ii) Additional Secretary/ Joint Secretary/Director, Ministry of Labour-Member (iii) Director General/ Deputy Director General, Factory Advice Service and Labour Institutes-Member. 2. Group A Departmental Promotion Committee (for considering confirmation) consisting of : (i) Additional Secretary/ Joint Secretary, Ministry of Labour - Chairman (ii) Director General/ Deputy Director General, Factory Advice Service and Labour Institutes-Member. <u>Note:</u> The proceedings of the Departmental Promotion Committee relating to confirmation of a direct recruit shall be sent to the Union Public Service Commission for approval. If, however, these are not approved by the Union Public Service Commission a fresh meeting of the Departmental Promotion Committee to be presided over by the Chairman or a Member of the Union Public Service Commission shall be held.</p>	<p>Public Service Commission - Chairman; 2. Additional Secretary or Joint Secretary or Director Ministry of Labour and Employment - member; 3. Director General or Deputy Director General, Factory Advice Service and Labour Institutes-member.</p>	<p>DoP&Ts O.M. No. 39018/1/98-Estt. (B) dated 21.05.1999. 2. Not Applicable as DR mode proposed to be dispensed with. Now, Mode of filling up of post is by promotion failing with Deputation (ISTC). Hence, provisions relating to departmental confirmation committee have been removed.</p>
(13) Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Consultation with the Union Public Service Commission necessary while making direct recruitment or selecting an officer for appointment on deputation/contract	Consultation with the Union Public Service Commission is necessary while making promotion.	As DR mode proposed to be dispensed with. Now, Mode of filling up of post is by promotion failing with Deputation (ISTC). Hence provisions relating to Direct Recruitment has been removed. Further, as per UPSC (Exemption form

			Consultation) Regulation and DoPT' Notification dated 13.07.2023 , consultation with UPSC for selecting officer for recruitment on Deputation(ISTC) upto the level 13-A of the pay matrix. is exempted.
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Deputy Director (Industrial Hygiene)

Col. No.	Provision in the Existing rules	Revised provisions proposed	Reasons for the revision proposed
(1) Name of the post	Deputy Director(Industrial Hygiene)	Deputy Director (Industrial Hygiene).	No change
(2) No.of post	9* (1989) * Subject to variation dependent on workload.	5* (2024) * Subject to variation dependent on workload.	Change of sanctioned strength and year
(3)Classification	General Central Service Group 'A' (Gazetted) Non-ministerial	General Central Service, Group 'A', Gazetted, Non-ministerial.	No change
(4) Level in the Pay Matrix	Rs.3000-100-3500-125-4500	Level -11 in the pay matrix (Rs.66700-208700).	Pay scale for this post as per (i) IV th CPC was Rs. 3000-100-3500-125-4500/-. (ii) V th CPC was Rs. 10000-325-15200/-. (iii) VI th CPC is PB-3 (Rs. 15600-39100) and Grade Pay of Rs. 6600/-.
(5) Whether selection post or non-selection post	Selection	Selection.	No change
(6) Age limit for direct recruits	Not exceeding 40 years (Relaxable for government servants	Not applicable	Not Applicable as DR mode proposed to

	<p>upto five years in accordance with the instructions or orders issued by the Central Government).</p> <p><u>Note:</u> The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti district and Pangi Sub-Division of Chamba district of Himachal Pradesh, the Andaman and Nicobar Islands or Lakshadweep).</p>		<p>be dispensed with. Now, Mode of filling up of post is by promotion falling with Deputation (ISTC).</p>
<p>(7) Whether benefit of added years of service admissible under rule 30 of the CCS (Pension) Rules, 1972</p>	<p>Yes</p>	<p>NA</p>	<p>This is not applicable as the benefit of qualifying service has been dispensed with by DoP&PW O.M. No. 7/7/2008-P&PW (F) dated 13.02.2009 communicated that Rule 30 of CCS(Pension) Rules ,1972 had been omitted vide GSR no. 928(E) dt. 21.12.2012.</p>
<p>(7) Educational and other qualifications required for direct recruits</p>	<p>Essential</p> <p>(i) Master's Degree in Chemistry, Biochemistry of a recognized University or equivalent.</p> <p>(ii) Five years' research experience in Industrial Hygiene preferably in chemical analysis of samples in a</p>	<p>Not applicable</p>	<p>Education Qualification reviewed for the post to attract young talent possessing specialized qualification.</p>

