

THE COCHIN PORT TRUST EMPLOYEES **(RECRUITMENT, SENIORITY AND PROMOTION)** **REGULATIONS, 2010**

In exercise of the powers conferred by Section 28 of the Major Port Trusts Act, 1963 (38 of 1963), the Board of Trustees of Cochin Port hereby makes the following regulations, namely

1. Short Title and Commencement

- (i) These Regulations may be called the Cochin Port Trust Employees (Recruitment, Seniority and promotion) Regulations, 2010.
- (ii) They shall come into force on the date of publication of the approval of the Central Government as required under the provisions of Section 124 and 132 of Major Port Trusts Act, 1963 in the Gazette of India.

2. Application

These regulations shall apply to all posts created under Section 27 of the Act under the Board, including those covered by clause (a) of sub-section (1) of section 24 of the Act.

3. Definition

In these regulations, unless the context otherwise requires

- (a) "Act" means the Major Port Trusts Act, 1963 (38 of 1963).
- (b) "Analogous post" means a post of which the duties and level of responsibilities and the pay ranges are comparable to those of the post to which selection is to be made.
- (c) "Appointing Authority" in relation to any grade or post means the authority empowered under the Cochin Port Trust Employees (Classification, Control and Appeal) Regulations 1964, to make appointment to that grade or post.
- (d) "Board", "Chairman", "Deputy Chairman" and "Head of Department" have the meaning respectively assigned to them under the Act.
- (e) "Class I Posts", "Class II Posts" "Class III posts" and Class IV posts" shall have the same meaning as assigned to them in Regulation 6 of the Port Trust Employees (Classification, Control and Appeal) Regulations, 1964.
- (f) "Departmental Promotion Committee" means a Committee constituted from time to time under regulation 26 for the purpose of making recommendation for promotion to or confirmation in any grade or post.
- (g) "Direct Recruit" means a person recruited on the basis of a competitive examination or test and/or interview by Services Selection Committee.
- (h) "Employee" means an employee of the Board.
- (i) "Grade" means any of the grades specified in the Schedule of Employees prepared and sanctioned under Section 23 of the Act.
- (j) "Lien" means the title of an employee to hold on regular basis, either immediately or on the termination of a period or periods of absence, a post to which he has been appointed on regular basis and on which he is not on probation.

Provided that the title to hold a regular post shall be subject to the condition that the junior most person in the grade will be liable to be reverted to the lower grade if the number of persons so entitled is more than the posts available in that grade.

- (k) "Permanent Employee" means an employee who has been substantively appointed to a permanent post.
- (l) "Schedule" means the Schedule appended to these regulations.
- (m) "Scheduled Castes" and "Scheduled Tribes" shall have the meanings respectively assigned to them in Clauses (24) and (25) of article 366 of the Constitution of India.
- (n) "Select List" in relation to any grade or post means the select list prepared in accordance with regulation 13 for that grade or post.
- (o) "Selection Post" means a post declared as such under regulation 5 of these regulations.
- (p) "Services Selection Committee" means the Committee constituted under regulation 12 for the selection of candidates by means of a written test, a trade test and/or interview for appointment to posts reserved for direct recruitment.
- (q) "Temporary Employee" means an employee holding a temporary post or officiating in a permanent post or on probation in his appointment in the service of the Board.
- (r) ¹["Regular Service" in relation to any grade means the period or periods of service in that grade rendered after selection and appointment thereto under the regulations according to the prescribed procedure for regular appointment to that grade and includes any period or periods:
 - (i) Taken into account for the purpose of seniority in case of those already in service at the time of notification of regulations;
 - (ii) During which an employee would have held a post in that grade but for being on leave or otherwise not being available for holding such posts.]

4. ²[MANNER OF APPOINTMENT

(1) All appointments to the posts to which these regulations apply shall be made in accordance with the provisions of these regulations.

(2) Appointment may be made either by promotion or by absorption or deputation or direct recruitment.

(3) Appointments in respect of posts treated as Head of Department and posts one level below to the Head of Department, all the vacancies shall be filled by "Composite method of recruitment" through promotion or transfer on absorption basis failing which by deputation from the employees of the Major Ports, the Central Government, State Governments, Autonomous Bodies, Government Companies and failing both by direct recruitment.

¹ Inserted w.e.f. 30-3-2017 vide Ministry of Shipping Notification No.PR-12012/9/2014-PE.I published in the Gazette of India under G.S.R. 649(E) dated 30-3-2017

² Substituted w.e.f. 30-07-2021 vide Ministry of Shipping Notification No.PR-24021/1/2021-PE.II published in the Gazette of India under G.S.R. 519(E) dated 30-07-2021

(4) The promotion or transfer on absorption shall be from the officers from the Major Port Trusts fulfilling the eligibility criteria prescribed in the Schedule annexed to these regulations.

(5) Deputation shall be of employees from the Major Ports, the Central Government, State Governments or Autonomous Bodies or Government Companies fulfilling the eligibility criteria prescribed for the post: Provided that an employee of a Board of any Major Port Trust shall not be eligible for deputation to the Head of Department level post in the Major Port Trusts.

(6) The normal period of deputation is three years, which is extendable to four years.

(7) In exceptional circumstances, this can be extended to five years by the Central Government in the case of a post, the incumbent of which is regarded as the Head of Department and by the Chairman in the case of any other post below the level of Head of Department.”.

5. SCHEDULES

The manner of appointment i.e. whether by direct recruitment or by departmental promotion or absorption or deputation, the qualification, age, education, training, requirements of experience, classification of posts as selection posts or – non-selection posts and other matters connected with the appointments to various posts shall be shown in the Schedule annexed to these Regulations in respect of Class-I posts. In respect of Class-II, Class-III and Class-IV posts the manner of appointment shall be as laid down by the Board from time to time. The Schedule shall also show the authorized permanent and temporary strength of the various grades as shown in the Schedule of Employees prepared under the provisions of section 23 of the Major Port Trusts Act, 1963. This strength is liable to change from time to time under the provisions of section 27 of the Major Port Trusts Act, 1963. The eligibility requirements prescribed for direct recruitment will apply in the case of promotion to the extent mentioned in Column 9 of the schedule and requirement of experience for promotion will be as prescribed in Column 12 of the schedule.

Provided that the prescribed upper age limits may be relaxed by the Central Govt. in case of HODs and by Chairman in all other cases for reasons to be recorded in writing for direct recruitment/absorption/deputation as under:-

- (i) Up to 5 years where the minimum experience prescribed is 10 years or more and up to 3 years where the minimum experience prescribed is 5 to 9 years.
- (ii) in the case of a candidate who is an ex-serviceman, i.e. ex-employee of India's Defence Forces, and who has put in not less than 6 months continuous service in the Defence Forces, up to the extent of the service rendered by him in the Defence Forces plus three years where the vacancy to be filled is a vacancy reserved for such ex-servicemen and dependants of those killed in action and upto the extent of the service rendered by him in the Defence Forces, where the vacancy to be filled is an unreserved vacancy; and
- (iii) In the case of a candidate belonging to the Scheduled Castes or the Scheduled Tribes or other backward classes in accordance with such orders as the Central Government may issue from time to time in this regard.

Provided further that the requirement of experience is relaxable at the discretion of the Central Govt, in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes if at any stage of selection the Central Govt. 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.

6. ROSTER OF VACANCIES

A roster shall be maintained for each grade to show whether particular vacancy should be filled by direct recruitment or promotion. However, if a vacancy which is reserved for direct recruitment cannot be filled by direct recruitment, it may be filled by promotion and the next vacancy shall be filled by direct recruitment. Similar practice can be followed in the case of a vacancy reserved for promotion but cannot be filled by promotion method.

7. RESERVATION

- (1) Orders issued by the Central Government from time to time for reservation of posts under it, whether to be filled by direct recruitment or promotion in favour of the Scheduled castes and the Scheduled Tribes shall apply mutatis mutandis to all appointments covered by these regulations.
- (2) Orders issued by the Central Government from time to time for the reservation of posts under it in favour of other backward classes, ex-servicemen and dependants of those killed in action, sportsmen and physically handicapped persons shall also apply mutatis mutandis to appointments covered by these regulations and to which direct recruitment is made.

8. NATIONALITY, CHARACTER, PHYSICAL FITNESS ETC. FOR DIRECT RECRUITMENT;

- (1) In order to be eligible for direct recruitment to any grade or post, a candidate must be-
 - (a) a Citizen of India; or
 - (b) a subject of Nepal; or
 - (c) a subject of Bhutan; or
 - (d) A Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India; or
 - (e) A person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or the East African countries of Kenya, Uganda, the united Republic of Tanzania, Zambia, Malawi, Zaire and Ethiopia and Vietnam with the intention of permanently settling in India.

Provided that a candidate belonging to category (a) shall produce such proof of his nationality as the Chairman may, from time to time require. Provided further that a candidate belonging to categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India;

Provided also that a candidate in whose case the proof of nationality or a certificate of eligibility is necessary may be provisionally appointed, pending the production by him of the necessary certificate in his favour from the Central Government, as the case may be. In such cases the provisional appointment shall not exceed a period of one year.

- (2) The Chairman may, with the prior approval of the Central Government, modify or waive any of the requirements of sub regulation (1) when an appointment for work of a special nature is to be made and it is not practicable to obtain a suitable candidate who fulfils the requirements of these regulations.
- (3) No person.
 - (a) Who has entered into or contracted a marriage with person having a spouse living; or
 - (b) Who having a spouse living, has entered into or contracted a marriage with any person.

Shall be eligible for appointment to any grade or post to which these regulations apply.;

Provided that the Central Govt. in case of HODs and Chairman in all other cases may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this sub regulation.

- (4) A candidate must satisfy the appointing authority that his character and antecedents are such as to make him suitable for appointment to any grade or post. No candidate who has been convicted by a Court of Law for an offence involving moral turpitude or who has been adjudged as an insolvent shall be eligible for appointment to a grade or post.
- (5) A candidate shall be in good mental and physical health and free from any physical defects likely to interfere with the discharge of his duties as an employee of the Board. A candidate who after such medical examination as the Central Govt. in case of HODs and Chairman in all other cases may specify, is found not to satisfy those requirements shall not be appointed.
- (6) If any question arises whether a candidate does or does not satisfy all or any of the requirements of this regulation, the same shall be decided by the Central Govt. in case of HODs and Chairman in all other cases.

9. ¹[ELIGIBILITY OF EXISTING EMPLOYEES FOR DIRECT RECRUITMENT

When the posts required to be filled by direct recruitment are advertised, employees of the Board of any Major Port Trust possessing the prescribed qualifications and experience may also apply: Provided that the age limit in such cases shall not exceed fifty five years.]

10. ADVERTISEMENT OF VACANCIES

- (1) Vacancies of Class-III and Class-IV posts to be filled by direct recruitment shall be notified to the local employment Exchange. In case sufficient number of eligible and suitable candidates are not available, the vacancies be advertised in Newspapers published within the State. Class-I and Class-II posts intended to be filled by direct recruitment shall be advertised in national and local dailies and/or Employment News.

¹ Substituted w.e.f. 05-09-2018 vide Ministry of Shipping Notification No.PR-12012/4/2017-PE-I published in the Gazette of India under G.S.R. 835(E) dated 05-09-2018

- (2) The crucial date for determining the qualification, experience and age shall be the first day of the month in which the post is notified/advertised unless otherwise specified.

11. CONDUCT OF WRITTEN OR SKILL TESTS IN CERTAIN CASES

The Appointing Authority may decide whether a written or a skill test or both should be held and also name the officer who should hold the said test and the manner in which the test should be held and other details thereof. It shall be open to the Appointing Authority to engage a consultant or a firm of consultants to conduct a written or skill test.

12. SERVICES SELECTION COMMITTEE:-

- (1) There shall be a Service Selection Committee for each grade or post, as mentioned in sub regulation (2) to conduct interviews of eligible candidates for making selection of candidates for appointment to different posts by direct recruitment.
- (2) The category of posts and the composition of the Services Selection Committees referred to in sub regulation (1) shall be the following, namely :

(a) For HODs

¹[Joint Secretary (Ports) of the Ministry of Shipping - Chairman looking after the charge of PHRD]

Chairman of the Port - Member

Any other Port Chairman or an officer having wide experience in the field to be nominated by the Ministry of Shipping - Member

Representative of SC/ ST & OBCs nominated by the Ministry of Shipping - Member

(b) For Class I posts

(i) Chairman - Chairman

(ii) Deputy Chairman - Member

(iii) HOD in charge of the Department in which the vacancy occurs - Member

(iv) HOD in charge of the Personnel - Member

(v) Representative of SC/ ST & OBCs nominated by the Chairman - Member

(c) For Class II Posts

(i) Deputy Chairman - Chairman

(ii) Head of the Department in which the vacancy arises - Member

(iii) Head of Department in charge of Personnel - Member

(iv) Representative of SC/ ST & OBCs nominated by the Chairman - Member

¹ Substituted w.e.f. 31-7-2015 vide Ministry of Shipping Notification No.PR-12016/2/2015-PE.I published in the Gazette of India under G.S.R. 604(E) dated 31-7-2015

- (d) For Class-III and Class-IV posts (Common Categories)
- (i) Deputy Chairman or in his absence, HOD -
Chairman
Nominated by the Chairman of the Board
 - (ii) HOD incharge of Personnel -
Member
 - (iii) A senior officer in the grade not below - Member
Rs.16000-400-20800 to be nominated by the
Chairman
 - (iv) Representative of SC/ ST & OBCs nominated by - Member
the Chairman
- (e) For Class-III and Class-IV posts (Uncommon Categories)
- (i) HOD, where the vacancy arises - Chairman
 - (ii) HOD incharge of Personnel - Member
 - (iii) A senior officer of the concerned Division in the - Member
grade not below Rs.16000-400-20800 to be
nominated by the Chairman
 - (iv) Representative of SC/ ST & OBCs nominated - Member
by the Chairman

The Appointing Authority may also nominate any person not in the service of the Board to be a member of a Services Selection Committee if such a person is specialized in the relevant field. Where any member of a Services Selection Committee is not available, the Appointing Authority may nominate another officer of appropriate level in his place to attend the meeting.

- (3) Where recruitment to vacancies in grades common to more than one department is made in a common selection, the composition of the committee shall be decided by the Chairman in each case.

13. SELECT LIST

The Services Selection Committee may recommend, in the order of merit, as adjudged by it, the names of the selected candidates to be kept on a select list for consideration of appointment to posts earmarked for direct recruits. Such a list shall be deemed to be valid for a period of 12 months from the date on which the list is approved by the Appointing Authority. It is open to the Appointing Authority to extend the validity of the list for a period not exceeding six months or until a fresh select list is approved whichever is earlier.

14. CONSIDERATION OF RECOMMENDATIONS OF SERVICES SELECTION COMMITTEE AND ADHOC APPOINTMENTS

All appointments by direct recruitment shall be made by the Appointing Authority on the recommendations of the concerned Services Selection Committee.

Provided that it shall be open to the Appointing Authority, for reasons to be recorded in writing, not to accept the recommendations of Services Selection Committee.

Provided further that where the Appointing Authority is an authority subordinate to the Chairman and the authority disagrees with such recommendations in any case, it shall record its reasons for such disagreement and submit the case to the Chairman who shall decide the same.

Provided also that in the case of a purely temporary post, a leave vacancy or a vacancy earmarked for direct recruitment requiring immediate filling up, the Chairman may appoint a person who is eligible to fill the vacant post for a period of six months at a time and not exceeding one year on ad hoc basis subject to the condition that:

- (1) Ad-hoc appointment, where unavoidable, should be made only strictly subject to fulfilling the qualifications, experience provided in the RRs.
- (2) Total period of appointment to a temporary post will not exceed the tenure of the post.
- (3) In other cases the temporary appointment should be replaced by a regular appointment from the select list as soon as possible.

15. CANVASSING SUPPORT A DISQUALIFICATION

Any endeavor on the part of a person to canvass support by direct or indirect method for appointment to a post or for promotion to a higher post shall disqualify him for the appointment or promotion.

16. SUPPRESSION OF FACTS A DISQUALIFICATION

Any candidate who is found to have knowingly furnished any particulars which are false or have suppressed material information of a character, which if known would ordinarily have debarred him from getting an appointment to a grade or post, is liable to be disqualified, and, if appointed, to be dismissed from service.

17. CANCELLATION OF APPOINTMENT ORDER

If a candidate selected for the post earmarked for direct recruits fails to join duty within the date mentioned in the offer of appointment and where no such date is mentioned, within 30 days of the date of issue of the offer of appointment or within such extended period as the Appointing Authority may agree, the offer of appointment shall be deemed to have been cancelled.

18. PAYMENT OF TRAVELLING ALLOWANCE FOR ATTENDING INTERVIEW

In the case of posts filled by direct recruitment, all journeys which the candidates (including persons already in the service of the Board) may have to perform for the purpose of written and practical tests or interviews shall be at their own cost. However, candidates belonging to Scheduled Castes or the Scheduled Tribes called for written or trade tests or interview shall be granted traveling allowance as per orders in this regard issued by the Central Government from time to time.

19. PROBATION PERIOD

- (1) Every person appointed to a post by direct recruitment or promotion or absorption shall, subject to the provisions of sub-regulation (2) & (3), be on probation for a period of two years except in case of persons appointed on absorption basis through composite method of recruitment in the posts of HODs and Dy. HODs carrying the scales of pay of Rs.16000-400-20800 and above.

Provided that where the appointment itself is for a period specified in the appointment order, such appointment shall stand terminated on the expiry of such period, unless such period is extended by the appointing authority.

Provided that, when the appointment is made by the direct recruitment and the post carries a scale of pay, the maximum of which does not exceed Rs.11,975/-, the period of probation shall be one year.

Provided that, there shall not be any probation in case of appointment by promotion within Class-III and Class-IV grades.

Provided further that, if an employee on probation to a grade or post is appointed to officiate in a higher grade or post, he shall be eligible to count the duration of his appointment to a higher grade or post to complete probation in his lower grade or post. Similarly, if an employee has previously been appointed to officiate in a grade or post, he may on appointment to the similar grade or post on probation will be eligible to count such officiating period (excluding Ad-hoc service) to complete probation in the grade or post.

- (2) The period of probation may, if the appointing authority deems fit, be extended for a specific period at a time, but the total period of such extensions shall not, save where any extension is necessary by reason of any departmental or legal proceedings pending against the employee, exceed one year.
- (3) During the period of his probation an employee may be required to undergo such departmental training and pass such departmental tests as the appointing authority may, from time to time, specify in this behalf.

20. CONFIRMATION OF EMPLOYEES ON PROBATION

(1) General

- (i) Confirmation will be made only once in the service of an employee which will be in the entry grade.
- (ii) Confirmation is delinked from the availability of permanent vacancy in the grade. In other words an officer who has successfully completed the probation may be considered for confirmation.

(2) Confirmation in the grade to which initially recruited

- (i) As at present, the appointee should satisfactorily complete the probation.
- (ii) The case will be placed before DPC (for confirmation).
- (iii) A specific order of confirmation will be issued when the case is cleared from all angles.

(3) On promotion

- (i) If the recruitment rules do not prescribe any probation, an officer promoted on regular basis (after following the prescribed DPC, etc., procedure) will have all the benefits that the person confirmed in that grade would have.
- (ii) Where probation is prescribed, the appointing authority will on completion of the prescribed period of probation assess the work and conduct of the officer himself and in case the conclusion is that the officer is fit to hold the higher grade, he will pass an order declaring that the person concerned has

successfully completed the probation. If, work of the officer has not been satisfactory or needs to be watched for some more time, he may revert him to the post or grade from which he was promoted, or extend the period of probation as the case may be.

Since there will be no confirmation on promotion before an official is declared to have completed the probation satisfactorily, a rigorous screening of his performance should be made and there should be no hesitation to revert a person to the post or grade from which he was promoted if the work of the officer during probation has not been satisfactory.

Confirmation of probationers: A person appointed against a permanent post as a direct recruit with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. The decision whether he should be confirmed or his probation extended should be taken soon after the expiry of the initial probationary period, i.e., ordinarily within 6 to 8 weeks and communicated to the employee together with the reasons in case of extension. Even though the meetings of the DPC may be held after the termination of the period of probation of direct recruits, a person appointed against a permanent post with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. A probationer who is not making satisfactory progress or who shows himself to be inadequate for the service should be informed of his shortcomings well before the expiry of the original probationary period so that he can make severe efforts at self-improvement.

In the case of probation, the DPC should not determine the relative grading of officers but only decide whether they should be declared to have completed the probation satisfactorily. If the performance of any probationer is not satisfactory, the DPC may advise whether the period of probation should be extended or whether he should be discharged from service.

21. DISCHARGE OR REVERSION OF EMPLOYEES ON PROBATION

- (1) If an employee on probation in his first appointment is not considered fit, on the basis of his conduct or performance, for confirmation at the end of the period of probation prescribed in Regulation 19, he shall be discharged from the service of the Board.
- (2) If an employee on probation who holds a lien on a post and does not complete the period of probation as specified under Regulation 19 to the satisfaction of the appointing authority, he may be reverted to the post on which he holds a lien.
- (3) If an employee during the period of probation on a post is considered unfit for further retention in that post on the basis of performance or conduct or failure to pass the departmental test if prescribed, he shall be liable to be discharged from service at any time if he has no lien on any post or reverted to the post in which he holds a lien.

22. DEPARTMENTAL TEST FOR PROMOTION, CONFIRMATION IN CERTAIN CASES :

The Chairman may specify, from time to time, the posts, confirmation in or promotion to which shall be subject to the passing of a qualifying departmental

test, if any. The Chairman may also specify, from time to time, the details of the qualifying departmental test such as the procedure for holding the test, the syllabus for the test, the intervals at which the test shall be held, the maximum period within which the test shall be passed by the candidates, etc.

23. REVERSION DUE TO FAILURE IN DEPARTMENTAL TEST

An employee promoted to a post shall pass such qualifying departmental test, if any, as may be specified by the Chairman from time to time, within such period, as may be specified by him failing which the employee shall be reverted. When the passing of a test is specified as a condition precedent to promotion to a higher post, no employee shall be considered for promotion to such a post, until he passes the prescribed test.

24. SENIORITY LIST

An up-to-date gradation list indicating the inter-se seniority of the employees shall be maintained for each grade. The list shall indicate separately the permanent and temporary employees in each grade. The list shall be circulated every year.

25. FIXATION OF SENIORITY

- (1) The seniority of persons directly recruited to a grade and persons appointed on the basis of departmental promotion shall be assigned inter-se seniority according to rotation of vacancies between direct recruits and promotees which shall be based on the quota of vacancies in the grade reserved for direct recruitment and promotion as indicated in the schedule. In cases where exchange of vacancies has been resorted to as per Regulation 6, the seniority will be as per the mode of filling up.
- (2) Direct recruits shall be ranked inter-se in the order of merit in which they are placed in the select list on the basis of their performance in the examination or interview or both, the recruits of an earlier select list being ranked senior to those of a later select list.
- (3) Persons appointed against promotion quota of vacancies shall be ranked inter-se according to the order in which they are approved for promotion by the Departmental Promotion Committee.
- (4) Notwithstanding anything contained in sub-regulations (1) to (3) above, the seniority already determined prior to the commencement of these regulations shall remain unaffected.

26. DEPARTMENTAL PROMOTION COMMITTEE

- (1) There shall be a Departmental Promotion Committee for each grade or post to recommend a panel of employees for appointment to different posts by promotion in accordance with these regulations.
- (2) The composition of the Departmental Promotion Committee will be the same as that of the Services Selection Committee as laid down in Regulations 12 and the validity of the panel shall be the same as mentioned in Regulation 13.

27. FIELD OF SELECTION FOR PROMOTION

- (1) Where one or more posts in a grade are required to be filled by promotion through selection method from employees holding posts in the feeder grade in accordance with the prescribed recruitment rules employees holding the eligible posts and having the prescribed qualifications and experience for promotion shall be considered for promotion if they fall within the zone of consideration.

The following procedure shall be observed while recommending employees for promotion through selection method:

- (a) The Departmental Promotion Committee (DPC) shall determine the merit of those being assessed for promotion with reference to the prescribed benchmark and accordingly grade the officers as 'fit' or 'unfit' only those who are graded 'fit' by the DPC shall be included and arranged in the select list in order of their inter-se seniority in the feeder grade. Those Officers who are graded as 'unfit' by the DPC shall not be included in the select list.
- (b) The Departmental Promotion Committee shall also consider the cases of eligible employees who are on foreign service or on study leave.
- (c) The instructions issued by the Govt. from time to time on procedure to be followed in DPC proceedings in respect of Govt. servants shall mutatis mutandis apply.

Note:-For absorption to the post carrying pay scale of Rs.16000-400-20800 and above and for which composite method of recruitment is adopted, the benchmark in the overall grading shall be 'Very Good'. In all other cases, the benchmark shall be "Good".

- (2) For promotion to non-selection posts, where no bench mark is specified, the criteria for selection shall be seniority-cum-fitness.

28. ADHOC APPOINTMENTS

In case of immediate necessity when a panel recommended by the Departmental Promotion Committee has been used up, the appointing authority may make a purely ad hoc appointment to a post, by appointing the senior most eligible and suitable employee in the feeder grade or post up to a period of six months at a time and not exceeding one year or till a new panel is recommended by the Departmental Promotion Committee whichever is earlier. The ad-hoc appointment, where unavoidable, should be made only strictly subject to fulfilling the qualifications, experience provided in the RRs.

29. COMPASSIONATE APPOINTMENTS

Notwithstanding anything contained in these regulations, the Chairman may dispense with the normal procedure of recruitment prescribed in these regulations and appoint to a Class-III or Class-IV post the legitimate son or daughter or the surviving spouse of an employee of the Board, who dies while in service, if the person to be so appointed possesses the prescribed qualifications and experience and is otherwise found suitable.

30. INTERPRETATION

In the application of these Regulations all the instructions of the Central Government as amended from time to time which are not contrary to any of the provisions of these Regulations and all instructions issued from time to time by

the Central Government which cover matters not specifically covered will be followed.

Where a doubt arises as to the interpretation of any of these Regulations, the matter shall be referred to the Chairman for a decision ¹[whose decision thereon shall be final and binding].

31. REPEAL AND SAVINGS

All the regulations, procedures, practices, and customs corresponding to these regulations and in force immediately before the commencement of these regulations are hereby repealed.

Provided that any order made or action taken under the regulations, procedures, practices, and customs so repealed shall be deemed to have been made or taken under the corresponding provisions of these regulations.

¹ Inserted w.e.f. 30-6-2016 vide Ministry of Shipping Notification No.H-11011/01/2012-PE.I published in the Gazette of India under G.S.R. 644(E) dated 30-6-2016

COCHIN PORT TRUST

GENERAL ADMINISTRATION - MAIN. ESTT

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Assistant Secretary Gr. I	1	Class I	9100-250-15100	Selection	30	<p><u>Essential :</u></p> <p>(i) A Degree from a recognized university.</p> <p><u>Desirable</u></p> <p>(i) Post Graduate Degree/Diploma in Personnel Management/ Industrial Relations/Social Work/ Labour Welfare or allied subjects or Degree in Law from recognized University/ Institution</p> <p>(ii) Two years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial/ Commercial/ Govt. Undertaking.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	Two	<p><u>Up to 21st Aug..2012.</u></p> <p>By Direct Recruitment - 33 1/3 %.</p> <p>By Promotion – 66 2/3 %.</p> <p><u>After 21st Aug. 2012</u></p> <p>By Direct Recruitment - 66 2/3%</p> <p>By Promotion – 33 1/3%</p>	<p>Promotion from Asst. Secretary Gr.II/ Asst. Secretary (Jr)/ Dy. Chief Accountant (Sr)-II in the scale of pay of Rs. 8600-14600 with three years regular service in the grade.</p> <p>OR</p> <p>From Class-III employees in the scale of pay of Rs.6170-11975 in the respective discipline of General Admn./Finance Dept. with 5 years regular service in the grade where there are no Class-II posts in the pay scale of Rs.8600-14600 in that discipline.</p>	Existing post of Asst. Secretary (Sr.) in the scale of pay of Rs. 9100-15100 redesignated as Asst. Secretary Gr. I.

