

**UTTARAKHAND SEEDS & TARAI DEVELOPMENT CORPORATION LTD.
PANTNAGAR, P.O. HALDI, U.S. NAGAR**

(As reviewed and adopted by Board as on January, 1995).



DEPARTMENTAL EMPLOYEES PROMOTION RULES

RULES AS REVISED REGARDING PROMOTION OF DEPARTMENTAL EMPLOYEES OF UTTARAKHAND SEEDS AND TARAI DEVELOPMENT CORPORATION LIMITED

- 1. Short Title**

The revised rules as adopted by the Board in its 147th meeting held on 19.12.94 will be called rules for promotion of Department Employees of Uttarakhand Seeds And Tarai Development Corporation Limited These will come in force w.e.f 1st January, 1995.
- 2. VACANCIES**

(i) For purposes of these rules, vacancies will mean “substantive or regular vacancies”.
- 3. PROCEDURE FOR DPC**

(i) All Group-A posts in the Corporation shall be selection posts and will be filled by selection through direct recruitment. Such of these Corporation employees who are eligible in terms of qualifications, age and experience may also compete for selection through direct recruitment.

(ii) Fifty percent of the Group-B posts will be filled by open market selection and remaining fifty percent reserved or being filled up by promotion from eligible Department Employees within the corporation on merit-cum-seniority basis. If, however, at any time it is found that sufficient number of employees are not available in the feeding cadre for filling in the quota by promote the corporation may fill those posts also by open market selection. There will thus by no rigidity about quota for direct recruitment or by promotion and there will not be any carry over of vacancies to subsequent years.

(iii) Promotion within the various posts falling under Group-c will be made 50% from amongst the Corporation’s employees on the basis of seniority subject to rejection of unfit and 50% by direct recruitment. Group-C posts at the lowest runs (in –diction posts) will by filled to the extent of 25% by promotion from the respective feeding cadre of Group-D provided suitable candidates with requisite qualification are available and remaining 75% posts shall be filled by open market through recruitment regularisation.

(iv) Notwithstanding anything contained in the above rules regarding sources of recruitment, the Board will have full powers to modify the sources of recruitment or the stipulated percentages or direct recruitment/promotion and the Board’s decision shall in each such case, be final so, however, that the Board shall in taking its decisions adhere strictly to. the directions, if any, issued by the state Government from time to time.

(v) All induction level posts in the lowest time scale in various sections/lines shall be filled up by direct recruitment through open advertisement.
- 4. REAXATION IN EDUCATIONAL QUALIFICATION**

The minimum educational qualifications may be relaxable by the appointing authority in the cases of suitable and otherwise deserving candidates in the department promotion quota.
- 5. ELIGIBILITY**

(i) Only those department candidates who have put in atlaast 3 years service in the lower scale will be considerer eligible for promotion to the next higher post/scale.

(ii) On 1st July, every year the total number of vacancies existing and expected to fall vacant in a year in each category shall be reviewed and may be reported. The number of vacancies available for being filled in through departmental promotion shall be determined on the basis of percentage prescribed in Rule No. 3.

(iii) After ascertainment of the number of vacancies as in rule 5(iii) the name of all eligible employees shall be arranged category wise in accordance with their seniority on the basis of seniority list as determined and published by the Corporation.

6. STANDING DEPARTMENT PROMOTION COMMITTEE.

(i) The Departmental Promotion Committee for considering Departmental Candidates for promotion to the posts, the maximum of which is exceeding Rs. 2,660.00 shall consist of the Chairman or his nominee, Managing Director, General Manager, Divisional Head of the Division Concerned, Personnel officer and members as per directives of the State Government.

(ii) In the cases of other posts the maximum of which is below Rs. 2,660/- the Departmental Promotion Committee shall consist of the Managing Director or his nominee as Chairmen, General Manager, Company Secretary, Divisional Head of the concerned division and Personnel officer.

7. CRITERIA

The criteria for the Departmental Promotion to the posts in the scale of Rs. 2200-4000 shall be strictly on merit. In case of other posts below this scale the criteria of promotion shall be "Seniority" subject to rejection of unfit, the performance and the past record of the candidate will, however, be given due consideration.