	<p>research institution</p> <p><u>Note 1:</u> Qualifications are relaxable at the discretion of the Union Public Service Commission in case of candidates otherwise well qualified.</p> <p><u>Note 2:</u> The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes if, any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p> <p><u>Desirable</u> Doctorate degree relevant to essential qualification (i) above from a recognized University or equivalent.</p>		<p>Not Applicable as DR mode proposed to be dispensed with. Now, Mode of filling up of post is by promotion failing with Deputation(ISTC).</p>
(8) Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	<p>Age: No Education Qualification: Yes</p>	<p>Age: NO Education qualification: NO</p>	<p>Not Applicable as DR mode proposed to be dispensed with. Now, Mode of filling up of post is by promotion failing with Deputation(ISTC).</p>
(9) Period of probation, if any	<p>One year for direct recruits.</p>	<p>Not applicable</p>	<p>Not Applicable as DR mode proposed to be dispensed with. Now, Mode of filling up</p>

			of post is by promotion falling with Deputation(ISTC).
(10)Method of recruitment Whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods	(i) 33-1/3% by promotion falling which by direct recruitment (ii)66-2/3% by direct recruitment.	By promotion falling which by deputation (including short-term contract).	.
(11) In case of recruitment by promotion/ deputation/ transfer, grades from which promotion/ deputation/transfer to be made	Promotion : Assistant Director (Industrial Hygiene) with five years' regular service in the grade.	Promotion: Assistant Director (Industrial Hygiene) in level-10 in the pay matrix (Rs. 56100-177500) with five years regular service in the grade and having completed two weeks of training in Occupational Safety and Health. Note1: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion period for promotion to the next higher grade along with their	During discussion, it was felt by Committee to remove the DR mode at intermediate level keeping in view promotion avenues of Feeder cadre Completion of two weeks training in Occupational Safety and Health has been mandatory for promotion as advised by UPSC. Provisions relating to selection criteria while making selection by deputation (including short term contract) has been prescribed. Number of years of experience may be enhanced from five years to eleven years to make it at par with the total experience of feeder post.

		<p>juniors who have already completed such qualifying or eligibility service.</p> <p>Deputation (including short term contract) :</p> <p>Officers of the Central Government, State Governments, a Union territory, Administrations autonomous or statutory organisation, public sector undertakings, recognised University or recognised research institutions:</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or department; or</p> <p>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in level-10 in the pay matrix(Rs.56100-177500) or equivalent in the parent cadre or department; and</p> <p>(b) possessing the following educational qualifications and experience i) Master's Degree in Chemistry or Biochemistry or Industrial Hygiene from a recognised University or institution; or</p> <p>ii) Bachelors Degree in</p>	
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		<p>Biochemical Engineering from a recognised University.</p> <p>(iii) Eleven years, experience in Industrial hygiene in chemical analysis of samples in a research institution</p> <p>c)Desirable:Doctorate degree relevant to essential qualification above from a recognised University.</p> <p>Note1: The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: The period of deputation (including short-term contract) including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding appointment in the same or some other organisation or department of the Central Government shall not exceed three years.</p>	
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		Note 3: The maximum age limit for appointment by deputation (including short-term contract) shall not be exceeding fifty-six years as on the closing date of receipt of applications.	
(12) If a Departmental Promotion Committee exists, what is its composition.	<p>1. Group 'A' Departmental Promotion Committee (for considering promotion) consisting of:</p> <p>(i) Chairman/Member, Union Public Service Commission - Chairman</p> <p>(ii) Additional Secretary/Joint Secretary/Director, Ministry of Labour -Member</p> <p>(iii) Director General/Deputy Director General Factory Advice Service and Labour Institutes - Member</p> <p>2. Group 'A' Departmental Promotion Committee (for considering confirmation) consisting of:</p> <p>(i) Additional Secretary/Joint Secretary, Ministry of Labour - Chairman.</p> <p>(ii) Director General/Deputy Director General, Factory Advice Service and Labour Institutes - Member.</p>	<p>Departmental Promotion Committee (for considering promotion) consisting of:-</p> <p>1. Secretary, Ministry of Labour and Employment - Chairman;</p> <p>2. Additional Secretary/Joint Secretary/Director Ministry of Labour and Employment - member;</p> <p>3. Director General or Deputy Director General Factory Advice Service and Labour Institutes - member.</p>	<p>1. DPC composition has been changed and note mentioned in the existing Recruitment Rules has been removed as per instructions contained in the Umbrella Notification No. GSR 382 (E) issued by DoP&T's O.M. No. 39018/1/98-Estt. (B) dated 21.05.1999.</p> <p>2. In view of the provisions contained in the DoP&T's O.M. No. AB.14017/21/2011-Estt.(RR) dated 10/05/2013, the words "Departmental Promotion Committee (for considering confirmation)" has been replaced with "Departmental Confirmation Committee".</p>

