

Annexure-III-A Contd...**- 3 -**

Note:- 1. Company employees possessing the educational qualifications of B.Sc., with 9 years experience may be considered for promotion to Technical posts in Grade-I.

2 (a): Degree in Science in the relevant branch is to be treated as an alternative qualification to Diploma in Engineering for direct recruitment to posts in Grade-I and Grade II and promotion to posts in Grade I to VI in D&D and Process Shops. The period of experience for recruitment and promotion of B.Sc.s. will be the same as prescribed for recruitment and promotion of Engineering Diploma holders to the respective grades.

(b): Employees with NAC, ITI and SSLC qualification will no longer be eligible for promotion to posts in Grade-I and II in D&D and Process shops.

3. Upper age limit for departmental candidates applying for the above posts against open selection advertisements is 53 years.

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(para –I)

4. Degree in Engineering or Technology.

AMIE/AMIME (India)/GEIIE/AMIETE/B.Sc. (Engg.)/

BS (E&IT) awarded by BITS Pilani/M.Sc. in Physics/

Applied Physics/ Metallurgy/Electronics/Polymers/

Chemistry/Opto-Electronics/ Chemistry relating to Explosives is prescribed as equivalent to Degree in Engineering or Technology for direct recruitment and promotions to technical posts.

5. Posts in Grade-I and above in the Product Support Department are to be treated as technical posts for purposes of prescribing qualifications and experience for direct recruitment and promotions.

6. Out of the total experience prescribed for appointment to posts in Grade-II and above, at least 50% should be in a responsible supervisory capacity.

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ANNEXURE - III A Contd....**- 4 -**

7. In the case of post-graduates in Engineering the period of experience prescribed for Degree in Engineering is to be reduced by the prescribed period of post-graduate engineering course, subject to a maximum of two years.

8. For selection of Management Trainees, the upper age limit is relaxed by 5 years in the case of Ex-Servicemen/ Commissioned Officers/ ECOs/SSCOs who have rendered at least 5 years of Military service and have been released on completion of assignment (including those where assignment is due to be completed within 6 months), otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or on account of physical disabilities attributable to military service or on invalidment.

9. Officers of Computer Department who possess Degree in Science or Mathematics or Statistics may be considered for promotion up to and including Grade-IV at par with the Degree/ Diploma holders in Engineering, subject to their fulfilling other condition. However, efforts should be made to recruit from open market only Degree/ Diploma holders in Engineering or Graduates with post Graduate Diploma/Degree in Computer Science.

10. A candidate should possess a minimum of 2 years experience in the immediate lower grade/group to become eligible for appointment in the next grade/group either by direct recruitment or by promotion.

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(Para – III)

11 For Grade-VI to VII DPC, post qualification experience of 5 years is required after acquiring relevant Degree in Engineering or equivalent qualification as prescribed at Annexure-III A.



ANNEXURE III – A1

ANNEXURE TO PC No.36/98 dt.04-11-1998

AMENDMENT TO ANNEXURE – III A & III B (Para 23 & 41.3 of R & P Rules refers) (Annexure – XXIV – para 42.1 note refers) Minimum qualifications, experience and age limit for various Technical (Annexure-III A) and No-Technical posts (Annexure-III B).

Grade I**I . Direct Recruitment : 45 % of Technical and Non-Technical Posts in Grade - I****Technical :**

Qualification : Degree in Engineering or Technology from recognized Universities/Institution.

Non-Technical :

Qualification :

Finance & Accounts :

- (i) Pass in Final Examination of Institute of Cost & Works Accountants Calcutta/London.
- (ii) Pass in Final Examination for Membership of the Institute of Chartered Accountants of India /England.
- (iii) Pass in SAS Examination conducted by the Comptroller & Auditor General of India.
- (iv) MBA from Indian Institute of Management, Calcutta, Ahmedabad and Bangalore in Finance discipline.
- (v) Post Graduation Degree/Diploma in Business Administration with specialisation in Finance from recognized universities. (2 years course).

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ANNEXURE –III A1 Contd..

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Secretariat :

Pass in Associate Membership Examination of the Institute of Company Secretaries of India, New Delhi.

Administration/Personnel/Industrial Relations :

- (i) Degree in specialised professional qualifications including Diploma in Business Management, PG Degree/diploma in Social Welfare/Training (ISTD)/Personal Management/Social Sciences/Industrial Relations (2 years course) awarded by recognized Universities/Institutions recognized by Government.
- (ii) MBA from Indian Institute of Management, Calcutta, Ahmedabad, Bangalore or any University recognized by the Government with specialisation in Personnel Management/Industrial Relations.

Commercial :

- (i) Masters Degree in Commerce from recognized University/Post Graduate Degree/Diploma in Materials Management from recognized Institutions/Universities (2 years duration)
- (ii) MBA from Indian Institute of Management, Calcutta, Ahmedabad, Bangalore or any University recognized by the Government with specialisation in Material/Marketing Management.

Contd....

ANNEXURE –III A1 Contd..

- 3 -

Security & Vigilance :

Successful completion of ten months pre commission training course from the Officers' Training School, Madras, or from any other equivalent institutions under the Defence Forces.

AGE : 40 years**Experience : NIL**

II Promotion : 45 % of post in Grade - I Technical & Non-Technical posts from Wage Group 7 and above with minimum 3 years service in Wage Group – 7.

Technical Qualification :

NAC	8 years experience
ITI/B.Sc	9 years experience
SSLC	11 years experience

Contd....

ANNEXURE –III A1 Contd..

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Non-Technical Qualification :

Intermediate or equivalent	8 years experience
Intermediate or equivalent with Specialized professional qualification	7 years experience
SSLC or equivalent	10 years experience
SSLC or equivalent with Specialized professional qualification	8 years experience

III Promotion : 10% of posts in Grade – I Technical & Non-Technical posts from Wage Group- 5 and above with 3 years service in Wage Group – 5

Qualification for Technical & Non-Technical Posts : As in direct recruitment (under Para –I above)