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
2	Senior Assistant Secretary	1	Class I	10750-300-16750	Selection	35	<u>Essential:</u> (i) A Degree from a recognized University. (ii) 5 years experience in Executive cadre in the field of Gen. Admn., Personnel, Industrial Relations etc..in an Industrial/ Commercial/ Govt. Undertaking. <u>Desirable</u> (i) Post Graduate Degree/ Diploma in Personnel Management/ Industrial Relations/Social Work/ Labour Welfare or allied subjects or Degree in Law from a recognized University/Institution.	(a) No. (b) Yes (c) No.	Two	By Promotion failing which by Absorption/ Deputation, failing both by Direct Recruitment.	Promotion from Asst. Secretary Gr.I/ Asst. Secretary Gr.I (O.L) / Law Officer Gr.I in the pay scale of Rs. 9100-15100 with five years regular service in the grade failing which Asst. Secretary Gr.I/ Asst. Secretary Gr.I (O.L) / Law Officer Gr.I, in the scale of pay of Rs.9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scales of pay Rs. 9100-15100 and Rs. 8600-14600 in the respective discipline of Genl. Admn. Deptt. Absorption/deputation will be of officers holding analogous posts or post of Asst. Secretary Gr.I/ Asst. Secretary Gr.I (O.L) / Law Officer Gr.I, in the scale of pay of Rs. 9100-15100 with five years regular service in the grade in a Major Port Trust.	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3	Deputy Secretary	1	Class I	13000-350-18250	Selection	40	<u>Essential:</u> (i) A Degree from a recognized university. (ii) Nine years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial/ Commercial/Govt. Undertaking. <u>Desirable:</u> Post Graduate Degree/Diploma in Personnel Management/Industrial Relations/Social Work/Labour Welfare or allied subjects or Degree in Law from a recognized University/ Institution.	(a) No. (b) Yes. (c) No.	Two	By Promotion failing which by Absorption/Deputation, failing both by Direct Recruitment.	Promotion from Senior Asst. Secretary/ Senior Asst. Secretary (PR)/ Sr. Welfare Officer/Sr. Asst. Estate Manager in the scale of pay of Rs. 10750-16750 with four years regular service in the grade failing which Senior Asst. Secretary/ Senior Asst. Secretary (PR)/ Sr.Welfare Officer/Sr. Asst. Estate Manager in the pay scale of Rs. 10750-16750 with two years regular service in the grade and a combined regular service of nine years in the scales of pay of Rs. 10750-16750 and Rs. 9100-15100 in the respective discipline of General Administration Department. Absorption/Deputation will be of officers holding analogous posts or post of Senior Asst. Secretary/ Senior Asst. Secretary (PR)/ Sr. Welfare Officer/Sr. Asst. Estate Manager in the scale of pay of Rs.10750-16750 with four years regular service in the grade in a Major Port Trust.	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
4	Senior Deputy Secretary	1	Class I	16000-400-20800	Selection	42	<p><u>Essential :</u></p> <p>(i) A Degree from a recognized university.</p> <p>(ii) 12 years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial/Commercial /Govt. Undertaking.</p> <p><u>Desirable:</u> Post Graduate Degree/Diploma in Personnel Management/Industrial Relations/ Social Work/Labour Welfare or allied subjects or Degree in Law from a recognized University/ Institution.</p>	<p>(a) No.</p> <p>(b) Yes.</p> <p>(c) No.</p>	NA	By Absorption through Composite method failing by Deputation from other Govt. organisations and failing both by Direct Recruitment.	For absorption through composite method, Officers holding analogous posts or the post of Dy. Secretary and equivalent posts in the respective discipline of General Admn. Dept. in the scale of pay of Rs. 13000-18250 with three years regular service in the grade in a Major Port Trust OR Dy. Secretary and equivalent posts in respective discipline of General Admn. Dept. with two years regular service in the grade AND a combined regular service of seven years in the scales of pay of Rs. 10750-16750 and Rs. 13000-18250 in the respective discipline of the General Admn. Dept. in a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or post of Dy. Secretary and equivalent posts in the respective discipline of General Admn. Dept. in the pay scale of Rs. 13000-18250 in Govt. / Semi Govt./PSUs or Autonomous Bodies with three years regular service in the grade will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
5	[Secretary] ¹	1	Class I HOD	¹ [100000 – 260000 Note: The pay scale shall be upgraded to the scale of pay of Rs.120000 – 280000/- after completion of three years regular service with the approval of the Central Government]	Selection	45	<u>Essential:</u> (i) A Degree from a recognized university. (ii) 15 years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial/Commercial /Govt. Undertaking. <u>Desirable:</u> Post Graduate Degree/Diploma in Personnel Management/Industrial Relations/ Social Work/Labour Welfare or allied subjects or Degree in Law from a recognized University/ Institution.	(a) No. (b) Yes. (c) No.	NA	By absorption through Composite method failing which by Deputation and failing both by Direct Recruitment.	¹ [Absorption through composite method: (i) Officers holding posts in the scale of pay Rs.80000 – 220000/- with three years regular service in the grade in the General Administration Department or Human Resources Development Department of a Major Port Trust shall be eligible. Deputation: (ii) Officers holding post of Secretary and equivalent posts in General Administration Department or Human Resource Development Department in the scale of pay Rs.100000 – 260000/- with two years regular service in the grade or officers holding post of Senior Deputy Secretary and equivalent posts in General Administration Department or Human Resource Development Department in the scale of pay of Rs. 80000 - 220000/- and above, with five years regular service in the grade in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Trusts) shall be eligible. The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports shall not be below "Very Good" .]	

¹ Substituted w.e.f. 30.07.2021 vide Ministry of Shipping Notification No. G.S.R. 519(E) published in the Gazette of India under G.S.R. 420 dated 30-07-21

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
6	P.S to Chairman	1	Class I	9100-250-15100	Selection	30	<u>Essential:</u> (i) A Degree from a recognized University. (ii) Proficiency in Stenography and Typewriting with a speed of 120/40 wpm respectively. (iii) Knowledge of Computer Application. (iv) Five years experience as Stenographer/P.A in an Industrial/Commercial Govt. undertaking.	(a) ¹ [No. (b) Yes (c) No.]	2 years	By Promotion failing which by Absorption/ Deputation, failing both by Direct Recruitment.	Promotion from P.A. to HOD/ P.S. to Dy. Chairman in the scale of pay of Rs.8600-14600 with 3 yrs. regular service in the grade. Absorption/ Deputation will be of officers holding analogous post or feeder post with three years regular service in the grade in a Major Port.	
7	Senior P.S to Chairman	1	Class I	10750-300-16750	Selection	35	<u>Essential:</u> (i) A Degree from a recognized University. (ii) Proficiency in Stenography and Typewriting with a speed of 120/40 wpm respectively. (iii) Knowledge of Computer Application. (iv) Eight years experience as Stenographer/P.A in an Industrial/Commercial / Govt. undertaking.	(a) No. (b) Yes (c) No.	2 years	By Promotion failing which Absorption/Dep utation, failing both by Direct Recruitment.	Promotion from P.S to Dy. Chairman/ P.S. to Chairman in the pay scale of Rs. 9100-15100 with five years regular service in the grade failing which from P.S to Dy. Chairman/P.S. to Chairman with two years regular service in the scale of pay of Rs.9100-15100 and a combined regular service of eight years in the scales of pay of Rs. 9100-15100 and Rs. 8600-14600 . Absorption/deputation will be of officers holding analogous posts or feeder posts with five years regular service in the grade in a Major Port.	

¹ Substituted w.e.f. 03-09-2019 vide Ministry of Shipping Notification No.PR-12016/7/2018-PE-I published in the Gazette of India under G.S.R. 630(E) dated 03-09-2019

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
8	Welfare Officer	1	Class I	9100-250-15100	Selection	30	<u>Essential:</u> (i) A Degree from a recognized university. (ii) Degree/Diploma in Social Science from a recognized University/Institution (iii) Knowledge of Local Language. <u>Desirable:</u> Two years experience as a Labour Welfare Officer/ Industrial Relations Officer in an Industrial/ Commercial/ Govt. undertaking.	(a) No. (b) Yes (c) No	Two	Up to 21 st Aug..2012. By Direct Recruitment - 33 1/3 %. By Promotion – 66 2/3 %. After 21 st Aug. 2012 By Direct Recruitment - 66 2/3% By Promotion – 33 1/3% <u>Note:</u> Promotion will be on the basis of a written test and a viva voce.	¹ [Promotion from Welfare Inspector in the scale of pay of Rs. 21000-53500 (Pre-revised Rs. 5500-11380) working in the Personnel or I.R Division under General Administration Department with 5 years regular service in the grade.]	
9	Sr. Welfare Officer	1	Class I	10750-300-16750	Selection	35	<u>Essential:</u> (i) A Degree from a recognized University. (ii) Degree/Diploma in Social Science from a recognized University/Institution (iii) 5 years experience as a Labour Welfare Officer/Industrial Relations Officer in an Industrial/Commercial /Govt. undertaking (iv) Knowledge of Local Language.	(a) No. (b) Yes (c) No	Two	By Promotion failing which by Absorption/ Deputation, failing both by Direct Recruitment.	Promotion from Welfare Officer in the scale of pay of Rs. 9100-15100 with five years regular service in the grade failing which Welfare Officer in the scale of pay of Rs.9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scale of pay of Rs.9100-15100 and Rs.8600-14600 in the respective discipline of Pers. & I.R.Divn. Absorption/ deputation will be of officers holding analogous posts of Welfare Officer or equivalent in the respective discipline of Pers. & I.R.Divn. in the scale of Rs.9100-15100 with five years regular service in the grade in a Major Port Trust.	Existing post of Industrial Relations Officer in the pay scale of Rs.10750-300-16750 is redesignated as Sr. Welfare Officer

¹ Substituted w.e.f. 16-12-2016 vide Ministry of Shipping Notification No.PR-12012/10/2015-PE.I published in the Gazette of India under G.S.R. 1151(E) dated 16-12-2016

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
10	Assistant Estate Manager Grade I	1	Class I	9100-250-15100	Selection	30	<p><u>Essential :</u></p> <p>(i) Degree with a Post Graduate Degree/Diploma in Architecture/Town and Country Planning or Degree in Civil Engg. from a recognized University/ Institution or Corporate Membership of Institution of Surveyor (India).</p> <p><u>Desirable:-</u></p> <p>(i) A Degree in Law from a recognised University.</p> <p>(ii) Two years executive experience in Estate Management, Valuation or Land Records in an Industrial/Commercial/ Govt. Undertaking.</p>	<p>(a) No</p> <p>(b) No. However, Diploma from a recognized University/Institution is essential.</p> <p>(c) No.</p>	Two	<p><u>Up to 21st Aug..2012.</u></p> <p>By Direct Recruitment - 33 1/3 %.</p> <p>By Promotion – 66 2/3 %.</p> <p><u>After 21st Aug. 2012</u></p> <p>By Direct Recruitment - 66 2/3%</p> <p>By Promotion – 33 1/3%</p>	<p>Promotion from Asst. Secretary (Jr) /Dy. Chief Acctt. (Sr)-II in the scale of pay of Rs. 8600-14600 with three years regular service in the grade</p> <p>OR</p> <p>from Class III employees in the scale of pay of Rs. 6170-11975 in the discipline of Estate Division with 5 years regular service in the grade where there are no Class-II posts in the pay scale of Rs.8600-14600 in that discipline.</p>	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
11	Sr. Assistant Estate Manager	1	Class I	10750-300-16750	Selection	35	<p><u>Essential :</u></p> <p>(i) Degree with a Post Graduate Degree/Diploma in Architecture/Town and Country Planning or Degree in Civil Engg. from a recognized University/ Institution or Corporate Membership of Institution of Surveyor (India).</p> <p>(ii) Seven years executive experience in Estate Management, Valuation or Land Records in an Industrial/ Commercial/Govt. Undertaking.</p> <p><u>Desirable:-</u> A Degree in Law from a recognised University.</p>	<p>(a) No</p> <p>(b) No. However, Diploma from a recognized University/Institution is essential.</p> <p>(c) No.</p>	Two	By Promotion, failing which by Absorption/ Deputation, failing both by Direct Recruitment.	<p>Promotion from Asst. Estate Manager Gr.I in the scale of pay of Rs. 9100-15100 with five years regular service in the grade failing which Asst. Estate Manager Gr.I in the scale of pay of Rs.9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scales of pay of Rs.9100-15100 and Rs.8600-14600 in the discipline of Estate Division. Absorption/ deputation will be of officers holding analogous posts or Asst. Estate Manager Gr.I or equivalent posts in the discipline of Estate Division in the scale of pay of Rs.9100-15100 with five years regular service in a Major Port Trust.</p> <p>OR</p> <p>from Class III employees in the scale of pay of Rs. 6170-11975 in the discipline of Estate Division with 5 years regular service in the grade where there are no Class-II posts in the pay scale of Rs.8600-14600 in that discipline.</p>	
12	Law Officer Grade I	1	Class I	9100-250-15100	Selection	30	<p><u>Essential :</u></p> <p>(i) A Degree in Law from a recognized university.</p> <p><u>Desirable:</u></p> <p>(i) Two years executive experience in a Legal Establishment of an Industrial /Commercial / Govt. Undertaking.</p> <p>(ii) Post Graduate Degree in Law from a recognized University.</p>	<p>(a) No.</p> <p>(b) Yes</p> <p>(c) No.</p>	Two	<p><u>Up to 21st Aug. 2012.</u> By Direct Recruitment - 33 1/3 %. By Promotion – 66 2/3 %.</p> <p><u>After 21st Aug. 2012</u> By Direct Recruitment - 66 2/3% By Promotion – 33 1/3%</p>	<p>Promotion from Law Officer Gr.II in the scale of pay of Rs. 8600-14600 with three years regular service in the grade</p> <p>OR</p> <p>from Class-III employees in the scale of pay of Rs.6170-11975 in the discipline of Legal Division with 5 years regular service in the grade where there are no Class-II posts in the pay scale of Rs.8600-14600 in that discipline.</p>	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
13	Sr. Asst. Secretary (Public Relations)	1	Class I	10750-300-16750	Selection	35	<u>Essential:</u> (i) Degree of a recognized University. (ii) Degree or Diploma in Public Relations/ Journalism from a recognised University/ Institution. (iii) Five years experience in Officer Cadre in Public Relation Work in Port / Public Sector / Reputed Public Ltd. Company. <u>Desirable:</u> (i) Post Graduate Degree / Diploma in Business Administration. (ii) Knowledge of Computer Packages.	(a) No. (b) Yes (c) No.	Two	By Promotion failing which by Absorption/ Deputation, failing both by Direct Recruitment.	Promotion from Asst. Secretary Gr.I/ Asst. Secretary Gr.I (O.L) / Welfare Officer/ Asst. Estate Manager Gr.I/ Law Officer Gr.I in the pay scale of Rs. 9100-15100 with five years regular service in the grade failing which Asst. Secretary Gr.I/ Asst. Secretary Gr.I (O.L) / Welfare Officer/ Asst. Estate Manager Gr.I/ Law Officer Gr.I, in the scale of pay of Rs.9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scales of pay Rs. 9100-15100 and Rs. 8600-14600 in the respective discipline of Genl. Admn. Deptt. Absorption/deputation will be of officers holding analogous posts or post of Asst. Secretary Gr.I/ Asst. Secretary Gr.I (O.L) / Welfare Officer/ Asst. Estate Manager Gr.I/ Law Officer Gr.I, in the scale of pay of Rs. 9100-15100 with five years regular service in the grade in a Major Port Trust.	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion/Absorption/Deputation)	In case of Promotion/Absorption/Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
14	Asst. Secretary Gr.I (Official Language)	1	Class I	9100-250-15100	Selection	30	<p><u>Essential:</u></p> <p>(i) Masters Degree in Hindi with English as subject at the Degree level or Masters Degree in English with Hindi as a subject at the Degree level.</p> <p>(ii) Five years experience of terminological work in Hindi and translation work from English to Hindi and vice versa preferably of technical and scientific literature with at least 2 years experience in a Supervisory position.</p> <p><u>Desirable</u></p> <p>(i) Knowledge of the official Language Act and Rules framed there under.</p> <p>(ii) Administrative Experience.</p> <p>(iii) Experience in organising Hindi Classes or Workshop for noting and drafting.</p> <p>(iv) Post Graduate Diploma in Translation.</p> <p>(v) Knowledge of Malayalam.</p>	(a) No (b) Yes (c) As in Col No. 12	2	By Promotion failing which by Absorption/Deputation, failing both by Direct Recruitment.	Promotion from Hindi Translators with 5 years experience.	

RESEARCH DIVISION

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
15	Assistant Director (Research)	1	Class I	9100-250-15100	Selection	30	<p><u>Essential :</u></p> <p>(i) Degree in Economics or Statistics or Mathematics from a recognized University/Institution.</p> <p><u>Desirable:</u></p> <p>(i) Two years executive experience in collection, compilation and interpretation of data or in conducting field surveys, investigations etc.</p> <p>(ii) Knowledge of computer operations.</p> <p>(iii) Post Graduate Degree/Diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognized university/ institution.</p>	(a) No (b) Yes (c) No	Two	<p><u>Up to 21st Aug..2012.</u></p> <p>By Direct Recruitment - 33 1/3 %.</p> <p>By Promotion – 66 2/3 %.</p> <p><u>After 21st Aug. 2012</u></p> <p>By Direct Recruitment - 66 2/3%</p> <p>By Promotion – 33 1/3%</p>	<p>Promotion from Research Officer in the pay scale of Rs. 8600-14600 with three years regular service in the grade.</p> <p>OR</p> <p>Promotion from Class III employees in the scale of pay of Rs.6170-11975 in the respective discipline of P&R Division with five years regular service in the grade where there are no Class II posts in the scale of pay of Rs.8600-14600 in that discipline.</p>	
16	Deputy Director (Research)	1	Class I	10750-300-16750	Selection	35	<p><u>Essential:</u></p> <p>(i) Degree in Economics or Statistics or Mathematics from a recognized University/ Institution.</p> <p>(ii) Five years executive experience in Planning or in Collection, Compilation & interpretation of data or in conducting field surveys, investigations etc.</p> <p><u>Desirable:</u></p> <p>(i) PG Degree/diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognised University/ Institution.</p> <p>(ii) Knowledge of computer operations</p>	(a) No (b) Yes (c) No	Two	<p>By Promotion failing which by Absorption/Dep utation failing both by direct recruitment.</p>	<p>Promotion from Asst. Director (Research) in the pay scale of Rs. 9100- 15100 with five years regular service in the grade failing which from Asst. Director (Research) in the scale of pay of Rs.9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scales of pay of Rs.9100-15100 and Rs. 8600-14600 in the respective discipline of P&R Division.</p> <p>Absorption/Deputation will be of Officers holding analogous posts or Asst. Director (Research) / Asst. Director (EDP) and other equivalent posts in the scale of pay of Rs.9100-15100 with five years regular service in the grade in P&R Division in a Major Port Trust.</p>	Existing post of S & RO redesignated as Dy. Director (Research)

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
17	Senior Deputy Director (Research)	1	Class I	13000 -350-18250	Selection	40	<u>Essential :</u> (i) Degree in Economics or Statistics or Mathematics from a recognized University/ Institution. (ii) Nine years executive experience in planning or Collection ,Compilation, & interpretation of data OR in conducting field surveys, investigations etc. (iii) Knowledge of computer operations. <u>Desirable:</u> (i) Post Graduate Degree/ Diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognized University/ Institution. (ii) Knowledge of computer operations.	¹ [(a) No (b) Yes, but in the case of incumbents holding the post of Deputy Director (Research) on regular basis as on the 28th October, 2010, degree with Economics or Statistics or Mathematics as one of the subjects from recognised University or Institution will suffice. (c) No.]	Two	By Promotion failing which by Absorption /Deputation failing both by direct recruitment.	Promotion from Dy. Director (Research) in the pay scale of Rs. 10750-16750 with four years regular service in the grade failing which from Dy. Director (Research) in the scale of pay of Rs.10750-16750 with 2 years regular service in the grade and a combined regular service of nine years in the scales of pay of Rs.10750-16750 and Rs. 9100-15100 in the respective discipline of P&R Division. Absorption/Deputation will be of Officers holding analogous posts or Dy. Director (Research) / Dy. Director (EDP) and other equivalent posts in the scale of pay of Rs.10750-16750 with four years regular service in the grade in P&R Division in a Major Port Trust.	Existing post of Dy. Director (P&R) redesignated as Sr. Dy. Director (Research)

¹ Substituted w.e.f. 25-03-2019 vide Ministry of Shipping Notification No. PR-12012/3/2018-PE-I published in the Gazette of India under G.S.R. 235(E) dated 25-03-2019

FINANCE DEPARTMENT

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Accounts Officer Grade I	6	Class-I	9100-250-15100	Selection	30	<p><u>Essential:</u> Member of Institute of Chartered Accountants of India or Institute of Cost and Works Accountants of India.</p> <p><u>Desirable:</u> Two years experience in Executive Cadre in the field of Finance, Accounting in an Industrial/ Commercial/ Govt. Undertaking.</p>	<p>(a) No</p> <p>(b) No. However, a Degree from a recognized University is essential.</p> <p>(c) No</p>	Two Year	<p><u>Up to 21st Aug..2012.</u> By Direct Recruitment - 33 1/3 %.</p> <p>By Promotion – 66 2/3 %.</p> <p><u>After 21st Aug. 2012</u> By Direct Recruitment - 66 2/3%</p> <p>By Promotion – 33 1/3%</p>	<p>Promotion from Accounts Officer Gr.II/ Dy. Chief Accountant (Sr)-II/ Asst. Secretary (Jr) in the scale of pay of Rs.8600-14600 with three years regular service in the grade.</p> <p align="center">OR</p> <p>From Class-III employees in the scale of pay of Rs.6170-11975 in the respective discipline of Finance Dept./ General Administration Department with five years regular service in the grade where there are no Class-II posts in the pay scale of Rs.8600-14600 in that discipline.</p>	Existing posts of Dy.Chief Accountant (Sr.)I in the scale of pay of Rs.9100-15100 redesignated as Accounts Officer Gr-I.
2	Sr. Accounts Officer	2	Class-I	10750-300-16750	Selection	35	<p><u>Essential:</u></p> <p>(i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.</p> <p>(ii) Five years experience in Executive Cadre in the field of Finance, Accounting in an Industrial/ Commercial/Govt. Undertaking.</p>	<p>(a) No</p> <p>(b) No. However, a Degree from a recognized University is essential.</p> <p>(c) No</p>	Two Years	By Promotion failing which by Absorption/Deputation, failing both, by Direct Recruitment.	<p>Promotion from Accounts Officer Gr. I in the scale of pay of Rs.9100-15100 with five years regular service in the grade failing which Accounts Officer Grade I in the scale of pay of Rs.9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scales of pay of Rs.9100-15100 and Rs.8600-14600 in respective discipline of Finance Dept. Absorption/Deputation will be of officers holding analogous posts or post of Accounts Officer Gr.I in the scale of pay of Rs.9100-15100 with five years regular service in the grade in a Major Port Trust.</p>	One post will be operated as Sr. Accounts Officer (Costing).

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3	Deputy Chief Accounts Officer	1	Class-I	13000-350-18250	Selection	40	<u>Essential:</u> (i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India. (ii) Nine years experience in Executive Cadre in the field of Finance, Accounting in an Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) No. However, a Degree from a recognized University is essential. (c) No	Two Years	By Promotion failing which by Absorption/Deputation, failing both by Direct Recruitment.	Promotion from Senior Accounts Officer in the scale of pay of Rs.10750-16750 with four years regular service in the grade, failing which Senior Accounts Officer in the scale of pay of Rs.10750-16750 with two years regular service in the grade and a combined regular service of nine years in the scales of pay of Rs.10750-16750 and Rs.9100-15100 in the respective discipline of Finance Dept. Absorption/ deputation will be of officers holding analogous posts or post of Sr. Accounts Officer in the scale of pay of Rs.10750-16750 with four years regular service in the grade in a Major Port Trust.	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
4	Senior Deputy Chief Accounts Officer	1	Class-I	16000-400-20800	Selection	42	<u>Essential:</u> (i) Member of Institute of Chartered Accountants of India or Institute of Cost and Works Accountants of India. (ii) Twelve years experience in Executive Cadre in the field of Finance, Accounting in an Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) Yes (c) No	N.A	By Absorption through Composite method failing which by Deputation from other Govt. organizations and failing both by Direct Recruitment.	For absorption through Composite Method, Officers holding analogous posts OR Dy. Chief Accounts Officer and equivalent posts in respective discipline of Finance Dept. in the scale of pay of Rs.13000-18250, with 3 years regular service in the grade of Rs.13000-18250 in a Major Port Trust or Dy. Chief Accounts Officer and equivalent posts in respective discipline of Finance Dept. with two years regular service in the grade and a combined regular service of seven years in the scale of pay of Rs.10750-16750 and Rs.13000-18250 in the respective discipline of the Finance Dept. in a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or holding posts of Dy. Chief Accounts Officer and equivalent posts in respective discipline of Finance Dept in the scale of pay of Rs.13000-18250 in Govt. /Semi Govt/ PSU's or Autonomous Bodies with three years regular service in the grade will be eligible. The selection is by merit for which the benchmark in overall grading in the ACR's will not be below "Very Good".	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion/Absorption/Deputation)	In case of Promotion/Absorption/Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
5	¹ [Financial Advisor and Chief Accounts Officer.]	1	Class-I HOD	¹ [10000-260000 Note: The pay scale shall be upgraded to the scale of pay of Rs.120000 – 280000/- after completion of three years regular service with the approval of the Central Government.]	Selection	45	<u>Essential:</u> (i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India. (ii) Fifteen years experience in Executive Cadre in the field of Finance, Accounting in an Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) Yes (c) No	N.A	By Absorption through Composite method failing which by Deputation and failing both by Direct Recruitment.	¹ [Absorption through composite method. (i) Officers holding posts in the scale of pay of Rs.80000 – 220000/- with three years regular service in the Finance Department of a Major Port Trust shall be eligible. Deputation: (ii) Officers holding posts of Financial Adviser and Chief Accounts Officer and equivalent posts in the Finance Department in the scale of pay of Rs.100000 – 260000/- with two years regular service in the grade or officers holding posts of Senior Deputy Chief Accounts Officer and equivalent posts in the Finance Department in the scale of pay of Rs.80000 – 220000/- and above with five years regular service in the grade in Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Trusts) shall be eligible. The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports shall not be below "Very Good".]	

