

नियुक्ति पद से समय-समय पर प्रवृत्त सरकारी आदेशों के अनुसार विनिदिष्ट अवधि के लिए प्रतिनियुक्ति अभिप्रेत है और सेवा में अत्यावश्यकता होने पर फ़ैक्टरी बोर्ड या फ़ैक्टरी का महाप्रबंधक लोक हित में इस अनुसूची में विनिदिष्ट किसी पद में प्रतिनियुक्ति पर आर्डनेंस फ़ैक्टरी संगठन के बाहर से उपायुक्त व्यक्तियों को ले सकता है।

तारीख भारत में ग्रहणियों से (जो अंदमान और निकोबार द्वीप तथा लक्षद्वीप में है) आवेदन प्राप्त करने के लिए नियत की गई अंतिम तारीख होगी। ऐसे पदों की बाबत जिन पर नियुक्ति रोजगार-कार्यालयों के माध्यम से की जाती है, आयु-सीमा अवधारित करने के लिए निर्णायक तारीख वह अंतिम तारीख होगी जिस तक रोजगार कार्यालयों से नाम भेजने के लिए कहा गया है।

टिप्पण 6:— इस अनुसूची के स्तम्भ 12 में जहां-जहां "व्यावसायिकता परीक्षण" अधिकृत है वहां ऐसा व्यावसायिक परीक्षण फ़ैक्टरी के महाप्रबंधक का आर्डनेंस फ़ैक्टरी बोर्ड द्वारा विहित किया जाएगा। "व्यावसायिक परीक्षण" पद में लिखित शैक्षिक और व्यावहारिक परीक्षण तथा अभि-ह्वि परीक्षण और साक्षात्कार तथा कोई अन्य कानूनी शर्तता परीक्षा जहां लागू होगी।

टिप्पण 14:— इस अनुसूची के स्तंभ 12 में जहां-जहां न्यूनतम सेवा की कोई शर्त है और किसी कनिष्ठ कर्मचारी के बारे में उसके द्वारा उक्त न्यूनतम सेवा की शर्त पूरी करने के आधार पर चयन के लिए विचार किया जाता है वहां ऐसे सभी व्यक्ति जो उससे उद्येष्ट हैं और जिन्होंने परीक्षा अवधि पूरी कर ली है इस बात के होते हुए भी कि वे उक्त न्यूनतम सेवा शर्त पूरी नहीं करते हैं, चयन के लिए विचार किए जाने के पात्र होंगे।

टिप्पण 7:— स्तम्भ 11 में जहां-जहां सुसंगत विभागीय प्रोन्नति समिति द्वारा तैयार किए गए पैल शब्द आते हैं और भर्ती चयन द्वारा की जाती है यदि विहित गोपनीय रिपोर्ट नहीं है तो वहां गोपनीय रिपोर्ट/कार्य करने की रिपोर्ट और/या व्यावसायिक परीक्षा के परिणाम के आधार पर पैल तैयार किया जाना अपेक्षित है।

टिप्पणी 15:—उसी वेतनमान (ग्रेड) में पदों की कुल संख्या में सेवा की आवश्यकताओं को देखते हुए आर्डनेंस फ़ैक्टरी बोर्ड समय समय पर अपेक्षाओं के आधार पर इस अनुसूची के उपाबंध "क" और "ख" में वर्णित व्यवसायों की संख्या में अभिवृद्धि कर सकेगा या उन्हें अविभाजित या किसी व्यवसाय में विभा सकेगा या उसी वेतनमान के विभिन्न व्यवसायों के पदों में अभिवृद्धि का उनमें कमी कर सकेगा।

टिप्पण 8:— इस अनुसूची के स्तम्भ 11 और स्तम्भ 12 में उपर्युक्त प्रोन्नति सामान्यतः स्तम्भ 12 में उपर्युक्त पोषक श्रेणी से होगी किन्तु जहां दो या अधिक फ़ैक्टरी संगठन सहयुक्त व्यवसाय या सहयुक्त श्रेणी है वहां प्रोन्नति के लिए चयन फ़ैक्टरी के महाप्रबंधक या आर्डनेंस फ़ैक्टरी बोर्ड द्वारा सहयुक्त व्यवसायों में पात्र व्यक्तियों की समान उद्येष्टता सूची से किया जाएगा।