	Note: The proceedings of the Departmental Promotion Committee relating to confirmation of a direct recruit shall be sent to the Union Public Service Commission, a fresh meeting of the Departmental Promotion Committee to be presided over by the Chairman or a Member of the Union Public Service Commission shall be held.		
(13)Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Consultation with the Union Public Service Commission necessary while making direct recruitment.	Consultation with Union Public Service commission is not necessary	As per amended regulations, consultation with UPSC is not necessary for making appointment on deputation basis ISTC upto Pay Level-13A.

Assistant Director (Industrial Hygiene)

Col. No.	Provision in the Existing rules	Revised provisions proposed	Reasons for the revision proposed
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(1) Name of the post	Assistant Director (Industrial Hygiene)	Assistant Director (Industrial Hygiene).	Not Applicable
(2) No. of post	9* (1989) *Subject to variation dependent on work load.	6* (2023) *Subject to variation dependent on workload.	
(3) Classification	General Central Service Group A (Gazetted) Non-ministerial	General Central Service, Group 'A', Gazetted, Non- Ministerial.	No change
(4) Level in the Pay Matrix	Rs.2200-75-2800-EB-100-4000	Level-10 in the pay matrix (Rs. 56100-177500).	Pay scale for this post as per (i) IV th CPC was Rs. 2200-75-2800-EB-100-4000. (ii) V th CPC was Rs. 8000-275-13500. (iii) VI th CPC is PB-03 (Rs. 15600-39100) and Grade Pay of Rs. 5400/-.
(5) Whether selection post or non-selection post	Selection	Selection.	No change
(6) Age limit for direct recruits	<p>Not exceeding 35 years</p> <p>(Relaxable for Government servants upto five years in accordance with the instructions or orders issued by the Central Government).</p> <p><u>Note:</u> The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti district and Pangi Sub-</p>	<p>Not exceeding thirty-five years of age.</p> <p>(Relaxable for the Government servants upto the age of five years in accordance with the instructions or orders issued by the Central Government).</p> <p>Note1: The crucial date for determining the age limit shall be as advertised by the UPSC.</p>	<p>As per column No. 6 of the step guide issued by DoPT O.M, No. AB.14017/13/2013-Estt. (RR) dated 31st March, 2015, where recruitment is made by UPSC/SSC, following entry should be incorporated in the RRs:-</p> <p>NOTE: The crucial date for determining the age limit shall be as advertised by UPSC/SSC.</p>