¹ Substituted w.e.f. 30.07.2021 vide Ministry of Shipping Notification No. G.S.R. 519(E) published in the Gazette of India under G.S.R. 420 dated 30-07-21

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
6	Asst. Director (EDP)	2	Class-I	9100-250-15100	Selection	30	<p><u>Essential:</u></p> <p>(i) Degree in Computer Engineering/ Computer Science from a recognized University/Institution. Or Degree in Mathematics/ Statistics/ Operational Research/ Economics/ with P.G Diploma in Computer Applications/ Computer Science/ I.T from a recognized University/ Institution. Or Degree in Engineering with P.G diploma in Computer applications/ Computer Science/ I.T from a recognized University / Institution.</p> <p><u>Desirable:</u></p> <p>(i) Post Graduate Degree in Maths/Statistics/Operational research/ Economics or PG Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or I.T or Computer application or Business Admn. (PG degree/ Diploma) with specialization in systems or Information systems or MIS or Information Technology and allied subjects from a recognized University/Institution. (ii) Two years experience in Programming/Electronic Data Processing/ Systems Analysis etc.</p>	<p>¹[(a) No (b) Yes, but in the case of incumbents holding the post of Programmer on regular basis as on the 28th October, 2010, degree in any discipline with postgraduate degree or diploma in Computer Applications or Computer Science or Information Technology from a recognised University or institution will suffice (c) No]</p>	Two	<p><u>Up to 21st Aug., 2012.</u> By Direct Recruitment - 33 1/3 %. By Promotion – 66 2/3 %.</p> <p><u>After 21st Aug. 2012</u> By Direct Recruitment - 66 2/3% By Promotion – 33 1/3%</p>	Promotion from Programmer in the scale of pay of Rs.8600-14600 with three years regular service in the grade or promotion from Class-III employees in the scale of pay of Rs.6170-11975 in the respective discipline of EDP/P&R Division with five years regular service in the grade where there are no Class-II posts in the pay scale of Rs.8600-14600 in that discipline.	The existing post of Analyst Programmer is redesignated as Asst. Director (EDP)

¹ Substituted w.e.f. 25-03-2019 vide Ministry of Shipping Notification No. PR-12012/3/2018-PE-I published in the Gazette of India under G.S.R. 235(E) dated 25-03-2019

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
7	Deputy Director (EDP)	2	Class-I	10750-300-16750	Selection	35	<p><u>Essential:</u></p> <p>(i) Degree in Computer Engineering/ Computer Science from a recognized University/Institution. Or Degree in Mathematics/ Statistics/ Operational Research/ Economics with P.G Diploma in Computer Applications/ Computer Science/ I.T from a recognized University/ Institution. Or Degree in Engineering with P.G Diploma in Computer applications/Computer Science/ I.T from a recognized University / Institution.</p> <p>(ii) Five years experience in Programming/ Electronic Data Processing/ System Design & Analysis and related fields.</p> <p><u>Desirable</u></p> <p>(i) Post Graduate Degree in Maths/Statistics/Operational research/ Economics or Post Graduate Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or I.T or Computer application or Business Admn. (PG Degree/ Diploma) with specialization in systems or Information systems or MIS or Information Technology and allied subjects from a recognized University/ Institution</p>	<p>¹[(a) No (b) Yes, but in the case of incumbents holding the post of Asst. Director (EDP) on regular basis as on the 28th October, 2010, degree in any discipline with postgraduate degree or diploma in Computer Applications or Computer Science or Information Technology from a recognised University or institution will suffice (c) No]</p>	Two	By Promotion failing which by Absorption/Deputation failing both by Direct Recruitment.	<p>Promotion from Asst. Director (EDP) in the scale of pay of Rs.9100-15100 with five years regular service in the grade failing which Asst. Director (EDP) in the scale of pay of Rs.9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scales of pay of Rs.9100-15100 and Rs.8600-14600 in the respective discipline of EDP/P&R Div.</p> <p>Absorption/deputation will be of Officers holding analogous posts or Assistant Director (EDP)/Assistant Director (Research) and other equivalent posts in the scale of pay of Rs 9100-15100 with 5 years regular service in the grade in EDP/P&R Division in a Major Port Trust.</p>	

¹ Substituted w.e.f. 25-03-2019 vide Ministry of Shipping Notification No. PR-12012/3/2018-PE-I published in the Gazette of India under G.S.R. 235(E) dated 25-03-2019

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion/Absorption/Deputation)	In case of Promotion/Absorption/Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
8	Senior Deputy Director (EDP)	1	Class-I	13000-350-18250	Selection	40	<p><u>Essential:</u></p> <p>(i) Degree in Computer Engineering/ Computer Science from a recognized University/Institution. Or Degree in Mathematics/ Statistics/ Operational Research/ Economics/ with P.G Diploma in Computer Applications/ Computer Science/ I.T from a recognized University/Institution. Or Degree in Engineering with P.G diploma in Computer applications/Computer Science/ I.T from a recognized University / Institution.</p> <p>(ii) Nine years experience in Programming/ Electronic Data Processing/System Design & Analysis and related fields.</p> <p><u>Desirable:</u> Post Graduate Degree in Maths/Statistics/Operational research/ Economics or Post Graduate Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or I.T or Computer application or Business Admn. (PG Degree/ Diploma) with specialization in systems or Information systems or MIS or Information Technology and allied subjects from a recognized University/ Institution</p>	<p>¹[(a) No (b) Yes, but in the case of incumbents holding the post of Deputy Director (EDP) on regular basis as on the 28th October, 2010, degree in any discipline with postgraduate degree or diploma in Computer Applications or Computer Science or Information Technology from a recognised University or institution will suffice (c) No]</p>	Two	By Promotion failing which by Absorption/ Deputation failing both by Direct Recruitment.	<p>Promotion from Deputy Director (EDP) in the scale of pay of Rs.10750-16750 with four years regular service in the grade failing which Deputy. Director (EDP) in the scale of pay of Rs.10750-16750 with two years regular service in the grade and a combined regular service of nine years in the scales of pay of Rs.10750-16750 and Rs.9100-15100 in the respective discipline of EDP.</p> <p>Absorption / Deputation will be of officers holding analogous posts or Deputy Director (EDP)/Deputy Director (Research) and other equivalent posts in the scale of pay of Rs.10750-16750 with four years regular service in the grade EDP/ P & R division in a Major Port Trust.</p>	

¹ Substituted w.e.f. 25-03-2019 vide Ministry of Shipping Notification No. PR-12012/3/2018-PE-I published in the Gazette of India under G.S.R. 235(E) dated 25-03-2019

MARINE DEPARTMENT

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Pilot	11	Class I	14500-350-18700	N.A.	40	<u>Essential:-</u> (i) Must hold a certificate of competency as Master of foreign going ship issued by the Ministry of shipping, Govt. of India or an equivalent qualification recognised by the Ministry of Shipping, Govt. of India. (ii) One year post qualification experience as Master / Chief Officer of a foreign going ship.	N.A.	2	By Direct Recruitment.	N.A.	
2	Harbour Master	1	Class I	17500-400-22300	Selection	45	(i) Must hold a certificate of competency as Master of foreign going ship issued by the Ministry of shipping, Govt. of India or an equivalent qualification recognised by the Ministry of Shipping, Govt. of India. (ii) Must hold Pilot license and have 6 years experience either as Master of Foreign going ship or in Piloting or cumulative.	(a) No (b) Yes (c) No	N.A.	By Absorption through Composite method failing which by Deputation and failing both by Direct Recruitment.	For absorption by composite method, Officers holding analogous posts or Pilots in the scale of pay 14500 - 18700 and above with 5 years regular service in the grade in a Major Port are eligible. For deputation officers holding analogous posts or holding Pilots posts and its equivalent deck side post with experience as mentioned above in Govt./ PSUs/ Autonomous Bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good"	The present incumbent is in the scale of Rs.18500-450-23900.

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion/Absorption/Deputation)	In case of Promotion/Absorption/Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3	¹ [Deputy Conservator]	1	Class I	¹ [100000 - 260000 Note: The pay scale shall be upgraded to the scale of pay of Rs.120000 – 280000/- after completion of three years regular service with the approval of the Central Government]	Selection	48	(i) Must hold a certificate of competency as Master of foreign going ship issued by the Ministry of shipping, Govt. of India or an equivalent qualification recognised by the Ministry of Shipping, Govt. of India. (ii) Must hold Pilot license and have 8 years experience either as Master of Foreign going ship or in Piloting or cumulative.	(a) No (b) Yes (c) No	N.A.	By Absorption through Composite method failing which by Deputation and failing both by Direct Recruitment.	¹ [Absorption through composite method: (i) Officers holding posts of Harbour Master in the scale of pay of Rs. 100000 - 260000/- with one year regular service or Officers holding post of Harbour Master in the scale of pay of Rs.90000 – 240000/- with two years regular service in the grade in a Major Port Trust shall be eligible. Deputation: (ii) Officers holding post of Deputy Conservator and its equivalent Deck side post in the scale of pay of Rs.100000 – 260000/- with two years regular service in the grade or officers holding post of Harbour Master and its equivalent Deck side posts in the scale of pay of Rs.90000 – 240000/- with four years regular service in the grade in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Trusts) shall be eligible. The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports shall not be below "Very Good".]	
¹ Substituted w.e.f. 30.07.2021 vide Ministry of Shipping Notification No. G.S.R. 519(E) published in the Gazette of India under G.S.R. 420 dated 30-07-21												
4	Marine Engineer	12	Class I	14500-350-18700	NA	40	(i) ¹ [MOT I Class Motor Certificate or Marine Engineer Officer Class I Certificate issued under Merchant Shipping Act, 1958 (44 of 1958)] (ii) One year post Qualification experience as Chief Engineer/2 nd Engineer on board a foreign going Ship.	NA	2	By Direct Recruitment.	NA	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion/Absorption/Deputation)	In case of Promotion/Absorption/Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
5	Dy Marine Engineer	1	Class I	10750-300-16750	NA	35	(i) ¹ [MOT II Class Motor Certificate or Marine Engineer Officer Class II Certificate issued under Merchant Shipping Act, 1958 (44 of 1958)] (ii) Two years experience as Independent Watch Keeping Engineer on board a foreign going Ship.	NA	2	By Direct Recruitment	NA	
6	Sr. Deputy Marine Engineer	1	Class I	13000-350-18250	Selection	Not exceeding 40	(i) ¹ [MOT II Class Motor Certificate or Marine Engineer Officer Class II Certificate issued under Merchant Shipping Act, 1958 (44 of 1958)] (ii) Six years experience as Independent Watch Keeping Engineer on board a foreign going Ship.	(a) No (b) Yes (c) No	2	By Promotion failing which by Absorption/Deputation failing both by Direct Recruitment	Promotion from the post of Dy. Marine Engineer in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade. Absorption/deputation will be of officers holding analogous post or officers with 4 years regular service in the post of Dy. Marine Engineer in the scale of pay of Rs.10750-16750 in any Major Port Trust.	

¹ Substituted w.e.f. 12-06-2019 vide Ministry of Shipping Notification No. PR-12012/19/2017-PE-I published in the Gazette of India under G.S.R. 417(E) dated 12-06-2019

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion/Absorption/Deputation)	In case of Promotion/Absorption/Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
7	Sr. Marine Engineer /Chief Engineer Marine Vessel	1	Class I	16000-20800	Selection	44	(i) ¹ [MOT I Class Motor Certificate or Marine Engineer Officer Class I Certificate issued under Merchant Shipping Act, 1958 (44 of 1958)] (ii) Four years experience as Chief Engineer or 5 years combined experience as Chief Engineer and 2nd Engineer on board a foreign going ship.	(a) No (b) Yes (c) No	NA	By Promotion or by Absorption (*) through Composite method failing which by Deputation from other Govt. organization and failing both by Direct Recruitment.	Promotion from the post of Chief Engineer or Marine Engineer in the scale of pay of Rs.14500-18700 with 4 years regular service in the grade. Absorption through composite method will be of officers holding analogous posts or officers with 4 years regular service in post of Marine Engineers in the scale of pay of Rs.14500-18700 in a Major Port Trust. For deputation officers holding analogous posts or officers holding post of Marine Engineers and its equivalents in Marine Engineering side in the scale of pay of Rs.14500-18700 with 4 years regular service in the grade in Govt./PSUs/ Autonomous bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "very good".	(*) Applicable to cases where the post is considered as Dy. HOD viz. one level below the HOD.

¹ Substituted w.e.f. 12-06-2019 vide Ministry of Shipping Notification No. PR-12012/19/2017-PE-I published in the Gazette of India under G.S.R. 417(E) dated 12-06-2019

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion/Absorption/Deputation)	In case of Promotion/Absorption/Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
8	Marine Engineering Superintendent.	1	Class-I	17500-22300	Selection	48	(iii) ¹ [MOT I Class Motor Certificate or Marine Engineer Officer Class I Certificate issued under Merchant Shipping Act, 1958 (44 of 1958)] (iv) Five years experience as Chief Engineer on board a Foreign going Ship.	(a) No (b) Yes (c) No	NA	By Absorption through Composite method failing which by Deputation from other Govt. organization and failing both by Direct Recruitment.	For absorption through composite method, officers holding analogous post or holding the post of Chief Engineer Marine (Vessel)/Sr. Marine Engineer in a Major Port Trust in the scale of pay of Rs.16000-20800 with 1 year regular service in the grade will be eligible. For deputation Officers holding analogous post or officers holding post of Sr. Marine Engineer/Chief Engineer Marine (Vessel) and its equivalent post in Marine Engineering side in the scale of pay of Rs.16000-20800 with 1 year regular service in the grade in Govt./PSUs/Autonomous Bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very Good".	
9	Dock Master (Tanker Terminals)	1	Class I	17500-400-22300	Selection	45	(i) Must hold a certificate of competency as Master of foreign going ship issued by the Ministry of shipping, Govt. of India or an equivalent qualification recognised by the Ministry of Shipping, Govt. of India. (ii) Must hold Pilot license and have 5 years experience either as Master of Foreign going ship or in Piloting or cumulative. (iii) Experience in handling large tankers and Crude Oil Washing process (COW)	(a) No (b) Yes (c) No	2 (for direct recruit s)	Promotion failing which by Absorption / Deputation / failing both by Direct Recruitment	For promotion, Pilots with 5 years regular service in the grade are eligible. For absorption / deputation, Officers holding analogous posts of Pilots in the scale of pay 14500 - 18700 with 5 years regular service in the grade in a Major Port Trust are eligible.	

¹ Substituted w.e.f. 12-06-2019 vide Ministry of Shipping Notification No. PR-12012/19/2017-PE-I published in the Gazette of India under G.S.R. 417(E) dated 12-06-2019

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
10	Manager (Marine Pollution Control)	1	Class I	17500-400-22300	Selection	45	(i) Must hold a certificate of competency as Master of foreign going ship issued by the Ministry of shipping, Govt. of India or an equivalent qualification recognised by the Ministry of Shipping, Govt. of India. (ii) Must hold Pilot license and have 5 years experience either as Master of Foreign going ship or in Piloting or cumulative. (iii) Experience in handling large tankers and crude oil washing process (COW)	(a) No (b) Yes (c) No	2 (for direct recruit s)	Promotion failing which by absorption / deputation / failing both by direct recruitment	For promotion, Pilots with 5 years regular service in the grade are eligible. For absorption / deputation, Officers holding analogous posts of Pilots in the scale of pay 14500 - 18700 with 5 years regular service in the grade in a Major Port Trust are eligible.	
11	Dredger Commander	4	Class I	14500-350-18700 for Master FG holders 13000-18250 for others.	Selection	45	Certificate of Competency as Master Foreign Going holder with Experience as Chief Officer for at least 6 months Or Certificate of Competency as Dredger Master Gr.I with 2 years experience on Dredgers. Or Certificate of Competency as Master NCV with 2 years experience on Dredgers Or Officers who held the post of Lt. Commander/Commander in the executive branch of the Indian Navy with at least 7 years sea service	Age : No Qln : Yes Exp : Yes	2	Promotion failing which by absorption / deputation / failing both by direct recruitment	Promotion from the grade of Master Tugs with Master (NCV) with 3 years experience or Chief Officer or Mate (FG) with experience of five years.	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
12	Dredging Master (Mobile Dredger)	1	Class I	¹ [20600-46500 (Pre-revised 9100-250-15100)]	Selection	35	¹ [Master (NCV) Certificate issued under the Merchant Shipping Act, 1958 or 1st class Inland Masters Certificate issued under Harbour Craft Rules, 1947 or Inland Vessel Act, 1917 (a) with S.S.L.C (b) three years experience in Dredgers/Tugs. Preference shall be given to Master (NCV) Certificate holders]	¹ [Age: No Qualification: No. However, Master (NCV) Certificate issued under the Merchant Shipping Act, 1958 or 1st Class Inland Masters Certificate issued under Harbour Craft Rules, 1947 or Inland Vessel Act, 1917 is essential. Experience: No]	¹ [2]	Promotion failing which by absorption / deputation / failing both by direct recruitment	¹ [Promotion from II Mate with 5 years regular service in the grade, failing which from Junior Master with 5 years regular service in the grade]	
13	Master Tugs	3	Class I	¹ [20600-46500 (Pre-revised 10750-16750 and 9100-250-15100)]	Selection	35	¹ [Certificate of Competency as Master (NCV) or Mate of a foreign going ship issued under the Merchant Shipping Act, 1958 or an equivalent qualification recognized by Ministry of Shipping, Government of India.]	¹ [Age: No Qualification: No. However Certificate of Competency as 1st Class Inland Masters Certificate issued under Harbour Craft Rules, 1947 or Inland Vessel Act, 1917 is essential. Experience: No]	2	Promotion failing which by absorption / deputation / failing both by direct recruitment	¹ [Promotion from Junior Master with 7 years regular service on Tugs failing which from II Mate with 7 years regular service on Dredgers.]	
14	Chief Fire Cum-Asst. safety pollution control officer	1	Class I	9100-250-15100	Selection	35	(i) B.Sc. with Chemistry as one of the subjects. (ii) Training in Divisional Officer's course at the National fire service college, Nagpur/ B.E. (Fire Engg.). (iii) 5 years experience in Industrial fire service not below the rank of station Officer. (iv) Vision normal in both eyes Colour vision is essential and wearing of glasses is not permissible except to employee of age over 40. (v) Must possess valid driving license for heavy motor vehicle <u>Desirable</u> Knowledge of local language.	Age : No Qln : Yes Exp : No	2	Promotion failing which by absorption / deputation / failing both by direct recruitment	Promotion from Fire Officer / Safety Inspector with 5 years regular service in that post.	Knowledge of local language preferable

¹ Substituted w.e.f. 20-11-2017 vide Ministry of Shipping Notification No. PR-12012/5/2017-PE-I published in the Gazette of India under G.S.R. 1435(E) dated 20-11-2017

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
15	Surveyor / Hydro-graphic Surveyor	1	Class I	9100-250-15100	Selection	35	Diploma in Civil Engineering with 5 years experience in Marine Survey	Age : No QIn : Yes Exp : Yes	2	Promotion failing which by absorption / deputation / failing both by direct recruitment	Promotion from Senior Marine Surveyor	
16	Chief Engineer	5	Class I	14500-350-18700	Selection	40	¹ [MOT I Class Motor Certificate or Marine Engineer Officer Class I Certificate issued under Merchant Shipping Act, 1958 (44 of 1958).]	Age : No QIn : Yes Exp : As in Col.12	2	Promotion failing which by absorption / deputation / failing both by direct recruitment	Promotion from Marine Engineer with 3 yrs. Regular service in the grade.	
17	Asst. Exe. Engineer (Ele.) Marine	1	Class I	9100-250-15100	Selection	35	Degree in Ele. Engg. Or equivalent with 3 yrs. experience on Floating Crafts or experience as Chief Ele. Artificer (Power) of Indian Navy.	(a) No. (b) Relaxation to Diploma Holders (c) As in Col.12.	2	Promotion failing which by absorption / deputation / failing both by direct recruitment	Promotion from Jr. Engineer Gr.I (Ele.) with 6 yrs. Experience in the grade in Floating Crafts.	

¹ Substituted w.e.f. 12-06-2019 vide Ministry of Shipping Notification No. PR-12012/19/2017-PE-I published in the Gazette of India under G.S.R. 417(E) dated 12-06-2019

TRAFFIC DEPARTMENT

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Assistant Traffic Manager Grade I	5	Class I	9100-250-15100	Selection	30	<p><u>Essential :</u> (i) A Degree from a recognized university.</p> <p><u>Desirable</u> Two years executive experience in Shipping/Cargo Operations/ Railway Transportation in an Industrial/ Commercial/ Govt. Undertaking.</p>	(a) No. (b) Yes. (c) No.	Two	<p>Up to 21st Aug. 2012. By Direct Recruitment - 33 1/3 %. By Promotion – 66 2/3 %.</p> <p>OR</p> <p>After 21st Aug. 2012 By Direct Recruitment - 66 2/3% By Promotion – 33 1/3%</p>	Promotion from Asst. Traffic Manager Grade II/Wharf Supdt. in the scale of pay of Rs. 8600-14600 with three years regular service in the grade OR from Class-III employees in the scale of pay of Rs.6170-11975 in the respective discipline of Traffic Dept., with five years regular service in the grade where there are no Class-II posts in the pay scale of Rs.8600-14600 in that discipline.	i) Existing post of Asst. Traffic Manager redesignated as Asst. Traffic Manager Grade I.
2	Senior Assistant Traffic Manager	4	Class I	10750-300-16750	Selection	35	<p><u>Essential:</u> (i) A Degree from a recognized University. (ii) Five years experience in Shipping / Cargo Operations / Railway Transportation in executive cadre in an Industrial/ Commercial/ Govt. undertaking.</p>	(a) No. (b) Yes. (c) No	Two	By Promotion failing which absorption/Deputation, failing both by direct recruitment.	Promotion from Asst. Traffic Manager Grade I in the pay scale of Rs.9100-15100 with five years regular service in the grade failing which Asst. Traffic Manager Gr. I in the scale of pay of Rs.9100-15100 with two years regular service in the grade and combined regular service of eight years in the scales of pay Rs. 9100-15100 & Rs. 8600-14600 in the respective discipline of the Traffic Department. Absorption/deputation will be of officers holding analogous posts or post of Asst. Traffic Manager Gr. I in the scale of pay of Rs. 9100-15100 with five years regular service in the grade in a Major Port Trust.	i) Existing post of Dy. Traffic Manager and Marketing Officer redesignated as Senior Asst. Traffic Manager.

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3	Deputy Traffic Manager	2	Class I	13000-350-18250	Selection	40	<u>Essential:</u> (i) A Degree from a recognized University. (ii) Nine years experience in Shipping / Cargo Operations / Railway Transportation in executive cadre in an Industrial/ Commercial/ Govt. Undertaking.	(a) No. (b) Yes (c) No.	Two	By promotion failing which by absorption/deputation, failing both by direct recruitment.	Promotion from Senior Asst. Traffic Manager in the scale of pay of Rs. 10750-16750 with four years regular service in the grade failing which from Senior Asst. Traffic Manager in the pay scale of Rs. 10750-16750 with two years regular service in the grade and a combined regular service of nine years in the scales of pay of Rs. 10750-16750 and Rs. 9100-15100 in the respective discipline of Traffic Dept. Absorption/Deputation will be of officers holding analogous posts or post of Sr. Asst Traffic Manager in the scale of pay of Rs.10750-16750 with four years regular service in a Major Port Trust.	Existing post of Addl. Traffic Manager redesignated as Deputy Traffic manager.

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
4	Senior Deputy Traffic Manager	1	Class I	16000-400-20800	Selection	42	Essential : (i) A Degree from a recognized university. (ii) Twelve years experience in Shipping / Cargo Operations / Railway Transportation in executive cadre in an Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) Yes (c) No	NA	By absorption through composite method failing by deputation from other Govt. Organizations and failing both by direct recruitment.	For absorption through composite method, Officers holding analogous posts or post of Dy. Traffic Manager and equivalent posts in the respective discipline in Traffic Dept in the scale of pay of Rs. 13000-18250 with three years regular service in the grade in a MPT OR Dy. Traffic Manager and equivalent posts in the respective discipline of Traffic dept. with two years regular service in the grade AND a combined regular service of seven years in the pay scales of Rs. 13000-18250 and Rs. 10750-16750 in the respective discipline of the Traffic Dept. in a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or holding post of Dy. Traffic Manager and equivalent posts in respective discipline of Traffic dept. in the pay scale of Rs. 13000-18250 in Govt / Semi Govt./PSUs or Autonomous Bodies with three years regular service in the grade will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very Good".	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
5	[Traffic Manage] ¹	1	Class I HOD	¹ [100000 – 260000 Note: The pay scale shall be upgraded to the scale of pay of Rs.120000 – 280000/- after completion of three years regular service with the approval of the Central Government.]	Selection	45	<u>Essential:</u> (i) A Degree from a recognized university. (ii) 15 years experience in Shipping / Cargo Operations / Railway Transportation in executive cadre in an Industrial/ Commercial/ Govt. undertaking.	(a) No (b) Yes (c) No	NA	By absorption through composite method failing which by deputation and failing both by direct recruitment.	¹ [Absorption through composite method (i) Officers holding posts in the scale of pay of Rs.80000 – 220000/- with three years regular service in the grade in the Traffic Department of a Major Port Trust shall be eligible. Deputation: (ii) Officers holding posts of Traffic Manager and equivalent posts in the Traffic Department in the scale of pay of Rs.100000-260000/- with two years regular service in the grade or officers holding post of Senior Deputy Traffic Manager and equivalent posts in the Traffic Department in the scale of pay of Rs.80000 – 220000/- and above with five years regular service in the grade in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Trusts) shall be eligible. The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports shall not be below "Very Good".]	

¹ Substituted w.e.f. 30.07.2021 vide Ministry of Shipping Notification No. G.S.R. 519(E) published in the Gazette of India under G.S.R. 420 dated 30-07-21

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
6	Welfare Officer	1	Class I	9100-250-15100	Selection	30	<u>Essential:</u> (i) A Degree from a recognized university. (ii) Degree/Diploma in Social Science from a recognized University/Institution (iii) Knowledge of Local Language. <u>Desirable:</u> Two years experience as a Labour Welfare Officer/ Industrial Relations Officer in an Industrial/ Commercial/ Govt. undertaking.	(a) No. (b) Yes (c) No	Two	Up to 21 st Aug..2012. By Direct Recruitment - 33 1/3 %. By Promotion – 66 2/3 %. After 21 st Aug. 2012 By Direct Recruitment - 66 2/3% By Promotion – 33 1/3% Note: Promotion will be on the basis of a written test and a viva voce.	¹ [Promotion from Welfare Inspector in the scale of pay of Rs. 21000-53500 (Pre-revised Rs. 5500-11380) working in the Personnel or I.R Division under General Administration Department with 5 years regular service in the grade.]	