टिप्पणी 16:—इस अनुसूची के पदों के पदधारी उसी फ़ैक्टरी या आर्डनेंस फ़ैक्टरी संगठन के कार्यालय में सेवा करने के सामान्यतः दायित्व के अधीन हैं। किन्तु इससे प्रबंधन के उस अधिकार पर कि वह लोक हित में उन्हें अन्य फ़ैक्टरी या आर्डनेंस फ़ैक्टरी संगठन के कार्यालय में समतुल्य पदों पर स्थानांतरित कर सकता है, प्रतिकूल प्रभाव नहीं पड़ेगा।

टिप्पण 9:— इन नियमों में "समतुल्य पद" शब्द और इसके ह्य भेदों के उसी या किसी अन्य प्रवर्ग में किसी अन्य पद के रूप में उसी या समरूप वेतनमान में कोई पद अभिप्रेत है और ऐसे पद को आर्डनेंस फ़ैक्टरी बोर्ड या फ़ैक्टरी के महाप्रबंधक समतुल्य पद घोषित कर सकेगा और इन्हें परस्पर परिवर्तनीय या स्ट्रोक (1) में नियुक्तियां माना जायेगा।

New Delhi, the 1st November, 1994

टिप्पण 10:— इस अनुसूची के स्तंभ के अधीन विहित शर्तताओं के संबंध में इस प्रश्न को कि क्या कोई शर्तता किसी पद के लिए विहित शर्तता के समतुल्य है आर्डनेंस फ़ैक्टरी बोर्ड द्वारा घोषणा की जाएगी।

S.R.O. 185.—In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Ordnance Factories Group C and Group D Industrial posts Recruitment Rules, 1989, except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the method of recruitment to the posts of industrial employees in Group C and Group D in Ordnance Factories and Ordnance Equipment and Clothing Factories and other offices/establishments under the Ordnance Factories Organisation, namely:—

टिप्पण 11:— इन नियमों के प्रयोजन के लिए आर्डनेंस फ़ैक्टरी बोर्ड की ओर से किसी या सभी शक्तियों का प्रयोग करने के लिए बोर्ड के किसी सदस्य का आर्डनेंस फ़ैक्टरी के अपर महानिदेशक की प्रधिकृत कर सकता है और ऐसी शक्तियों का प्रयोग उस बोर्ड द्वारा किया गया समझा जाएगा।

Short title and commencement.—(1) These rules may be called the Ordnance Factories Group C and Group D Industrial Posts Recruitment Rules, 1994.

टिप्पण 12:— इन नियमों में फ़ैक्टरी का महाप्रबंधक पद और इसके रूप भेदों, के अन्तर्गत, उद्येष्ट महाप्रबंधक, अपर महाप्रबंधक, भारसाधक अधिकारी, फ़ैक्टरी के स्थायी भारसाधक अधिकारी और निदेशक कर्मचारिवन्द महाविद्यालय तथा अन्य स्थापनाओं के अध्यक्ष भी हैं जिन्हें आर्डनेंस फ़ैक्टरी बोर्ड द्वारा फ़ैक्टरी के महाप्रबंधक के समतुल्य घोषित किया गया है।

(2) They shall come into force on the date of their publication in the Official Gazette.

टिप्पण 13:— इस अनुसूची के स्तंभ 7 में जहां आयु-सीमा अधिकारी है वहां आयु-सीमा अवधारित करने के लिए निर्णायक

Application.—These rules shall apply to the posts specified in column 1 of the Schedule annexed to these rules. The trades and grade of these posts

shall be as per the Annexures A and B of the said Schedule.

Number, classification and scale of pay.—The number of the said posts, their classification and the scales of pay attached thereto shall be as specified in columns 2, 3 and 4 respectively of the said Schedule.

Method of Recruitment, age limit, qualifications etc.—The method of recruitment to the said posts, age limit, qualifications and other matters connected therewith shall be as specified in the columns 5 to 14 of the aforesaid Schedule.