	Division of Chamba district of Himachal Pradesh, the Andaman and the Nicobar Islands or Lakshadweep).		
(7) Whether benefit of added years of service admissible under rule 30 of the CCS (Pension) Rules, 1972	Yes		This is not applicable as the benefit of qualifying service has been dispensed with by DoP&PW O.M. No. 7/7/2008-P&PW (F) dated 13.02.2009 communicated that Rule 30 of CCS(Pension) Rules ,1972 had been omitted vide GSR no. 928(E) dt. 21.12.2012.
(7) Educational and other qualifications required for direct recruits	<p style="text-align: center;">Essential</p> <p>(i) Masters Degree in Chemistry or Biochemistry of a recognized University or equivalent. (ii) Three years research practical experience in the field of Industrial Hygiene.</p> <p><u>Note 1:</u> Qualifications are relaxable at the discretion of the Union Public Service Commission in case of candidates otherwise well qualified.</p> <p><u>Note 2:</u> The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes if, at any stage of selection, the Union Public Service</p>	<p>(a) Essential qualifications:</p> <p>i) Master's Degree in Chemistry or Biochemistry or Industrial Hygiene from a recognised University or institution; or</p> <p>ii) Bachelors Degree in Biochemical Engineering from a recognised University.</p> <p>(b) Essential experience: Six years experience in the field of Industrial Hygiene in Chemical analysis of samples in a government/ government recognised research institute.</p> <p>(c) Desirable: Doctorate Degree relevant to essential qualifications mentioned above from a recognised University.</p>	<p>Education Qualification reviewed for this post to attract young talent possessing specialized qualification.</p> <p>Number of years of experience may be enhanced from three to six in view of sufficiency of practical exposure and to make it at par with the experience of other discipline at the corresponding grade.</p>

	<p>Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p> <p style="text-align: center;">Desirable</p> <p>Doctorate degree relevant to essential qualification (i) above from a recognized University or equivalent.</p>	<p>Note 1: Qualifications are relaxable at the discretion of the Union Public Service Commission in case of candidates otherwise well qualified.</p> <p>Note2: The qualification regarding experience are relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes. If at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>	
(8) Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	<p>Age : No.</p> <p>Educational Qualification: No. But must possess at least a degree in Chemistry/ Biochemistry</p>	<p>Age: No.</p> <p>Educational qualification: No, but the candidate shall possess at least a Degree in Chemistry or Biochemistry.</p>	Not Applicable
(9) Period of probation, if any	<p>(i) One year for direct recruits</p> <p>(ii) Two years for promotees</p>	<p>two year for direct recruits</p> <p>Note: There shall be a mandatory induction training of at least two weeks duration for successful completion of probation as prescribed by the Central Government.</p>	<p>Probation is not applicable in case of Promotes.</p> <p>Completion of two weeks of training remarks has been added as suggested by UPSC in earlier cases.</p>
(10) Method of recruitment	(i) 25% by promotion failing which	(i) 75% by promotion failing which	To remove stagnation in the feeder

Whether by Direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods	by direct recruitment (ii). 75% by direct recruitment	by direct recruitment; and (ii) 25% by direct recruitment	grade.
(11) In case of recruitment by promotion/ deputation/ transfer, grades from which promotion/ deputation/transfer to be made	<p align="center">Promotion</p> Senior Scientific Assistant with 5 years regular service in the grade	Promotion : Senior Scientific Assistant in the level-6 in the pay matrix (Rs.35400-112400) with eight years regular service in the grade and having completed two weeks of training in Occupational Safety and Health. Note 1: The eligibility service for persons holding the post of Senior Scientific Assistant in level-6 (Rs.35400-112400) on the date of notification of these rules shall be eight years. Note 2: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion period for promotion to the next higher grade along with their juniors	Completion of two weeks training in Occupational Safety and Health has been mandatory for promotion.