¹ Substituted w.e.f. 16-12-2016 vide Ministry of Shipping Notification No.PR-12012/10/2015-PE.I published in the Gazette of India under G.S.R. 1151(E) dated 16-12-2016

MECHANICAL ENGINEERING DEPARTMENT

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Assistant Executive Engineer (Mechanical/Electrical/Electronics and Communication)	9	Class –I	9100-250-15100	Selection	30	<p><u>Essential :</u> Degree or equivalent in Mechanical/Electrical/Electronics and Communication Engineering from a recognised university/ Institution.</p> <p><u>Desirable:</u> Two years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. undertaking</p>	<p>(a) No. (b) No. However a Diploma in Engineering in the relevant discipline from a recognised university/ institution is essential. (c) No.</p>	2	<p><u>Up to 21st Aug..2012.</u> By Direct Recruitment - 33 1/3 %. By Promotion – 66 2/3 %.</p> <p><u>After 21st Aug. 2012</u> By Direct Recruitment - 66 2/3% By Promotion – 33 1/3%</p>	Promotion from Asst. Engineer in the scale of pay of Rs.8600-14600 with three years regular service in the grade or from Class III Employees in the scale of Pay of Rs.6170-11975 in the respective discipline of Mechanical and Electrical Engineering Department with five years regular service in the grade where there are no Class II posts in the scale of Rs.8600-14600 in that discipline.	<p>¹[Out of the total number of 9 posts, the allocation of posts shall be as under: (i) Mechanical – 5 posts (ii)Electrical – 4 posts For the 4 posts in Electrical discipline, Assistant Engineers from the disciplines of Electrical, Electronics and Communication will be eligible on the basis of inter-se seniority]</p>

¹ Substituted w.e.f. 09-03-2017 vide Ministry of Shipping Notification No.PR-12012/3/2015-PE-I published in the Gazette of India under G.S.R. 211 (E) dated 09-03-2017

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
2	Executive Engineer (Mechanical/Electrical/Electronics and Communication)	7	Class -I	10750 - 300-16750	Selection	35	<u>Essential:</u> (i) Degree or equivalent in Mechanical/Electrical/Electronics and Communication Engineering from a recognised university/ Institution. (ii) Five years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. undertaking	(a) No. (b) No. However a Diploma in Engineering in the relevant discipline from a recognised university/ institution is essential.. (c) No.	2	By promotion, failing which by absorption/ deputation, failing both by direct recruitment	Promotion from Asst. Exe. Engineer / Safety Officer in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade, failing which from Assistant Executive Engineer in the scale of pay of Rs. 9100-15100 with 2 years regular service in the grade and a combined regular service of eight years in the scale of pay of Rs.9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scale of pay of Rs.9100-15100 and Rs.8600-14600 in the respective discipline of M&E Engg. Deptt. Or Diploma Engrs in the scale of pay of Rs. 8600-14600 with eight years of regular service in the grade where the pay scale of Rs.9100-15100 does not exist in that discipline. Absorption/ deputation will be of Officers holding analogous posts in respective discipline or feeder post with 5 years regular service in the grade in a Major Port Trust.	Mechl - 4 posts Electrical/Electronics & Communication - 3 posts

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3	Superintending Engineer (Mechanical/Electrical/Electronics and Communication)	5	Class -I	13000 - 350-18250	Selection	40	<u>Essential :</u> (i) Degree or equivalent in Mechanical/Electrical/Electronics and Communication Engineering from a recognised University/ Institution. (ii) Nine years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. undertaking	(a) No. (b) No. However a Diploma in Engineering in the relevant discipline from a recognised university/ institution is essential.. (c) No.	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment	¹ [Promotion from Executive Engineer in the respective discipline in the Mechanical Engineering Department in the scale of pay of Rs.10750-16750 with four years regular service in the grade, failing which Executive Engineer in the respective discipline in the Mechanical Engineering Department in the scale of pay of Rs.10750-16750 with two years regular service in the grade and a combined regular service of nine years in the scale of pay of Rs.10750-16750 and 9100-15100. Absorption/deputation: Officers holding analogous post in the respective discipline or feeder post with four years regular service in the grade in a Major Port Trust.]	¹ [i]Mechanical – Four posts ii)Electrical/ Electronics & Communication – one post]

¹ Substituted w.e.f. 12-06-2019 vide Ministry of Shipping Notification No. PR-12012/19/2017-PE-I published in the Gazette of India under G.S.R. 417(E) dated 12-06-2019

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
4	Deputy Chief Mechanical Engineer	2	Class -I	16000 - 400-20800	Selection	42	<p>Essential :</p> <p>(i) Degree or equivalent in Mechanical/Electrical/ Electronics/ Electronics & Communication Engineering from a recognised University/ Institution.</p> <p>(ii) Twelve years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. undertaking.</p>	<p>(a) No.</p> <p>(b) Yes.</p> <p>(c) No.</p>	N.A.	By absorption through composite method, failing which by deputation from other Govt. Organisations, failing both, by direct recruitment	For absorption through composite method, officers holding analogous posts or the post of superintending Engineer and equivalent posts in the respective discipline of M&E Engg. Deptt. In the scale of pay of Rs. 13000-18250 with three year regular service in the grade in the respective discipline in a Major Port Trust or Supdtg. Engr and equivalent post in the respective discipline of M&E Engg. Dept. with two years regular service in the grade and a combined regular service of seven years in the scales of pay of Rs.10750-16750 and Rs.13000-18250 in the respective discipline in a Major Port Trust will be eligible. For deputation, officers holding analogous posts or officer holding post of Supdtg. Engr and equivalent post in the respective discipline of M&E Engg. Dept. in the scale of pay of Rs.13000-18250 with three years regular service in the grade in the respective discipline in Govt/PSUs/ Autonomous Bodies etc will be eligible. The selection is by merit for which the benchmark in overall grading in ACR will not be below 'Very Good'.	Mechl - 1 post Electrical/Electronics & Communication - 1 post

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
5	[Chief Mechanical Engineer] ¹	1	Class -I	11,10000-260000 Note: The pay scale shall be upgraded to the scale of pay of Rs.120000 – 280000/- after completion of three years regular service with the approval of the Central Government.]	Selection	45	<u>Essential :</u> (i) (Degree or equivalent in Mechanical / Electrical/ Electronics & Communication Engineering/ Naval Architecture from a recognised University/ Institution. OR MOT 1 st Class Motor Certificate issued under Merchant Shipping Act 1958. (ii) Fifteen years experience in managerial capacity dealing with Mechanical/ Electrical/ Marine/ Electronics Engineering works ,out of which 8 years experience shall be in workshops undertaking maintenance of cargo handling equipments/ Electrical Installations/ Ship Repairs in any Major Port Trusts/ Industrial/ Commercial / Govt. Undertaking	(a) No. (b) Yes (c) No.	NA	By absorption through composite method failing which by deputation failing both by direct recruitment.	¹ [Absorption through composite method: (i) Officers holding posts in the scale of pay of Rs.90000 – 240000/- with two years regular service or Officers holding posts in the pay scale of Rs.80000 – 220000/- with three years regular service in the Mechanical and Electrical Engineering Department and Marine Department (applicable to categories of Marine Engineers only) in a Major Port Trust shall be eligible. Deputation: (ii) Officers holding posts of Chief Mechanical Engineer and equivalent posts in the Mechanical and Electrical Engineering Department in the scale of pay of Rs.100000 – 260000/- with two years regular service in the grade or officers holding post of Deputy Chief Mechanical Engineer and equivalent posts in the Mechanical & Electrical Engineering Department in the scale of pay of Rs.80000 – 220000/- and above, with five years regular service in the grade in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Trusts) shall be eligible. The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports shall not be below "Very Good]	

¹ Substituted w.e.f. 30.07.2021 vide Ministry of Shipping Notification No. G.S.R. 519(E) published in the Gazette of India under G.S.R. 420 dated 30-07-2021

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
6	Assistant Materials Manager Gr I	1	Class -I	9100-250-15100	Selection	30	<p><u>Essential :</u></p> <p>(i) Degree or equivalent in Mechanical/Electrical Engineering from a recognised University/ Institution.</p> <p><u>Desirable:</u></p> <p>(i) Post Graduate Degree/Diploma in Materials management from a recognized University/Institution.</p> <p>(ii) Two years post qualification experience in Materials Management in an Industrial/Commercial/ Govt. Undertaking.</p>	<p>(a) No.</p> <p>(b) No. However a Diploma in relevant discipline from a recognised university/ institution is essential.</p> <p>(c) No.</p>	2	<p><u>Up to 21st Aug. 2012.</u></p> <p>By Direct Recruitment - 33 1/3 %.</p> <p>By Promotion – 66 2/3 %.</p> <p><u>After 21st Aug. 2012</u></p> <p>By Direct Recruitment - 66 2/3%</p> <p>By Promotion – 33 1/3%</p>	Promotion from Asst. Materials Manager Grade II/ Asst. Controller of Stores/ Asst. Engineer(Mechl.) in the scale of pay of Rs.8600-14600 with three years regular service in the grade or from class III employees in the scale of pay of Rs.6170-11975 in the respective discipline of MM Divn. with 5 years regular service in the grade where there are no Class II posts in the pay scale of Rs.8600-14600 in that discipline.	
7	Deputy Materials Manager.	1	Class -I	10750 - 300-16750	Selection	35	<p><u>Essential :</u></p> <p>(i) Degree or equivalent in Mechanical/Electrical Engineering from a recognised University/ Institution.</p> <p>(ii) Five years experience in executive cadre in the field of Materials Management/ Mechanical Engg./Electrical Engg in an industrial/ Commercial/ Govt. undertaking.</p> <p><u>Desirable:</u></p> <p>Post Graduate Degree/Diploma in Materials Management from a recognized University/Institution</p>	<p>(a) No.</p> <p>(b) No. however a Diploma in relevant discipline from a recognised university/ institution is essential..</p> <p>(c) No.</p>	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment.	Promotion from Asst. Materials Manager Gr I in the scale of pay of Rs. 9100- 15100 with 5 years regular service in the grade, failing which from Assistant Executive Engineer (Mech/Electrical) in the scale of pay of Rs. 9100- 15100 with 5 years regular service in the grade failing both Asst. Materials Manager Grade I/Asst. Executive Engr.(Mech/ Electrical) in the scale of pay of Rs.9100-15100 with two years regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs.9100-15100 and Rs.8600-14600 in the respective discipline of MM Divn/M&E Engg. Dept OR Diploma Engrs in the scale of pay of Rs.8600-14600 with 8 years regular service in the grade where the pay scale of Rs.9100-15100 does not exist in that discipline. Absorption/ deputation will be of Officers holding analogous posts or feeder posts with 5 years regular service in the grade in a Major Port Trust.	The existing post of Controller of Stores/ Planning Officer is redesignated as Dy. Materials Manager.

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
8	Senior Dy. Materials Manager	1	Class -I	13000 - 350-18250	Selection	40	<u>Essential :</u> (i) Degree or equivalent in Mechanical/Electrical Engineering from a recognised University/ Institution. (ii) Nine years experience in executive cadre in the field of Materials Management/ Mechanical Engg./Electrical Engg in an Industrial/ Commercial/ Govt. undertaking. <u>Desirable:</u> Post Graduate Degree/Diploma in Materials Management from a recognized University/Institution	(a) No. (b) No. however a Diploma in the relevant discipline from a recognised university/ institution is essential.. (c) No.	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment	Promotion from Dy. Materials Manager in the scale of pay of Rs. 10750-16750 with 4 years regular service in the grade, failing which from Executive Engineer (Mech/Electrical) in the scale of pay of Rs. 10750-16750 with 4 years regular service in the grade failing both Dy. Materials Manager / Executive Engr.(Mech/ Electrical) with two years regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs.10750-16750 and Rs. 9100-15100 in the respective discipline of MM Divn/M&E Engg. Dept will be eligible. Absorption/ deputation will be of Officers holding analogous posts or feeder posts with 5 years regular service in the grade in a Major Port Trust.	
9	Safety Officer	1	Class -I	9100-250-15100	Selection	30	<u>Essential :</u> (i) Degree or equivalent in Mechanical /Electrical Engineering from a recognised university/ Institution. (ii) Diploma or higher qualification in Industrial Safety or equivalent recognised by the Central Government. (iii) Two years experience in relevant discipline in supervisory capacity in an industrial/ Commercial/ Govt. undertaking. (iv) Adequate knowledge of the language spoken by majority of the workers in the Port.	(a) No. (b) Yes. (c) Yes.	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment	Promotion from Assistant Engineer(Mech)/(Elec) in the scale of pay of Rs. 8600-14600 with 3 years regular service in the grade failing which from AE(M) with 2 years regular service in the grade and 3 years regular service in immediate lower grade.	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
10	Welfare Officer	1	Class I	9100-250-15100	Selection	30	<u>Essential:</u> (i) A Degree from a recognized university. (ii) Degree/Diploma in Social Science from a recognized University/Institution (iii) Knowledge of Local Language. <u>Desirable:</u> Two years experience as a Labour Welfare Officer/ Industrial Relations Officer in an Industrial/ Commercial/ Govt. undertaking.	(a) No. (b) Yes (c) No	Two	Up to 21 st Aug..2012. By Direct Recruitment - 33 1/3 %. By Promotion – 66 2/3 %. After 21 st Aug. 2012 By Direct Recruitment - 66 2/3% By Promotion – 33 1/3% Note: Promotion will be on the basis of a written test and a viva voce.	¹ [Promotion from Welfare Inspector in the scale of pay of Rs. 21000-53500 (Pre-revised Rs. 5500-11380) working in the Personnel or I.R Division under General Administration Department with 5 years regular service in the grade.]	

¹ Substituted w.e.f. 16-12-2016 vide Ministry of Shipping Notification No.PR-12012/10/2015-PE.I published in the Gazette of India under G.S.R. 1151(E) dated 16-12-2016

CIVIL ENGINEERING DEPARTMENT

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Assistant Executive Engineer (Civil)	12	Class-I	9100-250-15100	Selection	30	<u>Essential:</u> Degree or equivalent in Civil Engg. from a recognised University/ Institution. <u>Desirable:</u> Two years experience in executive cadre in Planning/ Construction/ Design/ Maintenance preferably of Port and Marine Structures in an Industrial/ Commercial/ Govt. Undertaking	(a) No (b) No, however a Diploma in Civil Engg. From a recognised University /Institution is essential (c) No.	2	Up to 21 st Aug., 2012. By Direct Recruitment - 33 1/3 %. By Promotion – 66 2/3 %. After 21 st Aug. 2012 By Direct Recruitment - 66 2/3% By Promotion – 33 1/3%	Promotion from Asst. Engg. (Civil) in the scale of Rs.8600-14600 with three years regular service in the grade or from Class III employees in the scale of pay of Rs.6170-11975 in the respective discipline of Civil Engg. Dept. with five years regular service in the grade where there are no Class II posts in the pay scale of Rs.8600-14600 in that discipline.	
2	Executive Engineer (Civil)	8	Class-I	10750-300-16750	Selection	35	(i) Degree or equivalent in civil Engg. from a recognised University/ Institution. (ii) Five years experience in executive cadre in Planning/ Construction/ Design/ Maintenance preferably of Port and Marine Structures in an Industrial/ Commercial/ Govt. Undertaking	(a) No (b) No, however a Diploma in Civil Engg. From a recognised University / Institution is essential (c) No.	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Asst. Exe. Engineer (Civil) in the scale of pay of Rs.9100-15100 with five years regular service in the grade failing which Asst. Exe. Engineer(Civil) in the scale of pay of Rs.9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scales of pay of Rs.9100-15100 and Rs.8600-14600 in the respective discipline of Civil Engg. Dept. Absorption/Deputation will be of Officers holding analogous posts or feeder posts with experience as mentioned above in a Major Port Trust.	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3	Superintending Engineer (Civil)	3	Class -I	13000-350-18250	Selection	40	(i) Degree or equivalent in Civil Engg. from a recognised University/ Institution. (ii) Nine years experience in executive cadre in Planning/ Construction/ Design/Maintenance preferably of Port and Marine Structures in an Industrial/ Commercial/ Govt. Undertaking	(a) No (b) No, however a Diploma in Civil Engg. from a recognised University /Institution is essential (c) No.	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Exe. Engineer (Civil) in the scale of pay of Rs.10750-16750 with four years regular service in the grade failing which Exe. Engineer in the scale of pay of Rs.10750-16750 with two years regular service in the grade and a combined regular service of nine years in the scales of pay of Rs.10750-16750 and Rs.9100-15100 in the respective discipline of Civil Engg. Dept. Absorption/Deputation will be of Officers holding analogous posts or feeder posts with experience as mentioned above in a Major Port Trust.	Existing post of Dy. Chief Engineer in the pay scale of Rs. 13000-18250 will be redesignated as Supdtg. Engineer (Civil)

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
4	Dy. Chief Engineer(Civil)	2	Class-I	16000-400-20800	Selection	42	(i) Degree or equivalent in Civil Engg. from a recognised University /Institution. (ii) Twelve years experience in executive cadre in Planning/ Construction/ Design/ Maintenance preferably of Port and Marine Structures in an Industrial/ Commercial/ Govt. Undertaking	(a) No (b) Yes (c) No	N.A	By absorption through composite method failing which by deputation from other govt. organisations and failing both by direct recruitment	For absorption through composite method, Officers holding analogous posts or post of Superintending Engineer and equivalent posts in the respective discipline of Civil Engg. Dept. in the scale of pay of Rs. 13000-18250 with 3 years regular service in the grade in a Major Port Trust or Superintending Engineer and equivalent posts in the respective discipline of Civil Engg. Deptt. with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs. 10750-16750 and Rs. 13000-18250 in the respective discipline of Civil Engg. Deptt. in a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or Officers holding post of Superintending Engineer and equivalent posts in the respective discipline of Civil Engg. Dept. in the scale of pay of Rs. 13000-18250 with 3 years regular service in the grade in Govt./PSUs/Autonomous bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "very good".	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion/Absorption/Deputation)	In case of Promotion/Absorption/Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
5	[Chief Engineer] ¹	1	Class-I HOD	11,100000 – 260000 Note: The pay scale shall be upgraded to the scale of pay of Rs.120000 – 280000/- after completion of three years regular service with the approval of the Central Government.]	Selection	45	(i) Degree or equivalent in Civil Engg. from a recognised University/ Institution. (ii) Fifteen years experience in executive cadre in Planning/ Construction/ Design/Maintenance preferably of Port and Marine Structures in an Industrial/ Commercial/ Govt. Undertaking	(a) No (b) Yes (c) No	N.A	By absorption through composite method failing which by deputation failing both by direct recruitment	¹ [Absorption through composite method: (i) Officers holding posts in the scale of pay of Rs.80000 – 220000/- with three years regular service in the grade in Civil Engineering Department of a Major Port Trust shall be eligible. Deputation (ii) Officers holding the posts of Chief Engineer and equivalent posts in the Civil Engineering Department in the scale of pay of Rs.100000 – 260000/- with two years regular service in the grade or officers holding post of Deputy Chief Engineer and equivalent posts in the Civil Engineering Department in the scale of pay of Rs. 80000 – 220000/- and above with five years regular service in the grade in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Trusts) will be eligible. The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports shall not be below "Very Good]	

¹ Substituted w.e.f. 30.07.2021 vide Ministry of Shipping Notification No. G.S.R. 519(E) published in the Gazette of India under G.S.R. 420 dated 30-07-2021

VIGILANCE DEPARTMENT

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Dy. Chief Vigilance Officer	1	Class I	13000-350-18250	Selection	NA	N.A.	N.A.	2	¹ [By deputation]	¹ [Deputation from officers of Major Port Trusts holding posts in the pay scale of Rs. 20,600 - 46500 (Rs. 10750-16750 pre-revised) with 3 years regular service in the grade failing which from officers of the Central Government/State Govt./PSUs/Autonomous Bodies with similar grade.]	Deputation will normally be for a period of 3 years and in any case, not to exceed 5 years.
2	Chief Vigilance Officer	1	Class I	18500-450-23900	Selection	NA	N.A.	NA	NA	By deputation of Officers of All India/Central Services.	Officers who are eligible for appointment at the level of Deputy Secretary/Director in the Govt. of India.	Deputation tenure as per guidelines issued by CVC/DOP &T.

¹ Substituted w.e.f. 25-10-2014 vide Ministry of Shipping Notification No.PR-12012/2/2011-PE-I published in the Gazette of India under G.S.R. 849 (E) dated 25-10-2014

MEDICAL DEPARTMENT

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Medical Officer	6	Class I	9100-250-15100	Not applicable	35	<u>Essential:</u> (i) MBBS Degree from a recognised university or for Medical Officer (Dental), BDS degree of a recognised university. (ii) One year experience in a hospital, after completion of internship of one year. <u>Desirable:</u> A post graduate medical degree from a recognised university.	Not applicable	2	By direct recruitment	Not applicable	Existing post of Asst. Medical Officer in the pay scale of Rs.9100-15100 redesignated as Medical Officer
2(a)	Senior. Medical Officer (General duty)	3	Class-I	10750-300-16750	Selection	40	<u>Essential:</u> (i) MBBS degree from a recognised university or for Medical Officer (Dental), BDS degree of a recognised university. (ii) 5 years experience in a hospital after completion of internship of one year. <u>Desirable:</u> A post graduate medical degree from a recognised university.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment.	Promotion from Medical Officer in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade. Absorption/ deputation will be of officers holding analogous posts or feeder post with 5 years experience in the grade in a Major Port Trust.	

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
2(b)	Senior Medical Officer (Specialist)	2	Class-I	¹ [20600-46500 (pre-revised 10750-300-16750)]	NA	40	(i) ¹ [MBBS degree from a recognised University or for Senior Medical Officer (Dental), BDS degree of a recognised University. (ii) A Post Graduate (PG) Medical Degree or PG Medical Diploma in the specified specialty from a recognized University. (iii) Post qualification experience of 3 years in case of PG Degree holders and 5 years experience in case of PG Diploma holders in the relevant field of specialization in a reputed hospital]	Not applicable	2	By direct recruitment	Not applicable	[²]
3 (a)	Dy. Chief Medical Officer (General duty)	1	Class-I	13000-350-18250	Selection	42	<u>Essential:</u> (i) MBBS degree from a recognised university or for Dy. Chief Medical Officer (Dental), BDS degree of a recognised university. (ii) 9 years experience in a hospital, after completion of internship of one year. <u>Desirable:</u> A post graduate medical degree from a recognised university.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment	Promotion from Senior Medical Officer (G.D) in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade failing which Senior Medical Officer (G.D) with 2 years regular service in the scale of pay of Rs.10750-16750 and a combined regular service of 9 years in the scales of pay of Rs.9100-15100 and 10750-16750. Absorption/ deputation will be of officers holding analogous posts or feeder post with 4 years experience in the grade in a Major Port Trust.	

¹ Substituted w.e.f. 9-12-2016 vide Ministry of Shipping Notification No.PR-12012/1/2014-PE.I published in the Gazette of India under G.S.R. 1126(E) dated 9-12-2016

² Deleted w.e.f. 9-12-2016 vide Ministry of Shipping Notification No.PR-12012/1/2014-PE.I published in the Gazette of India under G.S.R. 1126(E) dated 9-12-2016

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3 (b)	Dy. Chief Medical Officer (Specialist)	1	Class-I	¹ [24900-50500 (pre-revised 13000-350-18250)]	Selection	42	(i) ¹ [MBBS degree from a recognized University. (ii) A Post Graduate (PG) Medical Degree or PG Medical Diploma in the specified specialty from a recognized University. (iii) Post qualification experience of 7 years in case of PG degree holders and 9 years experience in case of PG diploma holders in the relevant field of specialization in a reputed hospital.]	(a) No (b) Yes (c) ¹ [Yes]	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment.	Promotion from Senior Medical Officer (Specialist) in the scale of pay of ¹ [Rs.20600-46500 (pre-revised Rs.10750-16750)] with 4 years regular service in the grade failing which Senior Medical Officer (General duty) with post graduate qualification in the relevant field and 4 years regular service in the grade. Absorption/ deputation will be of officers holding analogous posts or holding the post of Senior Medical Officer (Specialist) in the scale of pay of ¹ [Rs.20600-46500 (pre-revised Rs.10750-16750)] with 4 years regular service in the grade in a Major Port Trust.	[²]

¹ Substituted w.e.f. 9-12-2016 vide Ministry of Shipping Notification No.PR-12012/1/2014-PE.I published in the Gazette of India under G.S.R. 1126(E) dated 9-12-2016

² Deleted w.e.f. 9-12-2016 vide Ministry of Shipping Notification No.PR-12012/1/2014-PE.I published in the Gazette of India under G.S.R. 1126(E) dated 9-12-2016

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
4	Sr. Dy. Chief Medical Officer	2	Class-I	¹ [32900-58000 (pre-revised 16000-400-20800)]	Selection	45	(i) ¹ [MBBS degree from a recognized University. (ii) A Post Graduate (PG) Medical Degree or PG Medical Diploma in the specified specialty from a recognized University. (iii) Post qualification experience of 10 years in case of PG Degree holders and 12 years experience in case of PG Diploma holders in the relevant field of specialization in a reputed hospital.]	(a) No (b) Yes (c) No	N.A.	By absorption through Composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment.	For absorption through composite method, officers holding analogous posts or holding the post of Dy. Chief Medical Officer (Specialist) and equivalent specialist posts in medical department in the scale of pay of ¹ [Rs.24900-50500 (pre-revised Rs.13000-18250)] with 3 years regular service in the grade in a Major Port Trust or Dy. Chief Medical Officer (Specialist) and equivalent specialist posts in medical department with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of ¹ [Rs.20600-46500 (pre-revised Rs.10750-16750)] and ¹ [Rs.24900-50500 (pre-revised Rs.13000-18250)] in specialist cadre of medical department in a Major Port Trust will be eligible. For deputation, officer holding analogous posts or holding posts of Dy. Chief Medical Officer (Specialist) and equivalent specialist posts in the scale of pay of ¹ [Rs.24900-50500 (pre-revised Rs.13000-18250)] in medical department in a Govt./Semi-Govt./ PSUs or Autonomous Bodies with 3 years regular service in the grade will be eligible. The selection is by merit for which the benchmark in over all grading in the ACRs will not be below "very good".	

¹ Substituted w.e.f. 9-12-2016 vide Ministry of Shipping Notification No.PR-12012/1/2014-PE.I published in the Gazette of India under G.S.R. 1126(E) dated 9-12-2016

Sl. No.	Name of Post	No. of Posts	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation, (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
5	[Chief Medical Officer] ²	1	Class-I	² [100000 – 260000 Note: The pay scale shall be upgraded to the scale of pay of Rs.120 000 – 28000 0/- after completion of three years regular service with the approval of the Central Government.]	Selection	50	(i) ¹ [MBBS degree from a recognized University. (ii) A Post Graduate (PG) Medical Degree or PG Medical Diploma in the specified specialty from a recognized University. (iii) Post qualification experience of 13 years in case of PG Degree holders and 15 years experience in case of PG Diploma holders in the relevant field of specialization in a reputed hospital]	(a) No (b) Yes (c) No	N.A.	By absorption through composite method failing which by deputation and failing both by direct recruitment	² [Absorption through composite method: (i) Officers holding posts in the scale of pay of Rs.80000 – 220000/- with three years regular service in the grade in the Medical Department of a Major Port Trust shall be eligible. Deputation: (ii) Officers holding the post of Chief Medical Officer and equivalent posts in the Medical Department in the scale of pay of Rs.100000 – 260000/- with two years regular service in the grade or officers holding posts of Senior Deputy Chief Medical Officer and equivalent specialist posts in the scale of pay of Rs.80000 – 220000/- and above in the Medical Department with five years regular service in the grade in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Trusts) shall be eligible. The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports shall not be below "Very Good".]	