Disqualification.—No person,—

- (a) who has entered into or contracted a marriage with a 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 of the posts :

Provided that the Central Government may, if satisfied that the 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 rule.

Power to relax.—Where the Central Government is of the opinion that it is necessary or expedient to do so, it may by order, for reasons to be recorded in writing, relax any of the provision of these rules with respect to any class or category of persons.

Saving.—Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Schedule Caste, the Schedule Tribes, Ex-Serviceman and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

Name of post	No. of post	Classification	Scale of pay	Whether selection or Non-selection post.	Whether benefit of added years of service admissible under rule 30 of the Central Civil Services (Pension) Rules, 1972.
1	2	3	4	5	6
1. Master Craftman	1100* (1994) *Subect to variation. dependent on workload.	Civilian in Defence Services, Group C Industrial.	Rs. 1400-40-1800-EB-50-2300	Selection post	Not applicable
Age limit for direct recruits.	Educational and other qualifications required for direct recruits	Whether age and other educational qualifications prescribed for direct recruits will apply in the case of promotees.	Period of probation if any	Method of recruitment whether by direct rectt. or by promotion or by deputation/trnsfer and percentage of the vacancies to be filled by various methods.	
7	8	9	10	11	
Not applicable	Not applicable	Not applicable	Nil	By promotion from Panel prepared by relevent DPC for each trade including allied trade after adjustment of surplus and transfer.	
In case of rectt. by promotion/deputation/-transfer, grades from which promotion/deputation/transfer to be made.	If a DPC exists, what is its composition.	Circumstances in which UPSC is to be consulted in making recruitment.			
12	13	14			
Promotion : By DPC from elegeible employees In highly skilled grade I in pay scale of Rs. 1320-30-1560-EB-40-2040—and on passing the trade test. A minimum period of 3 year's regular service in the grade of Rs. 1320-30-1560-EB-40-2040 total service of 7 years in the grade of 1200-1800 for being eligible for promotion. Transfer : On passing Trade Test.	Three group A Officers as approved by General Manager or Officer in temporary charge.	Not applicable			

1	2	3	4	5	6
Highly skilled grade 12392* (1994) workmen (List of trades at annexure A and B)	*Subject to variation dependent on work-load.	Civilian in Defence Service Group 'C' Industrial	Rs. 1320-30-1560-EB- 40-2040	Non-selection post	Not applicable

7	8	9	10	11
30 years	Same as for semi-skilled. but with Trade Test prescribed for highly skilled Grade I	No.	For promotees : Nil for direct recruits: 2 years	By promotion after adjustment of surplus and transfer failing which by direct recruits

12	13	14
Promotion : <u>From person in highly skilled Grade III in the pay scale of Rs. 1200-1800 in the same or alike trades with minimum regular service of 3 years in the grade and on passing the trade test.</u> Transfer : On passing Trade Test.	Not applicable	Not applicable

1	2	3	4	5	6
3. Highly skilled grade II workman (list of trades at annexure A and B)	19770* (1994) *subject to variation dependent on work-load	Civilian in Defence Service Group 'C' Industrial	Rs. 1200-30-1440-EB- 30-1800	Non selection post	Not applicable

8	9	10	11	
30 years	Same as for semi-skilled but with trade test prescribed for highly skilled Grade II	No	For promotees : Nil for direct recruits: 2 years	By promotion after adjustment of surplus and transfer failing which by direct recruitment

12	13	14
Promotion from persons in the Skilled Grade in the pay scale of Rs. 950-20-1150-EB-25-1500 in the same or allied trades with minimum regular service of 3 year in the grade and on passing trade test. Transfer : On passing the trade test.	Not applicable	Not applicable