		who have already completed such qualifying or eligibility service	
(12) If a Departmental Promotion Committee exists, what is its composition	<p>1.Group A Departmental Promotion Committee (for considering promotion) consisting of :</p> <p>(i) Chairman/Member, Union Public Service Commission - Chairman (ii)Additional Secretary/ Joint Secretary/Director/ Deputy Secretary, Ministry of Labour - Member (iii)Director General / Deputy Director General, Factory Advice Service and Labour Institutes - Member</p> <p>2.Group A Departmental Promotion Committee (for considering confirmation) consisting of :</p> <p>(i)Additional Secretary/ Joint Secretary/, Ministry of Labour - Chairman (ii)Director General / Deputy Director General, Factory Advice Service and Labour Institutes - Member</p>	<p>Departmental Promotion Committee (for considering promotion) consisting of:-</p> <p>(1). Chairman or Member, Union Public Service Commission - chairman; (2). Additional Secretary or Joint Secretary or Director, Ministry of Labour and Employment - member; (3). Director General or Deputy Director General, Factory Advice Service and Labour Institutes - member.</p> <p>Departmental Confirmation Committee (for considering confirmation) consisting of :-</p> <p>(1). Joint Secretary or Director, Ministry of Labour and Employment -chairman; (2). Deputy Secretary, Ministry of Labour and Employment- member; (3). Deputy Director General or Director, Factory Advice Service and Labour Institutes - Member.</p>	<p>1. Note mentioned in the existing Recruitment Rules has been removed as per instructions contained in the Umbrella Notification No. GSR 382 (E) issued by DoPT O.M. No. 39018/1/98-Estt. (B) dated 21.05.1999.</p> <p>2. In view of the provisions contained in the DoPT O.M. No. AB.14017/21/2011-Estt. (RR) dated 10/05/2013, the words Departmental Promotion Committee (for considering confirmation) has been replaced with Departmental Confirmation Committee.</p>

	<p><u>Note</u> : The proceedings of the Departmental Promotion Committee relating to confirmation of a direct recruit shall be sent to the Union Public Service Commission for approval, if, however, these are not approved by the Union Public Service Commission, a fresh meeting of the Departmental Promotion Committee to be presided over by the Chairman or a Member of the Union Public Service Commission shall be held.</p>		
<p>(13)Circumstances in which Union Public Service Commission is to be consulted in making recruitment</p>	<p>Selection on each occasion shall be made in consultation with the Union Public Service Commission.</p>	<p>Consultation with Union Public Service Commission is necessary</p>	

ANNEXURE III

Form to be filled by the Ministry/Department while forwarding proposals to the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel, & Training) and the Union Public Service Commission for Amending approved Recruitment rules.

1. (a) Name of the Post : Director (Industrial Medicine)
(b) Name of the Ministry/Deptt. : Directorate General Factory Advice Service & Labour Institutes, Ministry of Labour & Employment
2. Reference No. in which Commission's advice on recruitment rules was conveyed : F.No. A-12018/01/2015-ISH -I], dated 19.11.2019

3.

Col. No.	Provision in the Existing rules	Revised provisions proposed	Reasons for the revision proposed
(1) Name of the post	Director (Industrial Medicine)	Director (Industrial Medicine).	No change
(2) No. of post	2* (2019). *Subject to variation dependent on workload.	2* (2023). *Subject to variation dependent on workload.	No Change
(3) Classification	General Central Services; Group 'A' (Gazetted), Non-ministerial	General Central Services; Group 'A' (Gazetted), Non-ministerial	No Change
(4) Level in the Pay Matrix	Level-12 in the pay matrix (Rs 78800-209200) plus Non-Practicing Allowance.	Level-12 in the pay matrix (Rs 78800-209200).) plus Non-Practicing Allowance	No Change
(5) Whether selection post or non-selection post	Selection	Selection	No change
(6) Age limit for direct recruits	Not applicable.	Not applicable.	No Change
(7) Educational and other qualifications required for direct recruits	Not applicable.	Not applicable.	No Change

(8) Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable.	Not applicable.	No Change.
(9) Period of probation, if any	Not applicable.	Not applicable.	No Change
(10) Method of recruitment Whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods	By promotion failing which by deputation (including short - term contract)	By promotion failing which by deputation including short - term contract	No Change
(11) In case of recruitment by promotion/ deputation/ transfer, grades from which promotion/ deputation/transfer to be made	<p>Promotion: Deputy Director (Industrial Medicine) in level - 11 in the pay matrix (Rs. 67700-208700) with five years regular service in the grade and having completed two weeks of training in In Social and preventive medicine or Industrial Hygiene or Physiological Medicine or Occupational Health.</p> <p>Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such</p>	<p>Promotion: Deputy Director (Industrial Medicine) in level - 11 in the pay matrix (Rs. 67700-208700) with five years regular service in the grade and having completed two weeks of training in Occupational Safety and Health.</p> <p>Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such</p>	Qualifications revised to attract a wider talent pool.