¹ Substituted w.e.f. 9-12-2016 vide Ministry of Shipping Notification No.PR-12012/1/2014-PE.I published in the Gazette of India under G.S.R. 1126(E) dated 9-12-2016

² Substituted w.e.f. 30.07.2021 vide Ministry of Shipping Notification No. G.S.R. 519(E) published in the Gazette of India under G.S.R. 420 dated 30-07-2021

CLASS II POSTS

GENERAL ADMINISTRATION DEPARTMENT

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in yrs)	Educational and other Qualifications prescribed for direct recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion/absorption/deputation	Period of probation (in yrs.)	Method of recruitment (whether by direct recruitment or by promotion /absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
1	Assistant Secretary Junior	Class II	16400-40500	Selection	35	Degree with 3 years experience in a supervisory capacity	(a) No. (b) No (c) As per Colmn. No.11	2 years	By promotion failing which by Direct Recruitment	Promotion from Dy Chief Accountant (Jr)/Manager in the scale of pay of Rs. 23600-56300 with 2 years regular service in the grade.
2	Private Secretary to Deputy Chairman/P A to Heads of Depts.	Class II	16400-40500	Selection	NA	NA	NA	2 years	By promotion	Promotion from Steno (Selection Grade) in the scale of pay of Rs. 23600-56300 with 2 years regular service in the grade.
3	Research Officer	Class II	16400-40500	Selection	35	Degree in Economics or Statistics or Mathematics from a recognized University/Institution Desirable: 3 years Experience in Statistical Research Work/ Economic Investigation	NA	2 years	By direct recruitment	NA
4	Law officer GR.II	Class-II	16400-40500	Selection	35	<u>Essential:</u> (i) A Degree in Law from a recognized university. <u>Desirable:</u> (i) Two years supervisory experience in a Legal Establishment of an Industrial / Commercial/ Govt. Undertaking	(a) No (b) Yes (c) As per Colmn. No.11	2 years	By promotion failing which by Direct Recruitment	Promotion from Legal Assistant in the scale of pay of Rs.23600-56300 with 2 years regular service in the grade.

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in yrs)	Educational and other Qualifications prescribed for direct recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion/absorption/deputation	Period of probation (in yrs.)	Method of recruitment (whether by direct recruitment or by promotion/absorption/deputation)	In case of promotion/absorption/deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
5	Programmer	Class II	16400-40500	Selection	35	(i) Degree in Computer Engineering/Computer Science from a Recognized University/Institution. Or Degree in any discipline with P.G Diploma in computer Applications / Computer Science /IT from a recognized University/Institution. Or Degree in Engineering with P.G. Diploma in Computer applications/Computer Science/IT from a recognized University/Institution. (ii) Two years Post qualification experience in programming and Software development in an EDP Department having Client/Server Technology and Networking.	(a) No. (b) No. However, PGDCA from a recognized Institute is essential. (c) As per Column. No.11	2 years	By promotion failing which by Direct Recruitment	Promotion from Sr. O.C.I.O.A in the scale of pay of Rs. 21000-53500 with 3 years regular service in the grade, failing which from Sr. O.C.I.O.A with 2 years regular service and having a combined regular service of 5 years in Sr. O.C.I.O.A and O.C.I.O.A/ Accountant in the scale of pay of Rs. 19100-51100 having experience in ERP environment in ministerial cadre.
6	Chief Cashier	Class-II	16400-40500	Selection	35	Degree with 3 years experience in a supervisory capacity	(a) No. (b) No (c) As per Colmn.No.11	2 years	By promotion failing which by Direct Recruitment	Promotion from Cashier in the scale of pay of Rs.23600-56300 with 2 years regular service in the grade.
7	Deputy Chief Accountant Sr.II	Class II	16400-40500	Selection	35	Degree with 3 years experience in a supervisory capacity	(a) No. (b) No (c) As per Colmn. No.11	2 years	By promotion failing which by Direct Recruitment	Promotion from Dy Chief Accountant (Jr) /Manager in the scale of pay of Rs. 23600-56300 with 2years regular service in the grade.
8	Senior Cost Analyst	Class II	16400-40500	Selection	35	Graduate Associate Membership of Cost and Works Accounts of India or Associate membership of Institute of Chartered Accountants of India with 3 Years experience in a managerial capacity in a Govt. /Public Sector Undertaking /Major Port/Reputed Firm	(a) No. (b) Yes. (c) As per Colmn.No.11	2 years	By promotion failing which by Direct Recruitment	Promotion from Cost Analyst/ Manager/ Dy.Chief Accountant (Jr). in the scale of pay of Rs. 23600-56300 with 2 years regular service in the grade.

TRAFFIC DEPARTMENT

Sl. No.	Name of Post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of Recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
9	Wharf Superintendent	Class-II	16400-40500	Selection	35	Degree with 5 years experience in a supervisory capacity	(a) No. (b) No (c) As per Column No. 11	2 years	By promotion failing which by Direct Recruitment	Promotion from Deputy Wharf Superintendents in the scale of pay of Rs. 23600-56300 with 2years regular service in the grade.
10	Assistant Administrative Officer	Class-II	16400 - 40500	Non Selection	35	Graduate or equivalent with 3 years service in handling labour problems in an executive capacity in any Industrial Undertakings. Experience in similar capacity in Port Trusts/DLD.	(a) No (b) Yes.However, in the case of incumbents who had entered into service before 01.01.1983, graduation will not apply. (c) As per Colmn. No.11	2 years	By promotion failing which by Direct Recruitment	Section Officers excluding Section Officer (Cash) with 2years experience in the grade
11	Asst. Labour Officer	Class II	16400-40500	Non Selection	35	Essential :- Graduate or equivalent with DSS/Degree in Law with Labour Law as an elective subject. Experience for a min. of 3 yrs. in similar capacity in any large industrial undertaking/ DLB/Port.	(a) No (b) Yes (c) As per Colmn. No.11	2 years	By promotion failing which by Direct Recruitment	Promotion from Sr. Labour Inspector with 2 yrs. experience in the grade.

MARINE DEPARTMENT

Sl. No.	Name of Post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of Recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
12	Senior Marine Surveyor	Class II	16400-40500	Selection	35	Diploma in Civil Engineering with 5 years experience in Marine Survey	(a) No. (b) Yes (c) As per Colmn. No.11	2 years	By promotion failing which by Direct Recruitment	Promotion from Sounding Foreman in the scale of pay of Rs. 23600-56300 with 2 years regular service in the grade.

CIVIL ENGINEERING DEPARTMENT

Sl. No.	Name of Post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of Recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
13	Assistant Engineer (Civil)	Class II	16400-40500	Selection	35	Degree in Civil Engineering from a recognized university/ AMIE	(a) No. (b) No. (c) As per column.No.11	2 years	By promotion failing which by Direct Recruitment	Promotion from Jr.Engineer Gr.I in the Scale of Pay of Rs. 23600-56300 with 2 years regular service in the grade failing which from Jr.Engineer Gr.I with 1 year regular service in the grade and having a combined regular service of 3 years in Jr. Engineer Gr.I and Jr.Engineer in the scale of pay of Rs. 21000-53500

MECHANICAL ENGINEERING DEPARTMENT

Sl. No.	Name of Post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of Recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
14	Assistant Engineer (Electrical)	Class-II	16400-40500	Selection	35	1. Degree/AMIE in Electrical & Electronics Engineering from a recognized university/Institution	(a) No. (b) No (c) As per Colmn. No.11	2 years	By promotion failing which by Direct Recruitment	Promotion from Junior Engineer (Electrical) in the scale of pay of Rs. 21000 -53500 with 3 years regular service in the grade.
15	Assistant Engineer (Electronics)	Class-II	16400-40500	Selection	35	1. Degree/AMIE in Electronics/Electronics & Communication Engineering from a recognized university/ Institution	(a) No (b) No (c) As per Colmn. No.11	2 years	By promotion failing which by Direct Recruitment	Promotion from Jr. Engineer (Electronics) in the scale of pay of Rs. 21000- 53500 with 3 years regular service in the grade.
16	Assistant Engineer (M)	Class II	16400-40500	Selection	35	1. Degree/AMIE in Mechanical Engg from a recognized University/ Institution	(a) No (b) No (c) As per Colmn. No.11	2 years	By promotion failing which by Direct Recruitment	Promotion from Jr.Engineer Gr.I in the Scale of Pay of Rs. 23600-56300 with 2years regular service in the grade failing which from Jr.Engineer Gr.I with 1 year regular service in the grade and having a combined regular service of 3 years in Jr. Engineer Gr.I and Jr.Engineer in the scale of pay of Rs. 21000-53500,

CLASS III & IV POSTS

GENERAL ADMINISTRATION DEPARTMENT

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
1	Deputy Chief Accountant (Jr./ Manager (see the Footnote A ¹)	Class-III	23600-56300	Selection	N.A	N.A	N.A	N.A.	By Promotion	80% from among Sr. Accountant/ Sr. O.C.I.O.A in the scale of Rs.21000-53500 with 3 years regular service in the grade and 20% from among Graduates in the grade of Sr. Accountant / Sr. O.C.I.O.A failing which from Accountant based on seniority among candidates declared qualified in the written qualifying examination
2	Senior Accountant	Class-III	21000-53500	Non Selection	N.A	N.A	N.A	N.A.	By Promotion	By promotion from Accountant in the scale of Rs 19100-51100 with 3 years regular service in the grade.
3	Accountant	Class-III	19100-51100	Non Selection	N.A	N.A	N.A	N.A.	By Promotion	By promotion from Upper Division Clerk in the scale of Rs 17700-44600 with 3 years regular service in the grade.
4	Upper Division Clerk	Class-III	17700-44600	Non Selection	N.A	² [University Degree in any subject from a recognized university and Certificate Course or above in Computer Application recognized by Govt. with proficiency in MS Office]	² [Age: No Qlfn: Yes Exp: As per Column 11]	N.A.	By Promotion	By promotion from Lower Division Clerks in the scale of Rs 16300-38200 with 3 years regular service in the grade.
5	Lower Division Clerk (see the Footnote B ³)	Class-III	16300-38200	Selection	35	University Degree in any subject from a recognized university and Certificate Course or above in Computer Application recognized by Govt. with proficiency in MS Office.	Age: No Qlfn: Yes (See Footnote B ³) Exp: N.A	2 years	80 % by Direct Recruitment. 20% by Promotion	From Cl. III employees holding scale of pay below LDC scale and Cl. IV employees through a written competitive examination

¹ Foot Note A:

- (i) In the 1st & 2nd year of the date of implementation, in partial modification to column 11, 10% of the vacancy in Manager cadre will be filled up from graduates in Sr Accountant cadre only through a Written qualifying examination
- (ii) Minimum marks for being declared successful in the exam is 60%
- (iii) The inter-se seniority between the incumbents in the Sr. Accountant and Sr O.C.I.O.A cadres will be determined as per the date of entry to their respective posts.

² Substituted w.e.f 29-10-2019 as published in the Kerala Gazette No. 43 dated 29-10-2019

³ Foot Note B: *[Educational qualification prescribed at Column 7 will not be applicable to Class-IV employees eligible for promotion as Lower Division Clerk in the 20% quota available as on 26.03.1994. Dependents of employees who died in harness, invalidated etc. who have registered for employment as on 26.03.1994 are also exempted from the educational qualification prescribed at Column 7. However these candidates should have the minimum educational qualification of 10th Std passed.]

* Substituted w.e.f 29-10-2019 as published in the Kerala Gazette No. 43 dated 29-10-2019

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
6	Sr. Office Attendant	Class-III	Rs. 15600-36800	Non Selection	N.A	N.A	N.A	N.A	By Promotion	By promotion from Office Attendant Gr-I in the scale of Rs.14400-32300 with 2 years regular service in the grade.
7	Office Attendant Gr-I	Class-III	14400-32300	Non Selection	N.A	N.A	N.A	2 years	By Promotion	By promotion from Office Attendant Gr-II. in the scale of Rs 14100-31600 with 2 years regular service in the grade.
8	Office Attendant Gr-II	Class-IV	14100-31600	Selection	35	10 th Std Pass. Desirable: Two Wheeler driving license	(a) Age : No (b) Qlfn: Yes (c) Experience: As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	By promotion from Office Attendant Gr.III in the scale of Rs 13500-27400 with 2 years regular service in the grade.
9	Office Attendant Gr-III	Class-IV	13500-27400	Selection	35	10 th Std Pass Desirable: Two Wheeler driving license	N.A	2 years	Direct Recruitment	N.A
10	Sports Inspector	Class-III	23600-56300	Selection	35	1. Degree of a recognized university 2. Diploma in Sports / Certificate in Coaching. Proficiency in Sports & Games and good experience in coaching and organizing sports meet etc.	(a) Age: No (b) Qlfn: Yes (c) Exp: Yes	2 years for Direct Recruitment	By Deputation from within the port failing which by Direct Recruitment.	By deputation from Accountants in the scale of pay of Rs 19100-51100 and U.D.Clerks in the scale of pay of Rs 17700-44600.
11	Welfare Inspector (see the Footnote ¹)	Class-III	21000-53500	Selection	35	1. Degree of a recognized university. 2. Masters Degree in Social Works (MSW)	(a) Age: No (b) Qlfn: Yes (c) Exp: No	2 years	By Promotion, failing which by Direct Recruitment.	By promotion from any grade of employees of the Port with requisite qualification.
12	Land Inspector	Class-III	21000-53500	Selection	35	Diploma in Civil Engineering of a recognized Institute with a certificate in Land Survey from GOVT recognized institutions.	(a) Age: No (b) Qlfn: Yes (c) Exp: No	2 years for Direct Recruitment	By Deputation from within the Port failing which by Direct Recruitment.	From qualified employees in the Engg. Dept of the Port.
13	Statistical Assistant	Class-III	19100-51100	Selection	35	Degree of a recognized university in Maths, Science, or Commerce with statistics as one of the subjects. Desirable: 2 yrs. experience in the compilation, analysis and presentation of Port Statistics.	(a) Age: No (b) Qlfn: Yes (c) Exp: No	2 years for Direct Recruitment	By Deputation from within the Port failing which by Direct Recruitment.	By deputation from among Upper Division Clerk in the scale of pay of Rs 17700-44600 failing which from among Lower Division Clerk in the sale of pay of Rs 16300-38200
14	Sergeant	Class-III	23600-56300	Selection	35	10 th Std pass with experience in Police or other Security Dept. at least for 5 years.	Age: No Qlfn: Yes Exp: Yes	2 years for Direct Recruitment	By Promotion, failing which by Deputation or Direct Recruitment.	² [By promotion from Chargeman Gr. III in the scale of pay of Rs 15600-36800 with not less than 5 years regular service in the grade. In case of deputation, from the grade of Sub-Inspector in the State Police/CISF]

¹ Foot Note:- In case of promotion, the Employee will be allowed to hold his lien in the previous post only so long as his probation has not been completed satisfactorily in the post of Welfare Inspector once his/ her probation period is completed satisfactorily he/she will not have any lien in his/her parent cadre.

² Substituted w.e.f 23-10-2018 as published in the Kerala Gazette No. 42 dated 23-10-2018

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
15	Chargeman Gr.III	Class-III	15600-36800	Selection	35	10 th Std pass with not less than 5 years experience in Police Dept or other Security Dept.	N.A	2 years	By direct recruitment	N.A
16	Telephone Operator	Class-III	17700-44600	Selection	N.A	N.A	N.A	N.A	By deputation from within the port	From among L.D.Clerks in the pay scale of Rs 16300-38200
17	Vigilance Inspector	Class-III	23600-56300	Selection	35	1) Degree of a recognized university. 2) Experience in State Police/ CISF as Sub-Inspector for a period not less than 3 years or experience in vigilance work in any Major Port /Govt.Dept or industrial undertaking for a period not less than 3 years.	(a) Age : No (b) Qlfn: Yes (c) Experience: As per column 11	2 years for Direct Recruitment	By Promotion, failing which by deputation failing both by direct recruitment.	By promotion from the grade of Accountant in the scale of pay of Rs.19100-51100 and above with three years regular service. In case of deputation, from the cadre of S.I in the State Police/ CISF
18	Sr. Hindi Translator	Class-III	23600-56300	Non Selection	N.A.	N.A.	N.A.	N.A	By Promotion	From among Hindi Translator in the scale of pay of Rs. 21000-53500 with 3 years' regular service in the grade.
19	Hindi Translator	Class-III	21000-53500	Selection	35	1) Masters degree in Hindi with English as subject at the Degree level or Masters degree in English with Hindi as subject at the Degree level. 2) Two years experience in Govt./Public Sector Organizations in translation from English to Hindi and vice versa <u>Desirable:</u> 1) Post Graduate Diploma in Translation. 2) Knowledge of the Official Language Act and rules framed there under 3) Knowledge of Malayalam	N.A	2 years	By Direct Recruitment	N.A
20	Guest House Attender	Class-III	14900-34600	Selection	35	1) 10 th Std Pass 2) Experience of not less than 5 years as cook in a hospital or large scale catering establishment <u>Desirable</u> Ability to speak Hindi	(a) Age : No (b) Qlfn: Yes (c) Experience: As per column 11	2 years	By Promotion failing which by Direct Recruitment	From among cook-cum-Bearer on the scale of Rs 14400-32300 with 2 years' regular service in the grade.

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
21	Cook cum- Bearer	Class-IV	14400-32300	Selection	35	1) 10 th Std Pass 2) Experience of not less than 3 years as cook in a hospital or large scale catering establishment <u>Desirable</u> Ability to speak Hindi	N.A	2 years	By Direct Recruitment	N.A
22	Cook	Class-IV	14400-32300	Selection	35	1) 10 th Std Pass . 2) Experience of not less than 3 years as cook in a hospital or large scale catering establishment <u>Desirable</u> Ability to speak Hindi	N.A	2 years	By Direct Recruitment	N.A
23	Steno (Selection Grade)	Class-III	23600-56300	Selection	N.A	N.A.	N.A.	N.A.	By Promotion	Promotion from Steno Gr.I in the scale of pay of Rs 21000-53500 with 2 years' regular service in the grade failing which from Steno Gr.I with 1 year regular service in the grade and having a combined regular service of 5 years in the grade of Steno Gr.I and Steno Gr.II in the scale of pay of Rs 17700-44600
24	Steno Gr.I	Class-III	21000-53500	Non Selection	N.A	N.A.	N.A.	N.A.	By Promotion	Promotion from Steno Gr.II in the scale of pay of Rs 17700-44600 with 2 years' regular service in the grade.
25	Steno Gr.II	Class-III	17700-44600	Selection	35	Degree of a University, Typewriting English (H), Shorthand (L)	(a) Age: No (b) Qlfn: Yes (c) Exp: N.A	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	Promotion by selection from L.D.Clerks in the scale of pay of Rs 16300 - 38200 who opt for the cadre of Stenographers, failing which by direct recruitment.
26	Legal Assistant	Class-III	23600-56300	Selection	35.	<u>Essential:</u> A Graduate in Law. <u>Desirable:</u> 1) Experience at the bar for a period not less than 3 years. 2) 3 years experience in dealing with cases involving legal documents such as scrutiny of agreements, contracts and other such items of work.	(a) Age: No (b) Qlfn: Yes (c) Exp: As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	Promotion by selection from Sr. Accountant / Accountant possessing the requisite educational qualifications as at Col.No.7
27	Staff Car Driver Gr.I	Class-III	19100-51100	Non Selection	NA	NA	NA	NA	By Promotion	Promotion from Staff Car Driver Gr.II in the scale of pay of Rs 17700-44600 with 2 years' regular service in the grade.

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
28	Staff Car Driver Gr.II	Class-III	17700-44600	Non Selection	NA	NA	NA	NA	By Promotion	Promotion from Staff Car Driver Gr.III in the scale of pay of Rs 16300-38200 with 2 years' regular service in the grade.
29	Staff Car Driver Gr.III	Class-III	16300-38200	Selection	35	1) 10 th Std Pass 2) Light Vehicle Driving License. 3) Three year experience in driving a car.	(a) Age: No (b) Qlfn: Yes (c) Exp: As per column 11	2 years	By Promotion failing which by Direct Recruitment	From Class-IV employees with requisite qualifications as at Col.No.7
30	Divisional Store Keeper /Store Keeper (See Footnote A ¹)	Class-III	23600-56300	Selection	N.A	N.A	N.A	N.A	By Deputation from within the Port	By deputation from Sr. Accountants / Asst. Store Keeper /Accountants /Kardex Supervisor in the outdoor establishment with 3 years regular service in store keeping and /or store accounting in the order of seniority.
31	Asst.Store Keeper	Class-III	19100-51100	Selection	N.A	N.A	N.A	N.A	By Deputation from within the Port	By deputation from Sub-Store Keeper / U.D.C. in the scale of pay of Rs 17700-44600 with 3 years regular service in stores in the order or overall seniority .
32	Kardex Supervisor	Class-III	19100-51100	Selection	35	1) Graduation in any subject from a recognized university 2) Diploma in any branch of management science covering inventory control. 3) Three years experience in Stores	(a) Age: No (b) Qlfn: Yes (c) Exp: No	2 years for Direct Recruitment	By Deputation from within the Port failing which Direct Recruitment	By deputation from U.D.C. / Sub Store Keeper in the scale of pay of Rs 17700-44600
33	Sub- Store Keeper	Class-III	17700-44600	Selection	N.A	N.A	N.A	N.A	By Deputation from within the Port	By deputation from L.D. Clerks in the scale of pay of Rs 16300 -38200
34	Cashier	Class-III	23600-56300	Selection	N.A	N.A	N.A	N.A	By Promotion	By promotion from Deputy Cashier in the scale of Rs 21000-53500 with 2 years regular service in the grade.
35	Dy. Cashier	Class-III	21000-53500	Non Selection	N.A	N.A	N.A	N.A	By Promotion	By promotion from Asst. Cashier in the scale of Rs 19100-51100 with 2 years regular service in the grade.
36	Asst. Cashier	Class-III	19100-51100	Selection	N.A	N.A	N.A	N.A	By Promotion	By promotion from U.D.C. in the scale of pay of Rs 17700-44600

¹ Footnote A: If none in the feeder category belonging to out-door establishment available, Senior Accountants / Accountants from the office establishment with the requisite experience in Store will be considered for the post of Store Keeper

FINANCE DEPARTMENT

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
37	COST ANALYST	Class-III	23600-56300	Selection	35	1)Graduate . 2) Should have passed the Intermediate Examination of the Institute of Cost Accountants of India. 3) Experience – Two Years in ERP environment	N.A	2 Years	Direct Recruitment	N.A
38	Sr O.C.I.O.A (see the Footnote ¹)	Class-III	21000-53500	Non selection	N.A	N.A	N.A	N A	By Promotion	By Promotion from the post of O.C.I.O.A in the scale of Rs.19100-51100 with 2 years regular service in the grade OR From Accountant in the scale of Rs. 19100-51100 with Post Graduate Diploma in Computer Application with 3 years regular service and having experience of 2 years in the ERP environment.
39	O.C.I.O.A	Class-III	19100-51100	Selection	N.A	N.A	N.A	N.A	By Promotion	Promotion by selection from LDC / UDC or Shed Clerk / Shed writer who are having Graduation in Computer Science / Application subject to passing the aptitude test OR Any other graduation with Post Graduate Diploma in Computer Application

¹ Footnote: The inter-se seniority of the incumbents in the O.C.I.O.A & Accountant cadres will be determined as per the date of entry to their respective posts

TRAFFIC DEPARTMENT

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
40	Dy.Wharf Supdt.	Class-III	23600-56300	Selection	NA	NA	NA	NA	By Promotion	By Promotion from Asst.Wharf Supdt.in the scale of Rs.21000-53300 with 2 years' regular service in the grade.
41	Asst.Wharf Supdt.	Class-III	21000-53300	Non Selection	NA	NA	NA	NA	By Promotion	By Promotion from Shed Foreman in the scale of Rs.19100-51100 with 2 years' regular service in the grade.
42	Shed Foreman	Class-III	19100-51100	Non Selection	NA	NA	NA	NA	By Promotion	By Promotion from Tally Supervisor in the scale of Rs.19100-51100 with 2 years' regular service in the grade..
43	Tally Supervisor	Class-III	19100-51100	Non Selection	NA	NA	NA	NA	By Promotion	By Promotion from Shed Writer in the scale of Rs. 17700-44600 with 2 years' regular service in the grade.
44	Shed Writer	Class-III	17700-44600	Non Selection	NA	NA	NA	NA	By Promotion	By Promotion from Shed Clerk in the scale of Rs. 16300-38200 with 3 years' regular service in the grade.
45	Shed Clerk (See Footnote ¹)	Class-III	16300-38200	By Selection	35	Graduation in any discipline from a recognized university	NA	2 Years	By Direct Recruitment	NA.
46	Chargeman	Class-III	17700-44600	Non Selection	NA	NA	NA	NA	By Promotion	By promotion from among the Head Maistry in the scale of Rs. 15600-36800 with 2 years regular service in the grade.
47	Head Maistry	Class-III	15600-36800	Non Selection	NA	NA	NA	NA	By Promotion	By promotion from among the Maistry in the scale of Rs.14400-32300 with 2 years regular service in the grade.
48	Maistry	Class-IV	14400-32300	Non Selection	NA	NA	NA	NA	By Promotion	By promotion from among the Lascar in the scale of Rs. 13500-27400 with three years regular service in the grade.
49	Lascar	Class-IV	13500-27400	Selection	35	10 th standard pass with Good Physique and Knowledge of cycling	NA	2 years	By Direct Recruitment	NA
50	Foreman (Porterage Executive Staff)	Class-III	19100-51100	Non Selection	NA	NA	NA	NA	By Promotion,	By Promotion from Asst.Foreman in the scale of Rs.19100-51100 with 2 years regular service in the grade..

¹ Footnote:-

- 1) Minimum educational qualification of graduation will not be applicable in the case of Class-IV employees in the rolls as on 26.09.98 and who are eligible for promotion as Shed Clerks in the 20% quota available and dependents of employees who died in harness, invalidation etc.who have registered for employment as on 26.09.98.
- 2) Dependents of those employees in service as on 26.9.98 and who died in harness/invalidated will also be exempted from the purview of change in qualification of graduation. However these dependents when employed would be required to acquire graduation before promotion to the next cadre. An undertaking to this effect should be obtained from them and this should be specifically mentioned in the appointment order.