1	2	3	4	5	6
4. Skilled workman (list of trades at annexure A and B)	71532*(1994) *Subject to variation dependent on work-load.	Civilian in Defence Service Group 'C' Industrial	Rs. 950-20-1150-EB-25-1500	Non selection	Not applicable
7	8	9	10	11	
30 years	4. Same as for semi-skilled but with trade test prescribed for skilled group	No	2 years	By promotion after adjustment of surplus and transfer failing which by direct recruitments	
	12	13	14		
	Promotion from persons in the Semi-skilled grade in pay scale of Rs. 800-15-1010-EB-20-1150 in the same trade with a minimum regular service of 2 years for trades listed at annexure A and with a minimum regular service of 3 years for trades listed at Annexure B and on passing the trade test. Transfer : On passing the trade test.	Not applicable	Not applicable		
1	2	3	4	5	6
5. Semi-skilled workman (list of trades at Annexure A and B)	16005* (1994) *Subject to variation dependent on work-load	Civilian in Defence Service, Group 'D' Industrial	Rs. 800-15-1010-EB-20-1150	Non-selection post	Not applicable
7	8	9	10	11	
30 years	(a. (i) For the Trades at Annexure A National Council of Trades for Vocational Training Certificate in the relevant trade failing which by IJL or equivalent Diploma/Certificate holder	No	For Promotees : Nil For direct recruits: 2 years	(i) For trades listed at Annexure A-80% by transfer failing which by direct recruitment. 20% by promotion for each trade including allied trades after adjustment of surplus. (ii) For trades listed at Annexure B-100% by promotion for each trade including allied trades after adjustment of surplus and transfers. In any trade (such as new trade on failure of recruitment by promotion by transfer failing which by direct recruitment.	

12	13	14
Promotion : From persons in the un-skilled grade in the pay scale of Rs. 750-12-870-EB-14-940 having a minimum regular service of 3 years and on passing trade test and on acquiring statutory qualifications where required.	Not applicable	Not applicable
Transfer : On passing the trade test and on acquiring statutory qualifications where required.		

1	3	4	5	6
5. Unskilled workman 16005* (1994) *Subject to variation dependent on workload	Civilian in Defence Services Group 'D' Industrial	Rs. 750-12-870-EB-14-940	Not applicable	Not applicable

7	8	9	10	11
10 years	Essential : Passed in Vth class Desirable: Matriculate	Not applicable	2 years for direct recruits	By transfer failing which by direct recruitment after adjustment or surplus

1	13	14
Transfer on passing trade test	Not applicable	Not applicable

(No. 41 (3)/93-III/D Factory-2  
Desk Officer, G. S. Audhkhasi

ANNEXURE - 'A'

Sl. No	Name of Trade	Grades in which Post exist
1.	Black Smith	- Semi-skilled to Master Craftsman
2.	Boiler Attendant	- Semi-skilled to skilled promotion to H.S. Gr.-II and Gr. I in Line Mistry Trade.
3.	Book Binder	- Semi-skilled to Master Craftsman
4.	Cable Jointer	- do-
5.	Carpenter	- Semi-skilled to skilled promotion to HS Gr.II and Gr. I in line Mistry Trade.
6.	Compositor	- Semi-skilled to Master Craftsman.
7.	Di-Sinker	- do-
8.	Electrician	- do-
9.	Electroplator	- do-
10.	Fitter	- do-
11.	Grinder	- do-
12.	Machinist	- do-
13.	Miller	- do-
14.	Millwright	- do-
15.	Moulder	- do-
16.	Mason	- do-
17.	Painter	- do-
18.	Pattern Maker	- do-
19.	Sheet Metal Worker	- do-
20.	Switch Board Attendant	- Semi-skilled to H.S. Gr. I
21.	Tailor	- do-
22.	Tool Maker	- Semi-skilled to Masier Crtsman Desk officer
23.	Turner	- do-
24.	Welder	- do-
25.	Wireman	- Semi-skilled to H.S. Gr. II Promotior to H.S. I will be in Line Mistry.
26.	Examiner with all sub-Trades shown in Annexure 'B' so far NCTVT/Trade apprentices/ITI are concerned.	- Semi-skilled to Master Craftsman