	<p>qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.</p> <p>Deputation(including short - term contract) Officers of the Central Government or State Governments or Union Territory Administrative Autonomous or statutory organisation or public sector undertakings or recognised University or recognised research institution,-</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or department; or</p> <p>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in level-11 in the pay matrix (Rs.67700-208700) or equivalent; and</p> <p>(b) possessing the following educational qualifications and experience.-</p> <p>i) A recognized medical qualification included in the First or the Second</p>	<p>qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.</p> <p>Deputation(including short - term contract) Officers of the Central Government or State Governments or Union Territory Administrative Autonomous or statutory organisation or public sector undertakings or recognised University or recognised research institution,-</p> <p>(b) (i) holding analogous posts on regular basis in the parent cadre or department; or</p> <p>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in level-11 in the pay matrix (Rs.67700-208700) or equivalent in the parent cadre or Department; and</p> <p>(b) possessing the following educational qualifications and experience.-</p>	
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	<p>Schedule or part II of the Third Schedule (other than the licentiate qualifications) to the Indian Medical Council Act, 1956 (102 of 1956). Holders of educational qualifications included in the part II of the Third Schedule should fulfill the conditions stipulated in Section 13 (3) of the said Act.</p> <p>ii) Ten years' professional experience including five years experience in occupational health in the Factories or ports or Mines or construction industry or Occupational Health Service Centres of Employees' State Insurance Corporation (ESIC) or Employees' State Insurance (ESI) Hospital/Occupational Health Disease Centre.</p> <p>Desirable: Post Graduate Degree or Diploma in Social and Preventive Medicine or Industrial Hygiene or Physiological Medicine or Occupational Health from a recognized university or Associate Fellow of Industrial Health (AFIH)</p> <p>Note1: The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p>	<p>Essential:</p> <p>(i) A recognised medical qualification i.e. MBBS (or Equivalent) as per the provisions of the National Medical Commission Act. 2019; And Post Graduate Degree or Diploma in Preventive and Social Medicine or Community Medicine or Industrial Health from a recognized university.</p> <p>(ii) Ten years' profession experience in Occupational Health.</p> <p>Desirable:</p> <p>i) Certificate of Training in Industrial Health (Associate Fellow of Industrial Health) from a recognized institution with Ten</p>	
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	<p>Note2: The period of deputation (including short - term contract)including the period of deputation (including short - term contract) in another ex-cadre post held immediately preceding appointment in the same or some other organization or department of the Central Government shall not exceed four years.</p> <p>Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall not be exceeding fifty-six years as on the closing date of receipt of applications.</p>	<p>years' post qualification (AFIH) professional experience in occupational health</p> <p>N.B: The experience shall be in occupational health in the Factories or Ports or Mines or construction industry or Occupational Health Service Centres of Employees' State Insurance Corporation (ESIC) or Employees' State Insurance (ESI) Hospital/Occupational Disease Centre or research experience on occupational health in a reputed research institution on occupational health in India or experience in Government Departments entrusted with the Administration of any occupational health and Safety related Legislation in India.</p> <p>Note1: The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note2: The period of deputation (including short - term contract)including the period of</p>	
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		<p>deputation (including short - term contract) in another ex-cadre post held immediately preceding appointment in the same or some other organization or department of the Central Government shall not exceed four years.</p> <p>Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall not be exceeding fifty-six years as on the closing date of receipt of applications.</p>	
(12) If a Departmental Promotion Committee exists, what is its composition	<p>1. Group 'A' Departmental Promotion Committee consisting of :</p> <p>(i) Chairman or Member, Union Public Service Commission - Chairman</p> <p>(ii) Additional Secretary or Joint Secretary or Director, Ministry of Labour and Employment - Member</p> <p>(iii) Director General or Deputy Director General, Factory Advice Service & Labour Institutes - Member</p>	<p>1. Group 'A' Departmental Promotion Committee (for considering promotion) consisting of:</p> <p>(i) Chairman or Member, Union Public Service Commission - Chairman</p> <p>(ii) Additional Secretary or Joint Secretary or Director, Ministry of Labour and Employment - Member</p> <p>(iii) Director General or Deputy Director General, Factory Advice Service & Labour Institutes - Member</p>	No Change
(13) Circumstances in which Union Public	Consultation with Union Public Service Commission is necessary while	Consultation with UPSC is necessary in case of promotion.	As per amended Regulation, no consultation with UPSC is required upto Pay