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
51	Asst.Foreman (Porterage Executive Staff)	Class-III	19100-51100	Non selection	NA	NA	NA	NA	By Promotion,	By Promotion from Table Tally Supervisor in the scale of Rs.17700-44600 with 2 years regular service in the grade.
52	Table Tally Supervisor	Class-III	17700-44600	Non Selection	NA	NA	NA	NA	By Promotion	By Promotion from Table Clerk in the scale of Rs.17700-44600 with three years regular service in the grade
53	Table Clerk	Class-III	17700-44600	Selection	35	10 th standard pass	NA	2 years	By Direct Recruitment	NA
54	'A' Category Leader	Class-III	14900-34600	Non Selection	NA	Ability to control Mazdoors	NA	NA	By Promotion	By promotion from Mazdoors in the scale pay of Rs.14100-31600 with three years regular service in the grade.
55	'A' Category Mazdoor	Class-IV	14100-31600	Selection	35	10 th Standard Pass, Good Physique and ability to handle any type of cargo including head load.	NA	2 years	By Direct Recruitment with physical test	NA

DOCK LABOUR DIVISION - TRAFFIC DEPARTMENT

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
56	Section Officer	Class III	21000-53500	Non Selection	NA	NA	NA	NA	By Promotion seniority-cum-fitness with 2 years experience in the feeder category	By promotion from Asst. Section Officer in the scale of pay of Rs.19100-51100
57	Asst. Section Officer	Class III	19100-51100	Non Selection	NA	NA	NA	NA	By Promotion seniority-cum-fitness with 2 years experience in the feeder category	By promotion from Upper Division Clerk in the scale of pay of Rs.17700-44600
58	Upper Division Clerk	Class III	17700-44600	Non Selection	NA	NA	NA	NA	By Promotion seniority-cum-fitness with 2 years experience in the feeder category	By promotion from Lower Division Clerk
59	Sr.Labour Inspector (See Footnote ¹)	Class III	17700-44600	Non Selection	NA	NA	NA	NA	By Promotion from Junior Labour Inspectors having 2 years experience on basis of seniority-cum-fitness without insisting DSS or equivalent qualifications.	By promotion from Junior Labour Inspector
60	Supervisor (Non Technical)	Class III	16300-38200	Non Selection	NA	By Promotion	By promotion on the basis of seniority-cum-fitness	NA	By Promotion	By promotion from Gestetner Operator & Junior Clerk in the scale of pay of Rs.15600-36800
61	Gestetner Operator	Class III	15600-36800	Non Selection	NA	By Promotion	By promotion on the basis of seniority-cum-fitness	2 yrs.	By Promotion	By promotion from Attender, Binder-cum-record Attender in the scale of pay of Rs 14400-32300
62	Junior Clerk	Class III	15600-36800	Non Selection	NA	By Promotion	By promotion on the basis of seniority-cum-fitness having a minimum qualification of a pass VIII th standard	2 yrs	By Promotion	By promotion from Binder-cum-record Attender & Attenders in the scale of pay of Rs 14400-32300
63	Sweeper	Class IV	13500-27400	Selection	35	Good Physic and 2 years Experience in similar capacity.	NA	2 years	Direct Recruitment only	NA

¹ Footnote: For further promotion the candidates should possess Diploma in Social Service (DSS) or equivalent qualifications (approved by Res. No. 106 Agenda No. C-12 of Cochin Port Trust Board meeting No:4 of 2002-03 of 29/01/2003)

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
64	Attender (See Footnote ¹)	Class IV	14400-32300	Selection	NA	NA	a) Nil b) A minimum qualification of a pass in VIII STD	NA	By promotion from the feeder category subject to seniority-cum-fitness and having a minimum qualification of a pass in VIII STD	By promotion from Cleaners / Peons and Sweepers Attenders in the scale of pay of Rs.13500-27400
65	Drivers Grade II	Class III	17700-44600	Non selection	NA	NA	NA	NA	By Promotion on the basis of Seniority-cum-fitness from the feeder category	By promotion from Drivers Grade - III
66	Drivers Grade I	Class III	19100-51100	Non selection	NA	NA	NA	NA	By Promotion on the basis of Seniority-cum-fitness from the feeder category	By promotion from Drivers Grade - II Attenders in the scale of pay of Rs.17700 - 44600
67	Mazdoor	Class IV	14100-31600	Selection	35	Physical Fitness, capacity and experience for Hard Work Indian Nationals only	NA	2 years	Direct Recruitment only	NA
68	Signaler	Class IV	14100-31600	Selection	NA	NA	NA	NA	Transfer from the category of Mazdoor based on Seniority-cum-fitness and a pass in the trade test.	By promotion from Mazdoor in the scale of pay of Rs 14100-31600
69	Tindal	Class III	14900-34600	Non selection	NA	NA	NA	2 years	Promotion from the category of Mazdoor / Signalers based on Seniority-cum-fitness	By promotion from Mazdoors/ Signalers in the scale of pay of Rs 14100-31600
70	Winch Driver	Class III	14900-34600	Selection	NA	NA	NA	2 years	Promotion from the category of Mazdoor / Signalers based on Seniority-cum-fitness and a pass in the trade test	By promotion from Mazdoors / Signalers in the scale of pay of Rs 14100-31600

¹ Foot Note:- Res. No. 47 of meeting dt. 28/10/1986. While considering promotion to the post of Attender from the feeder categories within the Class IV employees who are in service prior to 11/06/1983, the Educational Qualification of a pass in VIII STD as fixed under the Recruitment Rules, may be relaxed

MEDICAL DEPARTMENT

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
71	Nursing Superintendent	Class III	23600-56300	Selection	35	1) BSc. Nursing recognized by Kerala Nursing Council/ Indian Nursing Council . 2) Valid registration with the Kerala Nurses and Midwives council. 3) Experience of not less than 3 years as Matron in a recognized Hospital.	(a) Age: NO (b) Educational Qualification: NO (c) Experience : As per column 11	2 years if Direct Recruitment	By Promotion, failing which by Direct Recruitment	By Promotion from Matrons in the scale of pay of Rs.23600-56300 with 3 years regular service in the grade.
72	Matron	Class III	23600-56300	Selection	N.A	N.A	N.A	N.A	By Promotion	From among Nursing Sisters in the scale of pay of Rs.19100-51100 with 2 years regular service in the grade
73	Nursing Sister	Class.III	19100-51100	Non Selection	N.A	N.A	N.A	N.A	By Promotion	From among Staff Nurses in the scale of pay of Rs.17700-44600 with 2 years regular service in the grade
74	Staff Nurse (see Footnote ¹)	Class III	17700-44600	Selection	35	1) GNM/B.Sc. Nursing recognized by KNC / INC. 2) Valid registration with the Kerala Nurses and Midwives council. 3) Experience of not less than 3 years as Staff Nurse in a recognized Hospital	N.A.	2 years	Direct Recruitment	N.A
75	Senior Midwife-cum- Health Visitor	Class III	17700-44600	Non Selection	N.A	N.A	N.A	N.A	By Promotion	From among Mid wife cum Health visitor in the scale of pay of Rs.17700-44600 with 3 years regular service in the grade.
76	Midwife cum Health Visitor (See Footnote ²)	Class III	17700-44600	Selection	35	1) Plus II pass 2) Govt. Certificate in Auxiliary Nurses and Mid Wives . 3) Valid registration with Nurses & Midwives council 4) Govt. Certificate in health visiting. 5) Practical experience of not less than 3 years.	N.A.	2 years	By Direct Recruitment	N.A
77	Store Keeper (Medical)	Class III	23600-56300	Selection	N.A	N.A	N.A	N.A	By promotion	From among Assistant Store Keeper (Medical) in the scale of pay of Rs. 19100 -51100 with 2 years regular service in the grade

¹ Foot Note: The dependents registered as on 9-8-07 will be considered for appointment based on Board Reso No 316 dated 27-2-1985

² Foot Note: The dependents registered as on 9-8-07 will be considered for appointment based on Board Reso No 316 dated 27-2-1985

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
78	Assistant Store Keeper (Medical)	Class III	19100-51100	Non Selection	N.A	N.A	N.A	N.A	By Promotion	From among Pharmacists Grade-I in the scale of pay of Rs.19100-51100 with 3 years regular service in the grade.
79	Pharmacist Grade-I	Class III	19100-51100	Non Selection	N.A	N.A	N.A	N.A	By Promotion	From among Pharmacist Gr-II in the scale of pay of Rs.17700-44600 with 2 years regular service in the grade
80	Pharmacist Grade-II (See Footnote ¹)	Class III	17700-44600	Selection	35	1) D.Pharm/ B.Pharm recognized by the Govt.. 2) Valid registration with Kerala State Pharmacy Council. 3) Experience of not less than 3 years.	N.A.	2 years	Direct Recruitment	N.A
81	Supervisor Radiography	Class III	19100-51100	Non Selection	N.A	N.A	N.A	N.A	By Promotion	From among Radiographer in the scale of pay of Rs.19100-51100 with 3 years regular service in the grade.
82	Radiographer	Class III	19100-51100	Non Selection	N.A	N.A	N.A	N.A	By Promotion	From among Jr. Radiographer in the scale of pay of Rs. 16300-38200 with 2 years regular service in the grade
83	Junior Radiographer (See Footnote ²)	Class III	16300-38200	Selection	35	1) Degree in Radiography recognized by Govt. / Institute approved by DME. 2) Experience of not less than 3 years as Radiographer in a recognized Radiological Centre / Hospital	N.A	2 years	By Direct Recruitment	N.A
84	Supervisor First Aid	Class III	19100-51100	Non Selection	N.A	N.A	N.A	N.A	By Promotion	From among General Supervisor-First Aid in the scale of pay of Rs. 17700-44600 with 2 years regular service in the grade
85	General Supervisor First Aid	Class III	17700-44600	Non Selection	N.A	N.A	N.A	N.A	By Promotion.	From among First Aid Leader in the scale of pay of Rs.15600-36800 with 2 years regular service in the grade
86	First Aid Leader	Class III	15600-36800	Non Selection	N.A	N.A	N.A	2 years	By Promotion	From among First Aider in the scale of pay of Rs.14400-32300 with 2 years regular service in the grade

¹ Foot Note: The dependents registered as on 9-8-07 will be considered for appointment based on Board Reso No 316 dated 27-2-1985

² Foot Note: The dependents registered as on 9-8-07 will be considered for appointment based on Board Reso No 316 dated 27-2-1985

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
87	First Aider	Class IV	14400-32300	Non Selection	N.A	N.A	(a) Age: NO (b) Educational Qualification: As per column No.11. (c) Experience : As per column No.11	N.A	By Promotion	From among Male Nursing orderlies in the scale of pay of Rs.14100-31600 with 2 years regular service in the grade and Possessing Certificate in First Aid issued by the St.John's Ambulance Association of India or served at least as a Nursing Assistant, in the Army or an equivalent rank in the Navy/Air force.
88	Supervisor Laboratory	Class III	19100-51100	Non Selection	N.A	N.A	N.A	N.A	By Promotion	From among Laboratory Technician in the scale of pay of Rs.17700-44600 with 2 years regular service in the grade
89	Laboratory Technician (see Footnote A ¹)	Class III	17700-44600	Selection	35	1) BSc (MLT) from Govt. recognized institution. 2) Experience of not less than 3 years in a Pathological or Public Health Laboratory / Hospital. <u>Desirable:</u> Conversant in working with electronic Lab Equipments.	N.A.	2 years	By Direct Recruitment	N.A
90	Laboratory Assistant (see Footnote A ²)	Class III	17700-44600	Selection	35	BSc(MLT) from recognized institutions Experience of not less than 2 years in a Pathological or Public Health Laboratory <u>Desirable:</u> Conversant with the working with electronic equipments.	N.A.	2 years for direct recruitment	By Direct Recruitment	N.A.
91	Head Cook (Medical)	Class III	15600-36800	Non Selection	N.A	N.A	N/A	2 years	By Promotion	From among Cook (Medical) in the scale of pay of Rs.14400-32300 with 2 years regular service in the grade.
92	Cook (Medical) (see Footnote 1 ³)	Class IV	14400-32300	Selection	35	1) 10th Standard 2) Experience of not less than 3 years as a Cook in a hospital or large scale catering establishment	N.A.	2 years	By Direct Recruitment	N.A
93	Head Dresser	Class III	15600-36800	Non Selection	N.A	N.A	N.A	2 years	By Promotion	From among Dresser in the scale of pay of Rs.14400-32300 with 2 years regular service in the grade

¹ Footnote: The dependents registered as on 9-8-07 will be considered for appointment based on Board Reso No 316 dated 27-2-1985

² Footnote: The dependents registered as on 9-8-07 will be considered for appointment based on Board Reso No 316 dated 27-2-1985

³ Footnote 1: The dependents registered as on 9-8-07 will be considered for appointment based on Board Reso No 316 dated 27-2-1985

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
94	Dresser	Class IV	14400-32300	Non selection	N.A	N.A	N.A	N.A	By Promotion.	From among Nursing Orderly in the scale of pay of Rs. 14100-31600 with 2 years regular service in the grade
95	Nursing Orderly	Class IV	14100-31600	Non selection	N.A	N.A	N.A	N.A	By Promotion	From among Ward Attendant in the scale of pay of Rs. 13500-27400 with 2 years regular service in the grade
96	Ward Attendant (see Footnote 1 ¹)	Class IV	13500-27400	selection	35	1) 10 th pass 2) ² Experience of not less than 3 years as Ward Attendant in a Hospital / Nursing Home.	N.A.	2 years	By Direct Recruitment	N.A
97	Record Assistant (Medical)	Class.III	15600-36800	Non selection	N.A	N.A	N.A	2 years	By Promotion	From among Reception Assistant in the scale of pay of Rs. 13500-27400 with 2 years regular service in the grade
98	Reception Assistant	Class IV	13500-27400	selection	35	1) Plus-II pass 2) 3 years experience in maintaining medical records.	N.A	2 years	By Direct Recruitment	N.A
99	Junior Store Keeper (Medical)	Class III	17700-44600	selection	N.A	N.A	N.A	N.A	By Deputation from within the Port	From among Lower Division Clerk in the scale of Rs.16300-38200.
100	Store Attender (Medical)	Class IV	14400-32300	Non selection	N.A	N.A	N.A	N.A	By Promotion	From among Lascar (Medical) in the scale of pay of Rs.14100-31600 with 2 years regular service in the grade
101	Lascar (Medical) ₃ [See Footnote 1 ³]	Class IV	14100-31600	selection	N.A	N.A	N.A	N.A	By Promotion	Promotion from among Sanitary Health Worker Grade-III /Gardeners/ Mazdoors of Port Trust who has the ability to read ,write & ride two wheeler & cycling

¹ Footnote 1: The dependents registered as on 9-8-07 will be considered for appointment based on Board Reso No 316 dated 27-2-1985

² In case of dependants of deceased Port employees, experience of 3 years can be relaxed to 1 year as per Board Reso. No. 272 dated 10-10-1973

³ Footnote 1: The dependents registered as on 9-8-07 will be considered for appointment based on Board Reso No 316 dated 27-2-1985

MARINE DEPARTMENT

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
102	II Mate (MES) (Please see Footnote ¹)	Class III	23600-56300	selection	N.A.	N.A.	N.A.	N.A.	By Promotion	² [1.Promotion from Navigating Master in the Scale of pay of Rs.21000-53500, failing which, promotion from any lower ranks in the grade of Chargeman Gr.I/Chargeman Gr II/ Serang/ Tindal/Tindal of Lascar / Winchman/ Lascar Gr I with a combined 5 years regular service and subject to pass Launch handling test. 2. Must have Certificate of Competency as Ist Class Inland Master's Certificate issued as per Harbour Craft Rules /I.V.Act 1917.]
103	Junior Master (HM) (Please see Footnote ¹)	Class III	23600-56300	Selection	35	1) Passed the 12 th std or equivalent. 2) ³ [Certificate of Competency as 1 st class Inland master's certificate issued as per Harbour Craft Rules / I.V Act 1917]	(a) No (b) ³ [No, but must have Certificate of Competency as 1st class Inland master's certificate issued as per Harbour Craft Rules / I.V Act 1917] (c) As per Col. No. 11	2 years	By Promotion failing which Direct Recruitment	² [1.Promotion from Navigating Master in the Scale of pay of Rs.21000-53500, failing which, promotion from any lower rank in the grade of Chargeman Gr.I/Chargeman Gr II/Serang/Tindal of Lascar/ Tindal/ Winchman/ Lascar Gr I with a combined 5 years regular service 2. Pass in Tug handling Test.]
104	Navigating Master (Please see Footnote ¹)	Class III	21000-53500	Selection	35	1) ³ [Passed 10 th Std or equivalent 2) Certificate of Competency as 1 st or 2 nd Class Inland Master's Certificate issued as per Harbour Craft Rules / I.V Act 1917.]	(a) ² [No (b) No, but must have Certificate of Competency as Ist or 2nd Class Inland Master's Certificate issued as per Harbour Craft Rules / I.V Act 1917 (c) As per Col. No. 11]	² [2 years for Direct Recruitment]	By Promotion failing which Direct Recruitment	² [Promotion from Chargeman Gr I/ Chargeman Gr II/ Serang, failing which promotion from any lower rank in the grade of Tindal/Tindal of Lascar/ Winchman/Lascar Gr I with a combined regular service of 5 years and subject to pass Launch handling test]

¹ Footnote: 1. The Seniority of deck side category will be common for those who have entered on or after 01.01.1998

2. For promotion in a particular division the following order shall be followed

- (i) Seniority of the person in that division who joined service before 01.01.1998
- (ii) Seniority of the person in the other division who joined service before 01.01.1998
- (iii) Seniority of the person in common seniority who joined on or after 01.01.1998

² Substituted w.e.f 02-07-2019 as published in the Kerala Gazette No. 27 dated 02-07-2019

³ Substituted w.e.f 27-12-2016 as published in the Kerala Gazette No. 51 dated 27-12-2016

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
105	Chargeman Gr.I (Mooring Section) (Please see Footnote ¹)	Class III	19100-51100	² [Selection]	N.A.	N.A.	N.A.	N.A.	By Promotion	² [Promotion from Chargeman Gr II/ Serang in the Scale of Pay of Rs.17700-44600 with 2 years combined regular service in the grade, failing which, by promotion from any lower rank in the grade of Tindal/Tindal of Lascar/ Winchman/ Lascar Gr I with a combined regular service of 5 years and having experience in Moorings and holding Certificate of Competency as Serang/Ind Class Master/Ist Class Master issued as per Harbour Craft Rules / I.V Act 1917.]
106	Chargeman Gr.II (Mooring Section) (Please see Footnote ¹)	Class III	17700-44600	Selection	N.A.	N.A.	N.A.	N.A.	By Promotion	1) ² [Promotion from Serang in the Scale of Pay of Rs.17700-44600, failing which, promotion from any lower rank in the grade of Tindal/Tindal of Lascar/ Winchman/Lascar GrI with a combined regular service of 3 years and holding Certificate of Competency as Serang/ Ind Class Master/Ist Class Master issued as per Harbour Craft Rules / I.V Act 1917 2) Experience in Moorings]

¹ Footnote: 1. The Seniority of deck side category will be common for those who have entered on or after 01.01.1998

2. For promotion in a particular division the following order shall be followed

- (i) Seniority of the person in that division who joined service before 01.01.1998
- (ii) Seniority of the person in the other division who joined service before 01.01.1998
- (iii) Seniority of the person in common seniority who joined on or after 01.01.1998

² Substituted w.e.f 02-07-2019 as published in the Kerala Gazette No. 27 dated 02-07-2019

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
107	Serang /Seacunny (Please see Footnote ¹)	Class III	17700-44600	Selection	N.A.	N.A.	N.A	N.A.	By Promotion	1) ² [By Promotion from Tindal of Lascar (ToL)/Tindal in the Scale of Pay of Rs.16300-38200, failing which promotion from Winchman or Lascar Gr I with 3 years combined regular service in the grade of Winchman/ Lascar Gr I and Lascar or Lascar with 5 years regular service in the grade. 2) Certificate of Competency as Serang / IInd Class Masters / Ist Class Masters issued as per Harbour Craft Rules / I.V Act 1917 is mandatory for promotion.]
108	Tindal (MES) (Please see Footnote ¹)	Class III	16300-38200	Non Selection	N.A	N.A	N.A	N.A	By Promotion	² [By promotion from Winchman in the Scale of pay of Rs.14900-34600 with 1 year regular service in the grade, failing which, promotion from those having a combined regular service of 2 years in the grade of Winchman and Lascar Gr I in the Scale of pay of Rs.14900-34600]
109	Tindal of Lascar(HM) (Please see Footnote ¹)	Class III	16300-38200	Non Selection	N.A.	N.A.	N.A.	N.A.	By Promotion	² [Promotion from Lascar Gr I in the scale of pay of Rs.14900-34600 on completion of two years probation period in the grade]
110	Winch man (Please see Footnote ¹)	Class III	14900-34600	Selection	N.A	N.A	N.A.	N.A.	By Promotion	1) ² [By Promotion from Lascar Gr I in the Scale of pay of Rs.14900-34600 on completion of 2 years probation period in the grade. 2) Pass in Trade Test]
111	Lascar Gr.I	Class III	14900-34600	Non Selection	N.A.	N.A.	N.A.	2 years	By Promotion	By Promotion from Lascar in the scale of pay of Rs.14100-31600 with 2 years regular service in the grade

¹ Footnote: 1. The Seniority of deck side category will be common for those who have entered on or after 01.01.1998
2. For promotion in a particular division the following order shall be followed
(i) Seniority of the person in that division who joined service before 01.01.1998
(ii) Seniority of the person in the other division who joined service before 01.01.1998
(iii) Seniority of the person in common seniority who joined on or after 01.01.1998

² Substituted w.e.f 02-07-2019 as published in the Kerala Gazette No. 27 dated 02-07-2019

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
112	Lascar (See Footnote ¹)	Class IV	14100-31600	Selection	35	1) 10 th Std Pass. 2) Pass Swimming Test 3) Essential: Pass pre-sea training for seaman /GP rating from a Govt. recognized Institution	(a) No (b) No (c) No	2 years	By Promotion failing which Direct Recruitment	By Promotion from Topaz/ Bunday in the scale of pay of Rs.14100-31600 with 3 years regular service in the grade
113	Topaz	Class IV	14100-31600	Selection	35	1) 10th Std Pass. 2) Pass Swimming Test	N.A	2 years	By Direct Recruitment	N.A
114	Bunday	Class IV	14100-31600	Selection	35	1) 10th Std Pass 2) Pass Swimming Test 3) Essential: 1 year experience in cooking of food.	N.A	2 years	By Direct Recruitment	N.A
115	General Foreman (Marine)	Class III	23600-56300	Selection	N.A.	N.A.	N.A.	N.A.	By Promotion	By Promotion from Deputy Marine Foreman in the scale of pay of Rs.21000-53500 with 2 years regular service in the grade
116	Deputy Marine Foreman	Class III	21000-53500	Non Selection	N.A.	N.A.	N.A	N.A	By Promotion	By Promotion Assistant Marine Foreman in the scale of pay of Rs.19100 - 51100 with 2 years regular service in the grade
117	Assistant Marine Foreman	Class III	19100-51100	Selection	35	1) ² [Should have worked as Petty Officer (Executive Branch) in the Indian Navy/Coast Guard or On Board Merchant Ships on the deck side for a period of 7 years 2) Passed 12 th Std. or equivalent. <i>Desirable:</i> Working knowledge of English/ Hindi/Malayalam]	N.A	2 years	Direct Recruitment	N.A
118	Mooring Foreman (Marine)	Class III	23600-56300	Selection	N.A.	1) ³ [10 th Std. pass 2) Certificate of Competency for diving issued by the Naval Training School 3) 5 years experience in diving upto a depth of 35 metres]	(a) ³ [No (b) No (c) As per Col. No.11]	³ [2 years]	³ [By Promotion failing which by Direct Recruitment]	By Promotion from Mooring Master in the scale of pay of Rs.21000-53500 with 2 years regular service in the grade

¹ Footnote: The seniority of Deck side category will be common for those employees who have entered on or after 1.1.1998

² Substituted w.e.f 02-07-2019 as published in the Kerala Gazette No. 27 dated 02-07-2019.

³ Substituted w.e.f 27-12-2016 as published in the Kerala Gazette No. 51 dated 27-12-2016.

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
119	Mooring Master (M.E.S)	Class III	21000-53500	Selection	35	1) 10 th Std pass. 2) Certificate of Competency for diving issued by the Naval Training School 3) ¹ [3 years experience in diving up to a depth of 35 Meters]	N.A	¹ [2 years]	By Direct Recruitment	N.A.
120	Store Attender	Class IV	14400-32300	Selection	35	1) 10 th Std Pass . 2) Passed ITI in Fitter Trade or equivalent 3) Pass Swimming test	N.A.	2 years	By Direct Recruitment	N.A.
121	Asst. Foreman (Electrical) ² [Marine]	Class III	³ [21000-53500]	Non Selection	N.A.	N.A.	N.A.	N.A.	By Promotion	By Promotion from the Post of Electrician HSK-I in the Scale of Pay of Rs. 19100-51100 with 2 years regular service in the grade failing which from Electrician HSK-I with 1 year regular service in the grade and having a combined regular service of 5 years in the post of Electrician HSK-I and Electrician HSK in the Scale of Pay of Rs 17700-44600
122	Electrician HSK-I ² [Marine]	Class III	19100-51100	Non Selection	N.A.	N.A	N.A.	N.A.	By Promotion	By Promotion from Electrician HSK in the scale of pay of Rs.17700-44600 with 2 years regular service in the grade
123	Electrician HSK	Class III	17700-44600	Non Selection	N.A.	N.A.	N.A.	N.A.	By Promotion	¹ [By Promotion from Electrician (Marine) /Electrical fitter in the scale of pay of Rs. 16300-38200 with 4 years regular service in the grade and subject to passing Trade Test.]
124	Electrician (Marine) / Electrical Fitter	Class III	16300-38200	Selection	35	1) 10 th Std Pass. 2) Passing ITI in Electrical or equivalent. 3) Pass Swimming test	(a) No (b) Yes (c) As per Col No 11	2 years	By Direct Recruitment	N.A

¹ Substituted w.e.f 27-12-2016 as published in the Kerala Gazette No. 51 dated 27-12-2016

² Inserted w.e.f 02-07-2019 as published in the Kerala Gazette No. 27 dated 02-07-2019.

³ Substituted w.e.f 02-07-2019 as published in the Kerala Gazette No. 27 dated 02-07-2019.

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
125	Jr. Engineer Gr. III ¹ [Marine]	Class III	23600-56300	Selection	N.A.	N.A.	N.A.	N.A.	By Promotion	² [1. By Promotion from 1 st Class Drivers in the Scale of pay of Rs. 19100-51100 with 2 years regular service in the grade, failing which 4 years combined regular service in the grade of 1st Class Driver and 11nd Class Driver and Engine Room Fitter or 11nd Class Driver with 4 years regular service in the same grade or Engine Room Fitter with 4 years regular service in the same grade. 2. Must have certificate of competency as 1st Class Engine Driver issued as per Harbour Craft Rules/I.V Act 1917.]
126	1st Class Driver (Please see Footnote ³)	Class III	19100-51100	Selection	35	1) 10th Std Pass 2) ⁴ [Certificate of Competency as 1st Class Engine Driver issued as per Harbour Craft Rules / I.V Act 1917] 3) Pass Swimming Test	(a) No (b) ⁴ [No (But must have Certificate of Competency as 1st Class Engine Driver issued as per Harbour Craft Rules / I.V Act 1917)] (c) As per Col. No. 11	² [2 years for Direct Recruitment]	By Promotion failing which Direct Recruitment	² [By Promotion from 2 nd Class Driver in the Scale of pay of Rs.17700-44600, failing which, any lower rank in the grade of Engine Room Fitter/Oilman with a combined regular service of 4 years.]
127	2nd Class Driver (Please see Footnote ³)	Class III	17700-44600	Selection	35	1) ² [10th Std Pass. 2) Certificate of Competency as 1st or 2nd Class Engine Driver issued as per Harbour Craft Rules / I.V Act 1917 3) Pass Swimming test]	(a) ² [No (b) No, But must have Certificate of Competency 1st or 2nd Class Engine Driver issued as per Harbour Craft Rules / I.V Act 1917 (c) As per Col 11]	² [2 years for Direct Recruitment]	By Promotion failing which Direct Recruitment	² [By Promotion from Engine Room Fitter in the Scale of pay of Rs.16300-38300 on completion of 2 years probation period in the grade, failing which from Oilman in the Scale of pay of Rs.14400-32300 with 4 years regular service in the grade]

¹ Inserted w.e.f 02-07-2019 as published in the Kerala Gazette No. 27 dated 02-07-2019.

² Substituted w.e.f 02-07-2019 as published in the Kerala Gazette No. 27 dated 02-07-2019.