Sl. No.	Name of Trade	Grade in which post-exist.
1.	Armature Winder	—Semi-Skilled to Master Craftsman.
2.	Bar Mill operator.	-do-
3.	Borer	-do-
4.	Borer Gun	-do-
5.	Cane Worker	-do-
6.	Chemical Plumber	—Semi-skilled-Further line of promotion in the trade of Carpenter.
X 6A.	Chemical Process Worker	—Semi-skilled to Master Craftsman.
7.	Counter	—Semi-skilled to skilled. Promotion to HS Gr. II and HS Gr. I will be in Line Mistry. Trades.
X 8.	Danger Building Worker	—Un-skilled.
9.	Driver Locomotive (Steam and Diesel)	—Semi-skilled to skilled promotion to HS Gr. II and HS Gr. I will be in line mistry.
10.	Driver Tractor	—Semi-skilled to HS-II—promotion to HS Gr. I shall be in Line Mistry Trade.
11.	Engraver	—Semi-skilled and skilled Promotion to HS Gr. II and Gr. I shall be in Line Mistry Trade.
X 12.	Examiners	—Semi-skilled to Master Craftsman.
	Sub Trades:	—Semi-skilled to Master Craftsman.
	(a) Engineering	
	(b) Clothing.	
	(c) Filling.	
	(d) General Stores.	
	(e) Leather	
	(f) Metals	
	(g) Metallography	
	(h) Optical	
	(i) Spectography	
	(j) Proof & Test	
	(k) SOC	
	(l) Timber	
	(m) X-ray	
13.	Extrusion Press Operator	—Semi-skilled to HS Gr II- Promotion to HS Gr. I in Line Mistry Trade.
14.	Forgeman	—Semi-skilled to HS Gr. I.
15.	Heat Treatment Operator	—Semi-skilled to HS Gr. I.
16.	Jig Borer	—Semi-skilled to Master Craftsman.
17.	Kiln operator/Kiln Attendant	—Semi-skilled and skilled.
18.	Labour	—Un-skilled and Semi-skilled.
19.	Lead Burner	—Semi-shilled to HS Gr. I
20.	Leacher Worker	—Semi-skilled and skilled Promotions to HS Gr. II and Gr. I shall be in Line Mistry Trade.
21.	Leather process worker	-do-
22.	Line Mistry	—Semi-skilled to HS Gr. I
23.	Marker off	—Semi-skilled to Master Craftsman.
24.	Melter (Ferrous/Non-Ferrous)	—Semi-skilled to Master Craftsman.
X 25.	Optical Worker	—Semi-skilled to Master Craftsman.
26.	Overseer	—Semi-skilled. Promotion to shilled, HS Gr. II and Gr. I shall be in Line Mistry Trade.
27.	Operator Material Handling Equipment.	—Semi-skilled to HS Gr. II Promotion in HS Gr. I shall be in Line Mistry Trade.
28.	Photo Etcher.	—Semi-skilled to H.S Gr. II Promotion to HS Gr. I shall be in line Ministry Trade.

1	2
29. Pointmen	- Semi-skilled
30. Printing Machine Operator/Mistry C.C Printer.	- Semi-skilled to HS Gr. I.
31. Rigger	- Semi-skilled to HS Gr II- Promotion in HS Gr. I shall be in Line Mistry Trade.
32. Rope Slicer	- Semi-skilled. Promotion to skilled, HS Gr. II and Gr. I shall be in Line Mistry Trade.
33. Saw Doctor	- Semi-skilled to Master Craftsman.
34. Sand and Shot Blaster.	- Semi-skilled. Promotion to skilled. HS Gr. II and HS Gr. I shall be Line Mistry Trade.
35. Telephone Mechanic.	- Semi-skilled and skilled.
36. Ticket Sorter	Un skilled.
37. Tool setter and Tool setter (Auto)	- Semi-skilled to Master Craftsman.
38. Type Writer Mechanical	- Semi-skilled to skilled.

Note 1 : The number of posts indicated in Column 2 in the Schedule are subject to variation dependent on workload.

Note 2 : The age limits indicated under Column 7 are relaxable for Government servants, upto 35 in accordance with the instructions or order issued by the Government of India.

Note 3 : Wherever the words "adjustment of surplus" occur in Column 11 of this Schedule it shall mean appointment in public interest by the Management, of persons already holding posts same or identical or nearly equivalent scale of pay in any factory or office or anywhere in the Ordnance Factories Organisation whom it is necessary to adjust in the posts in the exigencies of service consequent on the persons or the posts held by them being found surplus by the Management.