Service Commission is to be consulted in making recruitment	appointing an officer on deputation (including short-term contract).		Level-13A
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4. Names, addresses and telephone numbers of the Ministry's Representatives with whom these proposals may be discussed, if necessary, for clarification/early decision
- Sh.Keshram Meena, Under Secretary, Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi-01.
Phone Number - 23766937

Date : .02.2024
Place : Delhi

Signature of the officer ending the proposals
Tele No.: 23473326

ANNEXURE III

Form to be filled by the Ministry/Department while forwarding proposals to the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel, & Training) and the Union Public Service Commission for Amending approved Recruitment rules.

1. (a) Name of the Post : Deputy Director (Industrial Medicine)
(b) Name of the Ministry/Deptt. : Directorate General Factory Advice Service & Labour Institutes, Ministry of Labour & Employment
2. Reference No. in which Commission's advice on recruitment rules as conveyed : F.No. A-12018/01/2015-ISH -I], dated 19.11.2019

3.

Col. No.	Provision in the Existing rules	Revised provisions proposed	Reasons for the revision proposed
(1) Name of the post	Deputy Director(Industrial Medicine)	2. Deputy Director (Industrial Medicine).	No change
(2) No.of post	5* (2019) * Subject to variation dependent on workload.	5* (2023) * Subject to variation dependent on workload.	No change
(3)Classification.	General Central Service Group 'A' (Gazetted) Non-ministerial	General Central Service Group 'A' (Gazetted) Non-ministerial	No Change
(4) Level in the Pay Matrix	Level -11 in the pay matrix (Rs.66700-208700) plus Non-practicing allowance.	Level -11 in the pay matrix (Rs.66700-208700).) plus Non-Practicing Allowance	No Change
(5) Whether selection post or non-selection post	Not applicable	Selection	No Change
(6) Age limit for direct recruits	Not exceeding 40 years (Relaxable for government servants upto five years in accordance with the instructions or orders issued by the Central Government). <u>Note:</u> The crucial date for determining the age limit shall be	Not exceeding 40 years (Relaxable for government servants upto five years in accordance with the instructions or orders issued by the Central Government). <u>Note:</u> The crucial date for determining the age limit shall be	No Change

	the as advertised by UPSC:-	as advertised by UPSC.	
(7) Whether benefit of added years of service admissible under rule 30 of the CCS (Pension) Rules, 1972	Yes	N.A.	This is not applicable as the benefit of qualifying service has been dispensed with by DoP&PW O.M. No. 7/7/2008-P&PW (F) dated 13.02.2009 communicated that Rule 30 of CCS(Pension) Rules, 1972 had been omitted vide GSR no. 928(E) dated 21.12.2012.
(8) Educational and other qualifications required for direct recruits	<p>Essential: (i) A recognized medical qualification included in the First or the Second Schedule or part II of the Third Schedule (other than the licentiate qualifications) to the Indian Medical Council Act, 1956 (102 of 1956). Holders of educational qualifications included in the part II of the Third Schedule should fulfill the conditions stipulated in Section 13 (3) of the said Act.</p> <p>(ii) Five years' professional experience including three years experience in occupational health in the Factories or ports or Mines or construction industry or Occupational Health Service Centres of Employees' State Insurance Corporation (ESIC) or Employees' State Insurance (ESI) Hospital/Occupational Health Disease Centre</p>	<p>Essential:</p> <p>(i) A recognised medical qualification i.e. MBBS (or Equivalent) as per the provisions of the National Medical Commission Act, 2019; And Post Graduate Degree or Diploma in Preventive and Social Medicine or Community Medicine or Industrial Health from a recognized university. And</p> <p>ii) Five years' professional experience in Occupational Health.</p> <p>Desirable:</p>	Qualifications revised to attract a wider talent pool.