³ Footnote: 1. The Seniority of deck side category will be common for those who have entered on or after 01.01.1998

2. For promotion in a particular division the following order shall be followed

- (i) Seniority of the person in that division who joined service before 01.01.1998
- (ii) Seniority of the person in the other division who joined service before 01.01.1998
- (iii) Seniority of the person in common seniority who joined on or after 01.01.1998

⁴ Substituted w.e.f 27-12-2016 as published in the Kerala Gazette No. 51 dated 27-12-2016

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/ Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
128	Engine Room Fitter (Marine)	Class III	16300-38300	Selection	35	1) 10th Std. Pass. 2) ¹ [Pass in swimming Test. 3) Pass in Trade Test by CoPT. <u>Desirable:</u> Holding COC as II nd Class Engine Driver issued as per Harbour Craft Rules / I.V Act 1917]	(a) No (b) ¹ [No] (c) As per Col No 11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from Oilman /Store Attender in the scale of pay of Rs.14400-32300 with 2 years regular service in the same grade subject to passing Trade test
129	Oil Man	Class IV	14400-32300	Selection	35	1) 10th Std Pass . 2) Pass Swimming test <u>Desirable:</u> Holding COC as II nd class Engine Driver as per ISV /MMD Act	N.A	2 years	By Direct Recruitment	N.A
130	Driver Mobile Crane (Floating)	Class III	17700-44600	Selection	35	1) Passed ITI electrician/ Fitter 2) Pass Swimming test	N.A.	2 years	By Direct Recruitment	N.A.
131	Junior Engineer Gr.I (Ele.Marine)	Class III	23600-56300	Selection	35	¹ [Diploma in Electrical Engineering with desirable practical experience in Floating crafts equipped with diesel and electrical machinery for a period of 3 years.]	(a) No (b) Yes (c) No	Nil	By Promotion failing which Direct Recruitment	Promotion from Junior Engineer (Cranes) in the scale of pay of Rs 21000-53500 with 2 years regular service in the grade
132	Junior Engineer (Cranes) ² [Marine]	Class III	21000-53500	Selection	35	1) Passed Diploma in Electrical Engineering 2) Pass in Swimming test	N.A.	2 years	By Direct Recruitment	N.A.
133	Fire Officer	Class III	23600-56300	Selection	N.A.	N.A.	N.A.	N.A.	By Promotion	Promotion from Safety Inspector in the scale of pay of Rs.21100-53500 with 2 years regular service in the grade
134	Safety Inspector	Class III	³ [21000-53500]	¹ [Selection]	¹ [35 years]	1) ¹ [10th Std Pass . 2) Successful completion of the Sub Officer Course from the National Fire Service College, Nagpur & Successful completion of the Station Officers & Instructors Course from the National Fire Service College, Nagpur]	(a) ¹ [No (b) No (c) As per Col. No: 11]	¹ [2 years]	¹ [By Promotion failing which by Direct Recruitment]	Promotion from Sub Officers in the scale of pay of Rs.17700-44600 with 2 years regular service in the grade

¹ Substituted w.e.f 27-12-2016 as published in the Kerala Gazette No. 51 dated 27-12-2016

² Inserted w.e.f 02-07-2019 as published in the Kerala Gazette No. 27 dated 02-07-2019.

³ Substituted w.e.f 02-07-2019 as published in the Kerala Gazette No. 27 dated 02-07-2019.

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
135	Sub Officer	Class III	17700-44600	Selection	35	1) 10th Std Pass . 2) Successful completion of the Sub Officer Course from the National Fire Service College, Nagpur 3) Pass in Swimming Test	(a) No (b) Yes (c) As per Col No. 11	2 years for Direct Recruitment	By Promotion failing which Direct Recruitment	Promotion from Sergeant (Fire Service) in the scale of pay of Rs.16300-38200 with 2 years experience in the same grade
136	Sergeant (Fire Service)	Class III	16300-38200	Non Selection	N.A.	N.A.	N.A.	-----	By Promotion	Promotion from Leading Fireman in the scale of pay of Rs16300-38200 with 3 years regular service in the same grade.
137	Leading Fireman	Class III	16300-38200	Non Selection	N.A.	N.A.	N.A.	2 years	By Promotion	Promotion from Fireman in the scale of pay of Rs.14400-32300 with 2 years regular service in the same grade
138	Fireman	Class IV	14400-32300	Selection	35	1) 10th Std Pass 2) ¹ [Successful completion of certificate course on Basic Fire Fighting Training (at least one month) from any Institutions approved by the Government 3) Pass in Swimming Test-50 mtrs, Rope climbing-5 mtrs & Running test-100mtrs carrying 70 kg weight within one minute (approximate weight of one man)] 4) Height & Weight as per norms of the paramilitary force	N.A.	2 years	By Direct Recruitment	N.A.
139	Driver Gr.I (Fire)	Class III	19100-51100	Non Selection	N.A.	N.A.	N.A.	N.A.	By Promotion	Promotion from Driver Gr. II (Fire) in the scale of pay of Rs.17700-44600 with 2 years regular service in the grade.
140	Driver Gr. II (Fire)	Class III	17700-44600	Non Selection	N.A.	N.A.	N.A.	N.A.	By Promotion	Promotion from Driver Gr.III (Fire) in the scale of pay of Rs16300-38200 with 2 years regular service in the same grade.

¹ Substituted w.e.f 27-12-2016 as published in the Kerala Gazette No. 51 dated 27-12-2016

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
141	Driver Gr.III (Fire)	Class III	16300-38200	Selection	¹ [35 years]	1) ¹ [10th Std Pass 2) Successful completion of certificate course on Basic Fire Fighting Training (at least one month) from any Institutions approved by the Government 3) Pass in Swimming Test-50 mtrs, Rope climbing-5 mtrs & Running test-100mtrs carrying 70 kg weight within one minute. (approximate weight of one man) 4) Height & Weight as per norms of the paramilitary force 5) Valid Heavy Duty Motor Driving License]	(a) ¹ [No (b) Yes (c) As per Col. No: 11]	¹ [2 years]	¹ [By Promotion failing which by Direct Recruitment]	¹ [Promotion from Fireman in the scale of pay of Rs.14400-32300 having 3 years regular service in the grade and Pass in Department Driving /Selection test]
142	Tindal (Survey)	Class III	16300-38200	Selection	35	1) 10th Std Pass. 2) Pass Swimming Test	N.A.	2 years for Direct Recruitment	By Promotion failing which Direct Recruitment	By Promotion from Leadsman in the scale of pay of Rs.14400-32300 with 2 years regular service in the grade
143	Leadsman	Class IV	14400-32300	Selection	35	1) 10th Std Pass. 2) Pass Swimming Test	N.A.	2 years	By Direct Recruitment	N.A.
144	Sounding Foreman	Class III	23600-56300	Selection	N.A	1) Diploma in Civil Engineering 2) Pass in Swimming Test 3) Preference will be given to persons having experience in Hydrographic Survey	N.A.	N.A.	By Promotion failing which Direct Recruitment	By Promotion from Junior Marine Surveyor in the scale of pay of Rs.21000-53500 with 2 years regular service in the same grade.
145	Junior Marine Surveyor	Class III	21000-53500	Selection	35	1) Diploma in Civil Engineering 2) Pass in Swimming Test 3) Preference will be given to persons having experience in Hydrographic Survey	N.A.	2 years	By Direct Recruitment	N.A.

¹ Substituted w.e.f 27-12-2016 as published in the Kerala Gazette No. 51 dated 27-12-2016

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
146	Telephone Operator ¹ [Marine]	Class III	17700-44600	Selection	35	1) 12th Std. or equivalent Pass 2) Must possess GMDSS Certificate issued by Ministry of Communication and Information Technology, GOI 3) Pass Diploma in Computer Application. 4) Must have fluency in speaking & writing English & Hindi 5) Preference will be given who have undergone ROC and ARPA, (DG approved) courses	N.A.	2 years	By Direct Recruitment	N.A.
147	Sr. VHF-Operator	Class III	23600-56300	Selection	N.A.	N.A.	N.A.	N.A.	By Promotion	By Promotion from VHF-Operator in the scale of pay of Rs.17700-44600 with 3 years regular service in the grade
148	Signaller cum VHF-Operator	Class III	17700-44600	Selection	35	1) 12th Std. or equivalent Pass 2) Must possess GMDSS Certificate issued by Ministry of Communication and Information Technology, GOI 3) Pass Diploma in Computer Application. 4) Must have fluency in speaking & writing English & Hindi 5) Preference will be given who have undergone ROC and ARPA, (DG approved) courses	N.A.	2 years	By Direct recruitment	N.A.

¹ Inserted w.e.f 02-07-2019 as published in the Kerala Gazette No. 27 dated 02-07-2019.

CIVIL ENGINEERING DEPARTMENT

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
149	Jr.Engineer Gr.I	Class III	23600-56300	Selection	N.A	N.A	N.A	N.A	By Promotion	By Promotion from Junior Engineers in the Scale of pay. of Rs 21000-53500 with 2 years regular service in the grade
150	Junior Engineer	Class III	21000-53500	Selection	35	Diploma in Civil Engineering from a recognized Institution with 3 years experience	(a) No (b) ¹ [No] (c) As per column.11	2 years for Direct Recruitment	By Promotion failing which by Direct Rrecruitment	By Promotion from Supervisor/ Sr.Draftsman Gr.II in the scale of pay of Rs19100-51100 with 3 years regular service in the grade
151	Supervisor/ Senior Draftsman Gr.II	Class III	19100-51100	Selection	35	Diploma in Civil Engineering from a recognized Institution with 2 years experience or National Trade Certificate in Draftsman (Civil) from a recognized Institution with 5 years experience	(a) No (b) ¹ [No] (c) As per column.11	2 years for Direct Recruitment	By promotion failing which by Direct Recruitment	By Promotion from Junior Draftsman in the scale of pay of Rs 17700-44600 with 2 years regular service in the grade
152	Junior Draftsman	Class III	17700-44600	Selection	35	National Trade Certificate in Draftsman (Civil) from a recognized Institution with 3 years experience	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By promotion failing which by Direct Recruitment	By Promotion from Tracer in the scale of pay of Rs 16300-38200 with 2 years regular service in the grade.
153	Tracer	Class III	16300-38200	Selection	35	National Trade Certificate in Draftsman (Civil) from a recognized Institution with 2 years experience	N.A	2 years.	By Direct Recruitment	N.A.
154	Senior Sanitary Inspector	Class III	21000-53500	Selection	35	Should have passed Graduation and Sanitary Inspector's course from a recognized institution and possess 5 years experience as Sanitary Inspector.	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which byD Recruitment	By Promotion from Sanitary Inspector in the scale of pay of Rs 19100-51100 with 2 Years regular service in the grade
155	Sanitary Inspector	Class III	19100-51100	Selection	35	Should have passed Graduation and Sanitary Inspector's course from a recognized institution	NA	2 years	By Direct Recruitment	N.A.
156	Foreman Civil	Class III	23600-56300	Selection	35	National Trade Certificate its equivalent with 10 years experience in the various basic trades.	(a) No (b) Yes (c) As per column 11	2 years for Direct Recruitment	By promotion failing which by Direct Recruitment	Promotion from Asst. Foreman in the scale of pay of Rs 21000-53500 with 2 years regular service in the grade.

¹ Substituted w.e.f 27-12-2016 as published in the Kerala Gazette No. 51 dated 27-12-2016

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
157	Asst. Foreman	Class III	21000-53500	Selection	35	National Trade Certificate in the skilled trades with 7 years experience.	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	Promotion from HSK.I in the scale of pay of Rs 19100-51100 with 2 years regular service in the grade. One post of Asst. Foreman will be reserved for Carpenter trade.
158	HSK-I (Civil)	Class III	19100-51100	Selection	35	National Trade Certificate with 5 years experience in the respective trades, such as Carpentry, Masonry, Fitting	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	Promotion from HSK of the respective trade as specified in Col No 7 in the scale of pay of Rs 17700-44600 with 2 years regular service in the grade..
159	HSK-I (General)	Class III	19100-51100	Selection	35	National Trade Certificate with 7 years experience in the respective trades such as smithy, tinkering, sawing, plumbing painting, tiling, white washing etc. other than carpentry, masonry, Fitting.	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	Promotion from HSK of Blacksmith, Plumber, Tinker, Tiler, White Washer, Welder, Sawyer, and painter in the scale of pay of Rs.17700 -44600 with 2 years regular service in the grade.
160	HSK in various trades	Class III	17700-44600	Selection	35	National Trade Certificate with 5 years experience in the respective trades.	(a) No (b) No (c) As per column 11	2 years for Direct Recruits	By Promotion failing which by Direct Recruitment	Promotion from skilled artisans in the scale of pay of Rs 16300-38200 in various trades with 10 regular service in the grade and subject to passing trade test
161	Skilled Artisans in various trades	Class III	16300-38200	Selection	35	National Trade Certificate with 2 years experience in the respective trade.	(a) No (b) No (c) As per column 11	2 Yrs.for Direct Recruits	By Promotion failing which by Direct Recruitment	Promotion from Assistants (skilled categories) in the respective trade in the scale of pay of Rs 14400-32300 with 2 years regular service in the grade and subject to passing trade test.
162	Assistants (skilled categories)	Class IV	14400-32300	Selection	35	National Trade Certificate in the respective trade.	NA	2 years	By Direct Recruitment	N.A.
163	Asst. Foreman (Water Supply)	Class III	19100-51100	Selection	35	National Trade Certificate in Civil Engineering with 7 years experience.	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	Promotion from Chargeman I (WS)/Fitter HSK-I (WS) with 3 years regular service in the grade in the scale of pay of Rs 19100-51100
164	Chargeman I (Water Supply)	Class III	19100-51100	Selection	35	National Trade Certificate in Civil Engineering with 7 years experience.	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	Promotion from Chargeman II (WS) in the scale of pay of Rs 17700-44600 with 2 years regular service in the grade
165	Charge-man II (Water Supply)	Class III	17700-44600	Selection	35	National Trade Certificate in Civil Engineering with 5 years experience.	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	Promotion from Maistry (WS) in the scale of pay of Rs 16300-38200 with 2 years regular service in the grade

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
166	Maistry (Water Supply)	Class III	16300-38200	Selection	35	National Trade Certificate in Civil Engineering with 2 years experience.	NA	NA	By Direct Recruitment	NA
167	Fitter HSK-I (Water Supply)	Class III	19100-51100	Selection	35	National Trade Certificate in the trade of fitter/plumber with 7 years experience	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	¹ [Promotion by selection from among Fitter H.S.K.(Water Supply)with 5 years regular service in the grade.]
168	Fitter HSK (Water Supply)	Class III	17700-44600	Selection	35	National Trade Certificate in the trade of fitter/plumber with 5 years experience	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	Promotion by selection from Fitter (W.S) with minimum 10 years regular service in the grade subject to passing trade test.
169	Fitter (Water Supply)	Class III	16300-38200	Selection	35	National Trade Certificate in the trade of fitter/plumber with 3 year experience	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	Promotion from watcher/turnkey (WS)/ Fitter Asst with 2 years regular service in the grade in the scale of pay of Rs 14400-32300 (subject to passing trade test)
170	Fitter/ Watcher/ Turnkey (WS)/ Fitter Asst.	Class IV	14400-32300	Selection	35	10 th Std pass. <u>Desirable:</u> National Trade Certificate in the trade of fitter / plumber with 3 year experience.	NA	2 years	By Direct Recruitment	N.A.
171	Charge-man II Mazdoor	Class III	17700-44600	Selection	35	10th Standard passed with good physique of a min. height 167 cm Chest 80-85 cm and provision for physical efficiency test with 15 years experience.	(a) No (b) No (c) As per column 11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from Mazdoor Maistry / Mazdoor Maistry (Female) with 2 years regular service in the grade in the scale of pay of Rs 15600-36800
172	Mazdoor Maistry	Class III	15600-36800	Selection	35	10th Standard passed with good physique of a min. height 167 cm Chest 80-85 cm and provision for physical efficiency test with 10 year experience	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	By Promotion from Head Mazdoor / Survey Lascar with 2 years regular service in the grade in the scale of pay of Rs 14100-31600
173	Mazdoor Maistry (Female)	Class III	15600-36800	Selection	35	10th Standard passed and ability to do unskilled work.	NA	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	By Promotion from Head Mazdoor (Female) with 2 years regular service in the grade in the scale of pay of Rs 14100-31600
174	Head Mazdoor	Class IV	14100-31600	Selection	35	10th Standard passed with good physique of a min. height 167 cm Chest 80-85 cm and provision for physical efficiency test with 5 year experience.	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	By Promotion from Mazdoor with 2 years regular service in the grade in the scale of pay of Rs 13500-27400

¹ Substituted w.e.f 27-12-2016 as published in the Kerala Gazette No. 51 dated 27-12-2016

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
175	Mazdoor (Civil)	Class IV	13500-27400	Selection	35	10 th Standard passed with good Physique of a min. height 167 cm Chest 80-85 cm and provision for physical efficiency test.	NA	2 years	By Direct Recruitment	NA
176	Chargeman I (Sanitary)	Class III	17700-44600	Selection	35	10 th Standard passed and able to supervise and co-ordinate the work of Sweepers, Scavengers, Mazdoors etc with 15 years experience.	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	By Promotion from Chargeman II (Sanitary) with 3 years regular service in the grade in the scale of pay of Rs 17700-44600
177	Chargeman II (Sanitary)	Class III	17700-44600	Selection	35	10 th Standard passed and able to supervise and co-ordinate the work of Sweepers, Scavengers, Catcher and Mazdoors with 10 years experience.	(a) No (b) No (c) As per column 11	2 yrs for Direct Recruitment	By Promotion failing which by Direct Recruitment	By Promotion from among Sr. Sanitary Health Worker with 2 years regular service in the grade in the scale of pay of Rs 15600-36800
178	Sr.Sanitary Health Worker	Class III	15600-36800	Selection	35	10 th Standard passed and ability to supervise and co-ordinate the work of Sweepers, Scavengers, Catcher and Mazdoors etc with 5 years experience.	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	By Promotion from Sanitary Health Worker Gr.II with 2 years regular service in the grade in the scale of pay of Rs 14100-31600
179	Sanitary Health Worker Gr.II	Class IV	14100-31600	Selection	35	10 th Standard pass	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	By Promotion from Sanitary Health Worker (Gr.III) with 2 years regular service in the grade in the scale of pay of Rs 13500-27400
180	Sanitary Health Worker Gr.III	Class IV	13500-27400	Selection	35	10 th Standard pass	NA	2 years	By Direct Recruitment	NA
181	Chargeman I Thoomba	Class III	19100-51100	Non Selection	35	NA	NA	NA	By Promotion	By Promotion from Chargeman II Thoomba with 2 years regular service in the grade in the scale of pay of Rs 17700-44600
182	Chargeman II Thoomba	Class III	17700-44600	Non Selection	35	NA	NA	NA	By Promotion	By Promotion from Thoomba Maistry with 2 years regular service in the grade in the scale of pay of Rs 15600-36800
183	Thoomba Maistry	Class III	15600-36800	Selection	35	10 th Standard passed and ability to do any type of unskilled work including Thoomba work with 2 years experience.	NA	2 years	By Direct Recruitment	NA

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/ Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
184	Charge-man I (RF & Others)	Class III	17700-44600	Non Selection	NA	NA	NA	NA	By Promotion	By Promotion from Chargeman II (RF & Others) with 3 years regular service in the grade in the scale of pay of Rs 17700-44600
185	Charge-man II (RF & Others)	Class III	17700-44600	Non Selection	NA	NA	NA	NA	By Promotion	By Promotion from Chargeman III (RF & Others) with 2 years regular service in the grade in the scale of pay of Rs 15600-36800
186	Charge-man III (RF & Others)	Class III	15600-36800	Non Selection	NA	NA	NA	NA	By Promotion	By Promotion from Head Gardener with 2 years regular service in the grade in the scale of pay of Rs 14100-316000
187	Head Gardener	Class IV	14100-31600	Selection	35	10 th Standard passed and 3 years experience in gardening work.	(a) No (b) No (c) As per column 11	2 years for Direct Recruitment	By Promotion failing which by Direct Recruitment	By Promotion from Gardener in the scale of pay of Rs 13500-274000 with 2 years regular service in the grade
188	Gardener	Class IV	13500-27400	Selection	35	10 th Standard passed.	NA	2 years	By Direct Recruitment	NA
189	Sanitary Health Worker Gr.II (RF & Others)	Class IV	14100-31600	Non Selection	NA	NA	NA	NA	By Promotion	By Promotion from Sanitary Health Worker Gr.III (RF & Others) in the scale of pay of Rs 13500-27400 with 2 years regular service in the grade.
190	Sanitary Health Worker Gr.III (RF & Others)	Class IV	13500-27400	Selection	35	10 th Standard passed.	NA	2 years	By Direct Recruitment	NA
191	Road Roller Driver	Class III	17700-44600	Selection	35	10 th Standard passed. Should have road driving license with one year experience in driving vehicles	NA	2 years	By Direct Recruitment	NA
192	Survey Lascar	Class IV	14100-31600	Selection	35	10 th Standard passed with good physique of a min. height 167 cm Chest 80-85 cm and provision for physical efficiency test with 10 year experience	NA	2 years	By Direct Recruitment	NA
¹ 192(a)	Resident Foreman	Class III	36500-88700 (Pre-revised 23600-56300)	Selection	35	<i>Essential:</i> Degree in Agriculture or Horticulture from a recognized University with 3 years experience in maintenance of industrial/ commercial organizations garden.	N.A	2 years	By direct recruitment	N.A

¹ Inserted w.e.f 02-07-2019 as published in the Kerala Gazette No. 27 dated 02-07-2019.

MECHANICAL ENGINEERING DEPARTMENT

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
193	Junior Engineer (Ele)	Class III	21000-53500	Selection	35	Diploma in Electrical Engineering /Electrical & Electronics Engineering qualification recognized by the Govt. with 3 years experience in the level of Supervisory capacity in a State / Central Govt. organization or a firm registered under Indian Company's Act. <u>Desirable:</u> Degree Electrical Engineering /Electrical & Electronics Engineering qualification recognized by the Govt	(a) Age: No (b) QIn :Yes (c) Exp: As per Column No.11	2 years	By Promotion failing which by Direct Recruitment.	By Promotion from Sr.Draftsman (Ele.) in the Scale of Pay of Rs. 19100-51100 with 2 years regular service in the grade; failing which a combined regular service of 5 years in the post of Sr.Draftsman (Ele.) and in the post of HSK-I(Ele) in the scale of pay of Rs.19100-51100 out of which 1 year regular service in the grade of Sr.Draftsman (Ele.) is essential
194	Sr.Drafts man (Ele)	Class-III	19100-51100	Selection	35	Diploma or its equivalent in Electrical Engineering with 3 years experience in power supply and Electrical Installation or Degree or its equivalent with one year experience in power supply and Electrical Installation	(a) Age – No (b) QIn – Yes (c) Exp. - Yes	2 years	By Promotion / Transfer failing which by Direct Recruitment	Selection from the employees of Mechanical Engineering Department having requisite qualification as specified in col.No.7
¹ [Deleted]										
196	Asst.Foreman (Power House)	Class III	21000-53500	Selection	35	ITI/ITC(Electrician) trade with 7 year experience in Diesel generating station having a capacity of 250 KVA and above	(a) No (b) ² [No] (c) As per Col No 11	2 years	By Promotion failing which by Direct Recruitment.	By Promotion from the Post of HSK-I (Power House) in the Scale of Pay of Rs. 19100-51100 with 2 years regular service in the grade
197	HSK -1 (Power House)	Class III	19100-51100	Selection	35	ITI/ITC (Electrician) trade with 5 years experience in diesel generating station having a capacity of 250 KVA and above.	(a) Age – No (b) QIn – No. (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct Recruitment.	³ [By Promotion from Driver (PH) HSK in the Scale of Pay 17700-44600 with 2 years regular service in the cadre]

¹ Deleted w.e.f. 19-06-2018 as per Kerala Gazette Notification No. 25 dated 19-06-2018

² Substituted w.e.f. 27-12-2016 as per Kerala Gazette Notification No. 51 dated 27-12-2016

³ Substituted w.e.f. 27-12-2016 as per Kerala Gazette Notification No. 51 dated 27-12-2016

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
198	Driver Power House (Skilled)	Class III	16300-38200	Selection	35	ITI/ITC (Electrician) trade with 2 years experience in operation and maintenance of diesel engines of capacity 250 KVA and above.	(a) Age – No (b) QIn – Yes (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct Recruitment.	By Promotion from the Post of Oilman (Power House) in the Scale of Pay of Rs. 14400-32300 with 2 years regular service in the grade; failing which a combined regular service of 5 years service in the post of Oilman (Power House) and in the post of Mazdoor (Ele) in the Scale of Pay of Rs.13500-27400 out of which 1 year regular service in the grade of Oilman (Power House) is essential and subject to passing Trade test.
199	Oilman (PH)	Class IV	14400-32300	Selection	35	ITI/ITC (Electrician) trade with 1 year experience in Oiling and greasing of rotating machines preferably in Diesel Engine.	N.A	2 years	By Direct Recruitment.	N.A
200	Foreman (Ele. Crane)	Class III	21000-53500	Selection	35	Diploma in Electrical Engineering/ Electrical & Electronics Engineering with 2 years experience or ITI/ITC (Electrician) certificate with 4 years experience in operation & maintenance of Electric cranes.	(a) Age – No (b) QIn – No (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct Recruitment.	By Promotion from the Post of Asst.Foreman (Ele. Crane) in the Scale of Pay of Rs. 19100-51100 with 2 years regular service in the grade; failing which a combined regular service of 5 years service in the post of Asst.Foreman (Ele. Crane) and in the post of Chargeman (Ele. Crane) in the Scale of Pay of Rs.19100-51100 out of which 1 year regular service in the grade of Asst.Foreman (Ele. Crane) is essential
201	Asst. Foreman (Ele. Crane)	Class III	19100-51100	Selection	35	ITI/ITC (Electrician) certificate with 4 years experience in operation & maintenance of Electric cranes.	(a) Age – No (b) ¹ [No] (c) Exp - As per Column No.11	2 years	By Promotion failing which Direct Recruitment.	By Promotion from the Post of Chargeman (Ele. Crane) in the Scale of Pay of Rs. 19100-51100 with 3 years regular service in the grade; failing which a combined regular service of 5 years service in the post of Chargeman (Ele. Crane) and in the post of Driver Gr.IV (Ele. Crane) in the Scale of Pay of Rs.17700- 44600 out of which 2 years regular service in the grade of Chargeman (Ele. Crane) is essential

¹ Substituted w.e.f. 27-12-2016 as per Kerala Gazette Notification No. 51 dated 27-12-2016.