Note 4 : Wherever the word "Transfer" occurs in Column 11 or 12 of this Schedule it shall include transfer in public interest by the Management of persons (already holding posts in the same or identical or nearly equivalent scale of pay) to posts in the same factory or office in the Ordnance Factories Organisation and also Transfer within the same factory or office at the request of the person concerned where agreed to by the Management. The Transfers in public interest will include Transfers from one grade, interse promotions from another grade where from two different grades. The transfer in public interest will also include filling of posts by transfer of persons holding post from which there is no promotion to any other posts or grade whether or not such posts are declared equivalent posts and such appointments by transfer may be made prior to filling of posts by promotion from other grades or by direct recruitment. The transfer in public interest will also include Transfer of persons in the Trades to be abolished or merged with other trades on administrative grounds.

Note 5 : The term "Deputation" shall mean deputation for specified period in accordance with orders of the Government in force from time to time and in the exigencies of service, the Ordnance Factory Board or the General Manager of the factory may, in the public interest, take suitable persons from outside the Ordnance Factories Organisation on deputation to any of the posts specified in this Schedule.

Note 6 : Wherever "trade test" is laid down in Column 12 of this Schedule such trade test shall be prescribed by the General Manager of the factory or the Ordnance Factory Board. The term "Trade test" will include written, oral and practical examination and aptitude test and interview and also statutory qualification test where applicable.

Note 7 : Wherever the words "Penal prepared by relevant Departmental Promotion Committee" occur in Column 11 and recruitment is to be made by selection, the words shall mean preparation of panel purely on the basis of merit by reference to confidential reports, performance reports, if no confidential reports are prescribed and/or by reference to results of a trade test.

Note 8 : Promotion indicated in Columns 11 and 12 of this Schedule will normally be from feeder grade indicated as Column 12 but where two or more Factories Organisation "allied trades" or "allied grades" by the General Manager of the factory or Ordnance Factory Board selection for promotion will be made from common seniority list of eligible persons in the allied grades or allied trades.

Note 9 : The words "equivalent posts" and its variants in these rules will mean any posts in some or identical scale of pay as another posts in the same or another category and which posts the Ordnance Factory Board or General Manager of factory may declare

as equivalent posts and they will be considered to be interchangeable or stroke (/) appointments.

Note 10 : In relation to prescribed qualifications under Column 8 of this Schedule the question whether a qualification is equivalent to the prescribed qualification for any post shall be decided by the Ordnance Factory Board.

Note 11 : For the purpose of these rules, the Ordnance Factory Board may authorise any Member of the Board or an Additional Director General Ordnance Factories to exercise any or all its powers on its behalf and it shall be deemed to have been exercised by the said Board.

Note 12 : In these rules the term "General Manager of the Factory" and its variations shall include Senior General Manager, Additional General Manager, Officer-in-Charge, Officer in temporary charge of the factory and Director of Staff College and heads of other establishments declared by Ordnance Factory Board to be equivalent to General Manager of Factory.

Note 13 : Wherever any age limit is laid down in Column 7 of this Schedule the crucial date for determining the age limit shall be the closing date for receipt of applications from candidate in India (from Andaman and Nicobar Islands and Lakshadweep). In respect of posts the appointment to which are made through the Employment Exchan-

ges the crucial date for determining the age limit, in each case, will be the last date upto which the Employment Exchanges are asked to submit the names.

Note 14 : Wherever any condition of a minimum service is laid down in Column 12 of this Schedule and a junior employee is considered for selection by virtue of his satisfying the said minimum service condition all persons senior to him who have completed probationary period shall also become eligible for consideration for selection notwithstanding that they may not satisfy the said minimum service condition.

Note 15 : In the exigencies of the service within the total number of posts in the same scale of pay (Grade) the Ordnance Factory Board may add to the number of trades or sub-divide, abolish or merge any trade mentioned in Annexure A and B to this Schedule or add to and reduce number of posts in different trades on same scale of pay from time to time on the basis of changes in functional requirements.

Note 16 : The incumbents of posts in this Schedule are normally liable for service in the same factory or office in the Ordnance Factories Organisation but without prejudice to the right of the Management, in the public interest, to transfer them to equivalent posts in any other factory or office in the Ordnance Factories Organisation.