8. GENERAL

(i) All the eligible candidates shall be required to appear for test/interview before the Departmental Promotion Committee.

(ii) After considering all the cases as laid down in Rule (4-7) the Departmental Promotion Committee shall draw up two lists of employees in each category, found fit for promotion to the next higher scale. List-I shall indicate names for vacancies immediately available. List-II shall form a waiting list in anticipation of resultant vacancies for departmental candidates for vacancies likely to fall vacant during the year. The waiting list will be operative for one year only. However, the validity for waiting list may be extended for further period of 6 months in exceptional circumstances.

(iii) Posts to be filled in through direct recruitment shall take priority over those reserved for departmental promotions. The vacancies to be filled in by Departmental Promotions shall remain unfilled till the next selection/D.P.C.

(iv) Inter-Seniority of the candidates recruited directly and those appointed by promotion shall be determined in accordance with the principle laid down in Rule 5 (iii).

(v) for any clarification in Rules or to the extent aforesaid rules are silent, the promotions seniority rules as framed by BPE from time to time shall be referred and decision of the chairman/Managing Director shall be final and binding.

निदेशक मण्डल की 152वीं बैठक दिनांक 25.03.1996

क्रम संख्या : 8 विभागीय पदोन्नति नियमों में लिये गये आंशिक संशोधन पर विचार एवं अनुमोदन :

उक्त प्रस्ताव पर विचार-विमर्श के उपरान्त निदेशक मण्डल द्वारा संशोधित विभागीय पदोन्नति नियमावली की स्वीकृति प्रदान करते हुये तदनुसार लागू करने का निर्णय लिया गया।

क्रम संख्या : 20 प्रथम श्रेणी के अधिकारियों को रिक्त पदों पर 50% के आधार पर विभागीय पदोन्नति करने के सम्बन्ध में सेवा नियमवाली के सम्बन्धित नियम के संशोधन पर विचार एवं अनुमोदन :

निगम के प्रथम श्रेणी के रिक्त पदों को विभागीय पदोन्नति से भरने सम्बन्धी प्रस्ताव पर विस्तार में निदेशक मण्डल द्वारा विचारोंपरान्त निम्न निर्णय लिये गये :

“संकल्पित किया कि निगम में लागू सेवा नियमावली के मूल नियम 17.2 में आंशिक संशोधन कर निगम में यथा स्थान पर यह संशोधन सम्मिलित किया जाये। प्रबन्ध निदेशक, महा प्रबन्धक, सामान्य प्रबन्धक (प्रशासन) सह कम्पनी सचिव, सामान्य प्रबन्धक (विपणन) के पदों को छोड़कर, जिन्हें सेवा नियमावली के वर्तमान प्राविधानों के अन्तर्गत सीधी भर्ती के माध्यम से भरा जायेगा। अन्य विभिन्न वेतनमानों में सृजित समूह “क” (प्रथम श्रेणी) के रिक्त पदों को 33 प्रतिशत (तैतीस प्रतिशत) के आधार पर विभागीय पदोन्नति के माध्यम से “मेरिट का सिन्यारिटी” के आधार पर निम्न विभागीय पदोन्नति समिति की संस्तुति के आधार पर भरा जायेगा। इस पदोन्नति के लिये निम्न समिति गठित की गयी :

- | | |
|---|--------------|
| (1) अध्यक्ष/आयुक्त वन एवं ग्राम्य विकास/
अपर मुख्य सचिव उत्तराखण्ड | अध्यक्ष |
| (2) प्रबन्ध निदेशक | सदस्य |
| (3) कृषि निदेशक, उत्तराखण्ड | सदस्य |
| (4) कृषक अशंधारी के प्रतिनिधि
निदेशकों में से एक निदेशक | सदस्य |
| (5) सामान्य प्रबन्धक (प्रशासन)
सह कम्पनी सचिव | सदस्य |
| (6) विभागाध्यक्ष (सम्बन्धित विभाग) | सदस्य |
| (7) उप मुख्य कार्मिक अधिकारी | संयोजक सदस्य |

“यह भी संकल्पित किया कि उक्त निर्णय के आधार पर तदनुसार विभागीय पदोन्नति नियमों में संशोधन किया जाय।”