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
202	Chargeman (Ele. Crane)	Class III	19100-51100	Selection	35	ITI/ITC (Electrician) certificate with 4 years experience in operation & maintenance of Electric cranes.	(a) Age – No (b) Qln – No (c) Exp - As per Column No.11	2 years	By Promotion failing which Direct Recruitment.	By Promotion from the Post of Driver Grp.IV (Ele. Crane)in the Scale of Pay of Rs.17700-44600 with 2 years regular service in the grade; failing which a combined regular service of 5 years service in the post of Driver Grp.IV (Ele. Crane) and in the post of Driver Grp.III (Ele. Crane) in the Scale of Pay of Rs.17700- 44600 out of which 1 year regular service in the grade of Driver Gr.IV (Ele. Crane) is essential
203	Driver Grp. IV (Ele. Crane)	Class III	17700-44600	Selection	35	ITI/ITC (Electrician) certificate with 3 years experience in operation & maintenance of Electric cranes.	(a) Age – No (b) Qln – No (c) Exp - As per Column No.11	2 years	By Promotion failing which Direct Recruitment.	By Promotion from the Post of Driver Grp.III (Ele. Crane) in the Scale of Pay of Rs.17700-44600 with 3 years regular service in the grade; failing which a combined regular service of 5 years service in the post of Driver Grp.III (Ele. Crane) and in the post of Driver Grp.II (Ele. Crane) in the Scale of Pay of Rs.16300-38200 out of which 2 years regular service in the grade of Driver Grp.III (Ele. Crane)is essential and subject to passing the trade test .
204	Driver Grp. III (Ele. Crane)	Class III	17700-44600	Selection	35	ITI/ITC (Electrician) certificate with 3 years experience in operation & maintenance of Electric cranes.	(a) Age – No (b) Qln – No (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct Recruitment.	By Promotion from the Post of Driver Gr.II (Ele. Crane) in the Scale of Pay of Rs.16300-38200 with 2 years regular service in the grade subject to passing the trade test .
205	Driver Grp. II (Ele. Crane)	Class III	16300-38200	Selection	35	ITI/ITC (Electrician) certificate with 3 years experience in operation & maintenance of Electric cranes.	N.A	2 years	By Direct Recruitment.	N.A
206	Foreman (M) (Ele. Maintenance)	Class III	23600-56300	Selection	35	ITI/ITC Fitter with 5 yrs exp. in repair & maintenance of E/C	(a) Age – No (b) Qln – Yes (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct Recruitment.	By Promotion from Asst.Foreman (M) in the Scale of Pay of Rs.21000-53500 with 2 years regular service in the grade failing which a combined regular service of 5 years service in the post of Asst.Foreman (M) and in the post of HSK-I (M) in the Scale of Pay of Rs.19100-51100 out of which 1 year regular service in the grade of Asst.Foreman (M) is essential
207	Asst.Foreman (M) (Ele. Maintenance)	Class III	21000-53500	Selection	35	ITI/ITC Fitter with 4 years experience in repair & maintenance of Electric Crane.	(a) Age – No (b) Qln – No (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct Recruitment.	By Promotion from HSK-I (M) in the Scale of Pay of Rs. 19100-51100 with 2 years regular service in the grade.

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
208	HSK-I (M) (Ele. Maintenance)	Class III	19100-51100	Selection	35	ITI/ITC Fitter with 3 years experience in the maintenance of Electric Cranes.	(a) Age – No (b) QIn – No (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct Recruitment.	By Promotion from Fitter (M) HSK in the Scale of Pay of Rs 17700-44600 failing which from among Fitter (M) (Skilled) in the Scale of Pay of Rs.16300-38200 with 5 years regular service in the cadre
209	Fitter (M) (Skilled)	Class III	16300-38200	Selection	35	ITI/ITC Fitter with 2 years experience in the maintenance of equipments.	N.A	2 years	By Direct Recruitment.	N.A.
210	Foreman (Ele)	Class III	23600-56300	Selection	35	ITI/ITC in the trade of Electrician/Wireman or A/C Mech, with 10 yrs exp. Ele. Installation	(a) Age – No (b) QIn – Yes (c) Exp - As per Column No.11	2 years	By Promotion. failing which by Direct Recruitment	By Promotion from Asst.Foreman (Ele.) in the Scale of Pay of Rs. 21000-53500 with 2 years regular service in the grade failing which a combined regular service of 5 years in the post of Asst.Foreman (Ele.) and in the post of HSK-I in the Scale of Pay of Rs 19100-51100 out of which 1 year regular service in the grade of Asst.Foreman (Ele.) is essential
211	Asst. Foreman (Ele)	Class III	21000-53500	Selection	35	ITI/ITC in the trade of Electrician, wireman or AC Mechanic with 7 years experience in Electrical Installations and Power Supply.	(a) Age – No (b) QIn – ¹ [No] (c) Exp - As per Column No.11	2 years	By promotion failing which by Direct Recruitment.	By Promotion from the Post of HSK-I (Ele.) in the Scale of Pay of Rs.19100-51100 with 2 years regular service in the grade failing which a combined regular service of 5 years in the post of HSK-I (Ele.) and in the post of HSK in the Scale of Pay of Rs 17700-44600 out of which 1 year regular service in the grade of HSK-I (Ele.) is essential
212	Highly Skilled - I (Ele) (see Footnote ²)	Class III	19100-51100	Selection	35	ITI/ITC (Electrician, wireman, AC Mechanic) certificate with 5 years experience in Electrical Trades.	(a) Age – No (b) QIn – No (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct recruitment	By Promotion from HSK of Skilled Artisans (Electrical) in the Scale of Pay of Rs 17700-44600 with 5 years experience in Power supply and Electrical Installations.
213	Skilled Artisans (Electrical)	Class III	16300-38200	Selection	35	ITI/ITC certificate with 2 years experience in respective Trades.	(a) Age – No (b) QIn – ¹ [No.] (c) Exp – As per column No. 11	2 years	By Promotion failing which by direct recruitment.	¹ [By promotion from the post of Assistant (Ele.)/ Electric Mate / Asst. Lineman in the scale of pay of Rs.14400- 32300 with 2 years regular service in the grade subject to passing trade test.]
214	Assistant (Ele) / Electric Mate/ Asst. Lineman	Class IV	14400-32300	Selection	35	ITI/ITC (Electrician / Wireman)	(a) Age – No (b) QIn – No (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the Post of Mazdoor (Ele.) in the Scale of Pay of Rs. 13500-27400 with 2 years regular service in the grade subject to passing trade test.

¹ Substituted w.e.f. 27-12-2016 as per Kerala Gazette Notification No. 51 dated 27-12-2016

² [Foot Note: For Electrical: - 1. Skilled Artisans are Wireman, Electrician, Switch Board Operator, Lineman, Cable Jointer, Fitter, Electrical Fitter, A/C Mechanic and Armature winder.]

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
215	Armature Winder (Skilled) (see Footnote)	Class III	16300-38200	Selection	35	ITI/ITC (Electrician) certificate with 2 years experience in rewinding of AC/DC motors and generators.	N.A	2 years	By Direct Recruitment.	N.A
216	A/C Mechanic (see Footnote)	Class III	16300-38200	Selection	35	ITI/ITC MRAC (Refrigeration & A/C Mechanical) certificate with 2 years experience in the trade.	N .A	2 years	By Direct Recruitment.	N.A
217	Senior Store Attender	Class-III	15600-36800	Selection	35	ITI/ITC Certificate. in any trade	(a) Age – No (b) QIn – No (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct Recruitment	¹ [By Promotion from the Post of Transport Maistry in the Scale of Pay of Rs 15600 -36800 with 3 years regular service in the grade failing which a combined regular service of 5 years in the post of Transport Maistry and in the post of Store Attender in the Scale of Pay of Rs.14400-32300 out of which 2 years regular service in the grade of Transport Maistry is essential]
218	Transport Maistry	Class-III	15600-36800	Selection	35	ITI/ITC Certificate. in any trade	(a) Age – No (b) QIn – No (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the Post of Store Attenders in the Scale of Pay of Rs.14400-32300 with 2 years regular service in the grade failing which a combined regular service of 5 years service in the post of Store Attender and in the post of Mazdoor in the Scale of Pay of Rs.13500-27400 out of which 1 year regular service in the grade of Store Attender is essential.
219	Store Attender	Class-IV	14400-32300	Selection	35	ITI/ITC Certificate. in any trade	(a) Age – No (b) QIn – No (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the Post of Mazdoor in the Scale of Pay of Rs.13500-27400 with 2 years regular service in the grade
220	Mazdoor (Electrical)	Class IV	13500-27400	Selection	35	10 th Std. passed	N.A	2 years	By Direct Recruitment.	N.A
221	Blacksmith (Skilled)	Class -III	16300-38200	selection	35	ITI/ITC (Blacksmithy) Certificate. with 2 years experience in the trade	NA	2 years	By Direct Recruitment	N.A
222	Carpenter (Skilled)	Class III	16300-38200	selection	35	ITI/ITC (Carpentry) with 2 years experience in the trade.	NA	2 years	By Direct Recruitment.	N.A

¹ Substituted w.e.f. 27-12-2016 as per Kerala Gazette Notification No. 51 dated 27-12-2016

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
223	Foreman (M E)	Class III	21000-53500	Selection	35	ITI/ITC in Motor Mechanic/Diesel Mech./Fitter, with 10 yrs exp. in Automobiles, Forklifts, Tractors, Mobile Cranes etc and possession of valid HMV Driving license	(a) Age – No (b) QIn – ¹ [No] (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct Recruitment.	By Promotion from the Post of Asst. Foreman (M E) in the scale of pay of Rs. 19100-51100 with 2 years regular service in the grade failing which a combined regular service of 5 years service in the post of Asst. Foreman (M E) and in the post of Chargeman (M E) in the scale of pay Rs. 19100-51100 out of which 1 year regular service in the grade of Asst. Foreman (M E) is essential
224	Assistant Foreman (M E)	Class III	19100-51100	Selection	35	ITI /ITC in Motor Mechanic/ Diesel Mechanic/ Fitter with 7 years experience in Automobiles, Forklift, Tractors, Mobile Cranes etc. HM vehicle License	(a) Age – No (b) QIn – ¹ [No] (c) Exp - As per Column No.11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the Post of Chargeman (M E) in the scale of pay of Rs. 19100-51100 with 3 years regular service in the grade; failing which a combined regular service of 5 years service in the post of Chargeman (M E) and in the post of Driver Grp. V in the pay scale of Rs. 17700-44600 out of which 2 years regular service in the grade of Chargeman (M E) is essential
225	Chargeman, (M E)	Class III	19100-51100	Selection	35	ITI / ITC in Motor Mechanic/ Diesel Mechanic / Fitter with 5 years experience in diesel, petrol and other automobiles, Forklift, Tractors, Mobile Cranes etc. HM vehicle License.	(a) Age – No (b) QIn – No (c) Exp - As per column No.11	2 years	By Promotion failing which by Direct Recruitment.	By Promotion from the Post of Driver Gr. V in the scale of pay of Rs.17700-44600 with 2 years regular service in the grade; failing which a combined regular service of 5 years service in the post of Driver Gr. V and in the post of Driver Gr. IV in the pay scale of Rs.17700-44600 out of which 1 year regular service in the grade of Driver Grp. V is essential.
226	Driver Gr.V (M E)	Class III	17700-44600	Selection	35	ITI/ ITC in Motor Mechanic, Diesel Mechanic with 3 years experience in operation of diesel /petrol/ automobile/ Forklifts/ Tractor / Mobile cranes etc. Should possess valid driving license for Heavy motor vehicles.	(a) Age – No (b) QIn – No (c) Exp - As per column No.11	2 years	By Promotion failing which by Direct Recruitment.	² [By promotion from the post of Driver Gr.IV (ME) in the scale of pay of Rs.17700-44600 with 3 years regular service in the grade; failing which a combined regular service of 5 years in the post of Driver Gr.IV (ME) and in the post of Driver Forklift in the pay scale of Rs.16300-38200 out of which 2 years regular service in the grade of Driver Gr.IV (ME) is essential and subject to passing the trade test.]

¹ Substituted w.e.f. 27-12-2016 as per Kerala Gazette Notification No. 51 dated 27-12-2016

² Substituted w.e.f. 19-06-2018 as per Kerala Gazette Notification No. 25 dated 19-06-2018

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/ Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
227	Driver Grp.IV (ME)	Class III	17700-44600	Selection	35	ITI/ ITC in Motor Mechanic, Diesel Mechanic with 3 years experience in operation of diesel/ Petrol automobile/ Forklifts/ Tractor / Mobile cranes etc. Should possess valid driving license for Heavymotor vehicles.	(a) Age – No (b) Qln – No (c) Exp - As per column No.11	2 years	By Promotion failing which by Direct Recruitment.	¹ [By promotion from the post of Driver Forklift (ME) in the scale of pay of Rs.16300-38200 with 3 years regular service in the grade; failing which a combined regular service of 5 years in the post of Driver Forklift (ME) and in the post of Greaser (M.E) in the pay scale of Rs.14400-32300 out of which 2 years regular service in the grade of Driver Forklift (ME) is essential and subject to passing the trade test.]
² [Deleted]										
229	Driver Forklift	Class III	16300-38200	Selection	35	ITI/ ITC in Motor Mechanic, Diesel Mechanic with 2 years experience in operation of diesel/ Petrol automobile/ Forklifts/ Tractor / Mobile cranes etc. Should possess valid driving license for Heavy motor vehicles and pass trade test	(a) Age – No (b) Qln – No (c) Exp - As per column No.11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the Post of Greaser (ME) in the scale of pay of Rs.14400-32300 with 2 years regular service in the grade; failing which a combined regular service of 5 years in the post of Greaser (ME) and in the post of Lascar (ME) in the pay scale of Rs.14100-31600 out of which 1 year regular service in the grade of Greaser (ME) is essential and having subject passing the trade test
230	Greaser, (ME)	Class IV	14400-32300	Selection	35	ITI/ ITC in Motor Mechanic, Diesel Mechanic. Should possess valid driving license for Heavy goods vehicles.	(a) Age – No (b) Qln – No (c) Exp - As per column No.11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the Post of Lascar (ME) in the scale of pay of Rs. 14100-31600 with 2 years regular service in the grade.
231	Lascar (ME)	Class IV	14100-31600	Selection	35	ITI / ITC in Motor Mechanic, Diesel Mechanic. Should possess valid driving license for Heavy Goods vehicles.	NA	2 years	By Direct Recruitment	NA

¹ Substituted w.e.f. 19-06-2018 as per Kerala Gazette Notification No. 25 dated 19-06-2018

² Deleted w.e.f. 19-06-2018 as per Kerala Gazette Notification No. 25 dated 19-06-2018

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
232	Foreman (Mechl) Dry Dock ¹ [(Please see Footnote 1 & 2)]	Class III	23600-56300	Selection	35	² [ITI/ITC (Motor Mechanic / Diesel Mechanic, Fitter, Welder, Sheet Metal worker /Blacksmithy, Carpenter) Certificate with 7 years experience in the supervisory capacity in the respective trade.]	(a) Age – No (b) QIn – Yes (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment	³ [By Promotion from the Post of Asst. Foreman in the respective trades in the scale of pay of Rs.21000-53500 with 2 years regular service in the grade; failing which a combined regular service of 5 years in the post of Asst. Foreman and in the post of HSK-I in the respective trades in the scale of pay of Rs.19100-51100 out of which 1 year regular service in the grade of Asst. Foreman is essential]
233	Foreman (Mechl) Workshop ⁴ [(Please see Footnote 3)]	Class III	23600-56300	Selection	35	³ [ITI/ITC (Fitter, Moulder, Turner & Mechanist, Blacksmithy) certificate with 7 yrs exp. in the supervisory capacity in the respective trade]	(a) Age – No (b) QIn – Yes (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment	⁵ [By promotion from the post of Asst. Foreman in the respective trades in the scale of pay of Rs.21000-53500 with 2 years regular service in the grade; failing which a combined regular service of 5 years in the post of Asst. Foreman and in the post of HSK-I in the respective trades in the scale of pay of Rs.19100-51100 out of which 1 year regular service in the grade of Asst. Foreman is essential & In the case of Foreman T & M – By promotion from the post of Turner & Machinist HSK-I in the scale of pay of Rs.19100-51100 with 6 years experience.]
234	Foreman (Mechl) (L.E) (ICE Dvn)	Class III	23600-56300	Selection	35	ITI/ITC (Motor Mechanic/Diesel MEch. certificate with 5 yrs exp. in the supervisory capacity in the respective trade	(a) Age – No (b) QIn – Yes (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the Post of Asst. Foreman in the scale of pay of Rs.21000-53500 with 2 years regular service in the grade; failing which a combined regular service of 5 years in the post of Asst. Foreman and in the post of HSK-I in the scale of pay of Rs.19100-51100 out of which 1 year regular service in the grade of Asst. Foreman is essential.

¹ Inserted w.e.f. 19-06-2018 as per Kerala Gazette Notification No. 25 dated 19-06-2018

Footnote: 1. The respective trades for the posts under the category of Marine Craft are Motor Mechanic/Diesel Mechanic and under the category of Fabricator are Blacksmithy and Sheet Metal worker.

2. The posts coming under the Recruitment Rules for Foreman (Mechl.) Dry Dock (Sl. No.232) are Foreman (Fitting), Foreman (Welding), Foreman (Fabrication), Foreman (Carpentry) and Foreman (Marine Craft)

² Substituted w.e.f. 19-06-2018 as per Kerala Gazette Notification No. 25 dated 19-06-2018

³ Substituted w.e.f. 27-12-2016 as per Kerala Gazette Notification No. 51 dated 27-12-2016

⁴ Inserted w.e.f. 19-06-2018 as per Kerala Gazette Notification No. 25 dated 19-06-2018

Footnote: 3. The posts coming under the Recruitment Rules for Foreman (Mechl.) Workshop (Sl. No.233) are Foreman (T & M), Foreman (Fitting), Foreman (Moulding) and Foreman (Blacksmithy).

⁵ Substituted w.e.f. 19-06-2018 as per Kerala Gazette Notification No. 25 dated 19-06-2018

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/ Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
235	Foreman (Mechl) workshop (General for Sail making, Tinsmith, Painting and Carpentry)	Class III	23600-56300	Selection	35	ITI/ITC with relevant trade certificate with 10 yrs exp. in the supervisory capacity in the respective trade	(a) Age – No (b) QIn – Yes (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment	¹ [By promotion from the post of Sail Maker HSK-I and Tinsmith HSK-I & Painter HSK-I in the scale of pay 19100-51100 with 6 years experience.]
236	Assistant Foreman (Skilled Categories)	Class III	21000-53500	Non Selection	35	² [ITI/ITC with relevant trade certificate with 5yrs exp. in the supervisory capacity in the respective trade]	(a) Age – No (b) QIn – ² [No] (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment	² [By Promotion from the Post of HSK- 1 in the respective trades in the scale of pay of Rs.19100-51100 with 2 years regular service in the grade failing which a combined regular service of 5 years in the post of HSK-I and in the post of HSK in the respective trades in the scale of pay of Rs.17700-44600 out of which 1 year regular service in the grade of HSK- I is essential.]
237	Highly Skilled –I in various trades (Mechl)	Class III	19100-51100	Selection	35	ITI /ITC certificate with 3 years experience in respective trade.	(a) Age – No (b) QIn – No (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the Post of HSK in the Mechanical Division in the scale of pay of Rs.17700-44600 with 2 years regular service in the grade
238	Highly Skilled in Various trades	Class III	17700-44600	Selection	35	ITI /ITC certificate with 2 years experience in respective trade.	(a) Age – No (b) QIn – No (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from among Skilled Artisans with 3 years experience in the respective trade subject passing the trade test .
239	Asst. Foreman Docking & Labour Section (Mechanical Division)	Class III	21000-53500	Selection	35	ITI/ITC certificate in Fitter trade with 7 years experience in Dry Dock operation.	(a) Age – No (b) QIn – No (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the Post of Chargeman in the scale of pay of Rs.19100-51100 with 2 years regular service in the grade failing which a combined regular service of 5 years in the post of Chargeman and in the post of Head Rigger in the pay scale of Rs.16300-38200 out of which 1 year regular service in the grade of Chargeman is essential.
240	Chargeman, Docking & Labour Section (Mechanical Division)	Class III	19100-51100	Selection	35	ITI /ITC certificate in the respective trade with 5 years experience in operation of Dry Dock.	(a) Age – No (b) QIn – No (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the Post of Head Rigger in the scale of pay of Rs.16300-38200 with 2 years regular service in the grade; failing which a combined regular service of 5 years service in the post of Head Rigger and in the post of Rigger in the pay scale of Rs.14900-34600 out of which 1 year regular service in the grade of Head Rigger is essential.

¹ Substituted w.e.f. 19-06-2018 as per Kerala Gazette Notification No. 25 dated 19-06-2018

² Substituted w.e.f. 27-12-2016 as per Kerala Gazette Notification No. 51 dated 27-12-2016

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
241	Head Rigger	Class III	16300-38200	Selection	35	ITI/ITC (Fitter) certificate with 2 yrs exp.in Mechanical W/shop of Govt./semi Govt./PSU/reputed organization	(a) Age – No (b) QIn – No (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the Post of Rigger in the scale of pay of Rs14900-34600 with 2 years regular service in the grade
242	Rigger	Class IV	14900-34600	Selection	35	ITI/ITC (Fitter) certificate in Mechanical W/shop of Govt./semi Govt./PSU/reputed organization	(a) Age – No (b) QIn – No (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the Post of Head Mazdoor in the scale of pay of Rs.14100-31600 with 2 years regular service in the grade; failing which a combined regular service of 5 years service in the post of Head Mazdoor and in the post of Mazdoor in the pay scale of Rs13500-27400 out of which 1 year regular service in the grade of Head Mazdoor is essential and subject to passing trade test.
243	Head Mazdoor	Class IV Un-Skilled	14100-31600	Selection	35	10 th Std. pass & good physique	(a) Age – No (b) QIn – No (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the Post of Mazdoor in the scale of pay of Rs.13500-27400 with 2 years regular service in the grade.
244	Mazdoor (Mechl.)	Class IV Un-Skilled	13500-27400	Selection	35	10 th Std. pass & good physique	NA	2 years	By Direct Recruitment	NA
245	Store Boy	Class IV	14100-31600	Selection	35	10 th Std. pass	(a) Age – No (b) QIn – No (c) Exp – As per column No. 11		By promotion failing which by Direct Recruitment	By Promotion from the Post of Mazdoor in the scale of pay of Rs.13500-27400 with 2 years regular service in the grade.
246	Tinsmith	Class III	16300-38200	Selection	35	ITI / ITC (sheet metal) certificate	NA	2 years	By Direct Recruitment.	NA
247	Steam Crane Driver	Class III	19100-51100	Selection	35	Should possess a boiler attendant's II nd class certificate	NA	2 years	By Direct Recruitment	NA
248	Oilman (Work shop)	Class IV	14400-32300	Selection	35	10 th pass and exp. In oiling and greasing in Mechanical W/shop of Govt./semi Govt. / PSU /reputed organization	NA	2 years	By Direct Recruitment	NA
249	Sr. Draftsman (Mechl)	Class-III	¹ [19100-51000]	Selection	35	Diploma in Mechanical or Automobile Engineering with 3 years experience in Automobile / Mechanical Workshop	(a) Age – No (b) QIn – Yes (c) Exp – Yes	2 years	By Promotion/ Transfer failing which Direct Recruitment	Selection from the employees of Mechanical Engineering Department having requisite qualification as specified in col.No.7

¹ Substituted w.e.f. 19-06-2018 as per Kerala Gazette Notification No. 25 dated 19-06-2018

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
250	Jr.Engineer (Mechl)	Class-III	21000-53500	Selection	35	Diploma in Mechl or Automobile Engineering recognized by the government with 3 years experience in the level of supervisory capacity in a state/Central Govt organization or a firm registered under Indian Company's Act <u>Desirable:</u> Degree in Mechl or Automobile Engineering	(a) Age – No (b) QIn – Yes (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment.	By Promotion from Sr. Draftsman (Mechl) in the scale of pay of Rs.19100-51100 with 2 years regular service in the grade; failing which a combined regular service of 5 years service in the post of Sr. Draftsman (M) and in the post of HSK-I out of which 1 year regular service in the grade of Sr. Draftsman (Mechl) is essential.
251	Aga light Lascar or Attendant	Class IV	14400-32300	Selection	35	1) 10 th pass. 2) Good physique and knowledge of swimming	(a) Age – No (b) QIn – No (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment	By Promotion from the post of Head Mazdoor in the scale of pay of Rs.14100-31600 with 2 years regular service failing which a combined regular service of 5 years service in the post of Head Mazdoor and in the post of Mazdoor out of which 1 year regular service in the grade of Head Mazdoor is essential and subject to passing swimming test.
252	Technician (Electronics)	Class-III	16300-38200	Selection	35	ITI/ITC certificate in the trade of Electronics. 3 years experience in the repairs and maintenance of Electronics controls. Experience in the repairs and maintenance of industrial Electronics equipments like Thruster controlled motors, Micro-processor logic controls etc desirable	NA	2 years	By Direct Recruitment.	NA
253	Jr. Engineer (Electronics)	Class-III	21000-53500	Selection	35	Diploma in Electronics Engineering /Electronics & Communication recognized by the government with 3 years experience in the level of supervisory capacity in a state/Central Govt organization or a firm registered under Indian Company's Act <u>Desirable:</u> Degree in Electronics Engineering / Electronics & Communication	(a) Age – No (b) QIn – Yes (c) Exp – As per column No. 11	2 years	By Promotion failing which by Direct Recruitment.	By Promotion from the post of Technician (Electronics –HSK) in the scale of pay 17700-44600 with 2 years regular service

Sl. No.	Name of post	Classification.	Scale of Pay. (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in yrs)	Educational and other Qualifications prescribed for Direct Recruitment.	Whether (a) Age (b) Educational qualifications (c) Experience for Direct Recruits will apply in the case of Promotion/Absorption/Deputation	Period of Probation (in yrs.)	Method of recruitment (whether by Direct Recruitment or by Promotion /Absorption/ Deputation)	In case of Promotion/Absorption/ Deputation, grades from which it should be made.
1	2	3	4	5	6	7	8	9	10	11
254	JE(M) Gr.I	Class-III	23600-56300	Selection	35	Diploma in Mechl or Automobile Engineering recognized by Govt of India with 5 years of experience in supervisory capacity in recognized Govt./ PSU/ semi Govt. & reputed workshop.	(a) Age – No (b) Qln – Yes (c) Exp – As per column No. 11	2 years	By Promotion, failing which by Direct Recruitment	By Promotion from the Post of JE (M) in the scale of pay of Rs. 21000-53500 with 2 yrs regular service.
255	Skilled Artisans in various trades (Mechl)	Class III	16300-38200	Selection	35	ITI /ITC certificate with 2 years experience in respective trade.	NA	2 years	By Direct Recruitment and Promotion at the ratio 3:1 i.e. 3 Direct Recruitment with ITI/ITC qualified candidate and one promotion subject to passing the Trade Test.	By Promotion from the Mazdoors in the scale of pay 13500-27400 with 2 years regular service subject to passing trade tests.
256	Band Saw operator (Highly Skilled)	Class III	17700-44600	Non Selection	N.A	N.A	N.A	N.A	By Promotion.	By Promotion from the Post of Carpenter (Skilled) in the scale of pay of Rs.16300-38200 with 2 years regular service in the grade.

Foot Note:

For Electrical:- 1. Skilled Artisans are Wireman, Electrician, Switch Board Operator, Lineman, Cable Jointer, Fitter, Electrical Fitter, A/C Mechanic and Armature winder.

For Mechanical:-

- (a) Skilled artisans are 1. Fitter, 2. Welder, 3. Fabricator, 4. Carpenter, 5. Motor Mechanic, 6. Aghalight Fitter, 7. Moulder, 8. Tinsmith, 9. Sailmaker, 10. Painter, 11. Auto Electrician, 12. Turner & Mechanist, 13. Blacksmith, 14. Mason, 15. Band saw Operator.
- (b) Highly Skilled are 1) Fitter, 2) Welder, 3) Fabricator, 4) Carpenter, 5) Motor Mechanic, 6) Turner & Mechanist, 7) Moulder, 8) Tinsmith, 9) Sailmaker, 10) Painter, 11) Auto Electrician
- (c) HSK – I are 1) Fitter HSK-1, 2) Welder HSK-1, 3) Fabricator HSK-1, 4) Carpenter HSK-1, 5) M.M HSK-1, 6) T&M HSK-1, 7) Agha light Mechanic HSK-1, 8) Moulder HSK-1, 9) Tinsmith HSK-1, 10) Sail maker HSK-1, 11) Painter HSK-1, 12) Auto Electrician HSK-1.