	<p>Desirable: Post Graduate Degree or Diploma in Social and Preventive Medicine or Industrial Hygiene or Physiological Medicine or Occupational Health from a recognized university or Associate Fellow of Industrial Health (AFIH) from a recognised institution.</p> <p>Note 1: Exact qualification will be indicated at the time of inviting applications for recruitment.</p> <p>Note2: Qualifications are relaxable at the discretion of the Union Public Service Commission in case of Candidates otherwise well Qualified</p> <p><u>Note 3:</u> The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes if, at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available, to fill up the vacancies reserved for them.</p>	<p>i) Certificate of Training in Industrial Health (Associate Fellow of Industrial Health) from a recognized institution in occupational health.</p> <p>N.B: The experience shall be in occupational health in the Factories or Ports or Mines or construction industry or Occupational Health Service Centres of Employees' State Insurance Corporation (ESIC) or Employees' State Insurance (ESI) Hospital/Occupational Disease Centre or research experience on occupational health in a reputed research institution on occupational health in India or experience in Government Departments entrusted with the Administration of any occupational health and Safety related Legislation in India.-</p>	
<p>(9) Whether age and educational qualifications</p>	<p>Not applicable.</p>	<p>Not applicable.</p>	<p>No Change</p>

prescribed for direct recruits will apply in the case of promotees			
(10) Period of probation, if any.	One year subject to completion of two weeks of training.	Two year subject to completion of two weeks induction training as prescribed by Department.	As per DoPT guidelines
(11) Method of recruitment Whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods	<p>by Direct Recruitment Note: Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for a duration of one year or more may be filled on deputation from officers of the Central Government: (a)(i) holding analogous posts on regular basis in parent cadre or department; or, (ii) with five years' regular service in posts in the Level 10 (Rs.56,100-1,77,500) in the Pay Matrix or equivalent in parent cadre or department; and, (b) possessing the educational qualifications and experience as prescribed for direct recruits under column 7.</p>	<p>by Direct Recruitment Note: Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for a duration of one year or more may be filled on deputation from officers of the Central Government: (a)(i) holding analogous posts on regular basis in parent cadre or department; or, (ii) with five years' regular service in posts in the Level 10 (Rs.56,100- 1,77,500) in the Pay Matrix or equivalent in parent cadre or department; and, (b) possessing the educational qualifications and experience as prescribed for direct recruits under column 7.</p>	No Change
(12) In case of recruitment by promotion/ deputation/ transfer, grades from which promotion/ deputation/transfer to be made	Not applicable	Not applicable	No Change

(13) If a Departmental Promotion Committee exists, what is its composition.	Group 'A' Departmental Confirmation Committee consisting of:- (i) Additional Secretary or Joint Secretary or equivalent rank officer, Ministry of Labour and Employment - Chairman (ii) Director or Deputy Secretary or Equivalent rank officer, Ministry of Labour and Employment - Member (iii) Director General or Deputy Director General, Factory Advice Service & Labour Institutes - Member	Group 'A' Departmental Confirmation Committee consisting of:- (i) Additional Secretary or Joint Secretary or equivalent rank officer, Ministry of Labour and Employment - Chairman (ii) Director or Deputy Secretary or Equivalent rank officer, Ministry of Labour and Employment - Member (iii) Director General or Deputy Director General, Factory Advice Service & Labour Institutes - Member	NO Change
(14) Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Union Public Service Commission shall be consulted while making Direct Recruitment.	Consultation with Union Public Service Commission is necessary while making Direct Recruitment.	No Change

4. Names, addresses and telephone numbers of the Ministry's Representatives with whom these proposals may be discussed, if necessary, for clarification/early decision

Sh.KeshramMeena, Under Secretary, Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi-01
 Phone Number - 23766937

Date : 02.2024

Signature of the officer

Place : Delhi

sending the proposals
Tele No.: 23473326