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MINISTRY OF DEFENCE  
Notification  
New Delhi, the 9<sup>th</sup> October, 1996

**S.R.O. 182** ♦ In exercise of the powers conferred by the proviso of article 309 of the Constitution, and in super session of the Indian Ordnance Factories ♦ Group ♦ C ♦, Supervisory and Non-Gazetted Cadre (Recruitment and conditions of service) Rules, 1989 in so far as they relate to the posts of Foreman(Tech), 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 post of Junior Works Manager in the Ordnance Factories Organisation, namely:-

1. Short title and commencement-

- (i) These Rules may be called the Indian Ordnance Factories Organisations, Junior Works Manager (Group ♦ B ♦ post) Recruitment Rules, 1996.
- (ii) They shall come into force on the date of their publication in the official Gazette.

2. Number of posts, 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 to 4 of the Schedule annexed to these rules.

3. Method of recruitment, age limit and other qualification ♦ The method of recruitment to the said posts, age limit, qualifications and other matters relating thereto shall be as specified in columns 5 to 14 of the said schedule.

4. 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 a person,  
shall be eligible for appointment to any of the said posts :

Provided that the Central Government 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 these Rule.

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

6. Saving : - Nothing in these Rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Schedule Caste, Scheduled Tribes, Ex-Servicemen, 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 Posts (1)	No. of Posts (2)	Classifications (3)
<b>Junior Works Manager</b>	a) Mechanical - 984 b) Electrical - 124 c) Civil - 50 d) Design - Nil e) Metallurgical - 106 f) Chemical - 232 g) Clothing - 73 h) Leather - 17 Total - 1586*	Civilian in Defence Services, Group 'B' posts, Gazetted, Ministerial

	<p>*1586 (1996) Subject to variation dependent on workload.          Note : The department may, in consultation with the Union Public Service Commission, add or to reduce the number of posts mentioned against each discipline before the holding of each Departmental Promotion Committee.</p>	
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Scale of Pay	Whether Selection post or non-selection post	Age limit for direct recruits
(4)	(5)	(6)
Rs.2375-75-3200-EB-100-3500 (Unrevised)	Selection	<p>Between 21 and 30 years.</p> <p>Note 1. Relaxable for Government servants up to 5 years in accordance with the instructions or orders issued by the Central Government.</p> <p>Note 2. The crucial date for determining the age limit shall be the closing date for receipt of application from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti District and Pangi Sub-division of Chamba District of Himachal Pradesh, Andaman and Nicobar Island or Lakshadweep.)</p>

Whether benefit of added years of service admissible under Rule 30 of the Central Civil Services (Pension) Rules, 1972	Educational and other qualifications required for direct recruitment	Whether age, educational qualifications and trade test prescribed for Direct recruits will apply in the case of promotees
(7)	(8)	(9)
Not Applicable	<p>Essential:            Degree in Engg./Technology from a recognised university / institutions or equivalent OR Master's degree in science from a recognised university or equivalent. (The exact qualifications and disciplines shall be indicated at the time of each selection).            Note 1. Qualifications are relaxable at the discretion of Union Public Service Commission in case of candidates otherwise well qualified.</p>	No

Period of probation, if any	Method of recruitment whether by direct recruitment OR by departmental transfers & % of vacancy to be filled by various methods	In case of recruitment by promotion / deputations / transfer grades from which promotion / deputation / transfer to be made
(10)	(11)	(12)
2 years for Direct recruits.	<p>(a) 75% by promotion , and            (b) 25% by promotion on the basis of Limited Departmental Competitive Examination failing which by Direct recruitment.</p>	<p>Promotion : From Asstt.Foreman (Technical) (pay scale Rs.2000 ◆ 3200) with 3 years regular service in the grade.            Limited Departmental Competitive Examination:            Assistant Foreman (Technical)            Chargeman Grade-I (pay scale Rs. 1600-2660) or equivalent with 3 years ◆ regular service in the grade.</p>

	<p>Note 1. Promotions to the grade of Junior Works manager shall be made discipline wise.</p> <p>Note 2. Where juniors who have completed their qualifying eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying / eligibility service by more than one year and have successfully completed their probation period, if prescribed.</p>
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If Departmental Promotion Committee exists, what is its composition.	Circumstances in which UPSC is to be consulted in making recruitment.
(13)	(14)
<p>Group <b>B</b> Departmental Promotion Committee (for promotion/ confirmation):-</p> <ol style="list-style-type: none"> <li>1. Additional Director General, Ordnance Factories/Member, <b>B</b> Chairman Ordnance Factory Board</li> <li>2. Deputy Director General/ Personnel, <b>B</b> Member. Ordnance Factory Board</li> <li>3. Deputy Director General, Ordnance Factory Board <b>B</b> Member.</li> </ol> <p>Note : The proceedings of the Departmental Promotion Committee relating to confirmation of a direct recruit shall be sent to the commission for approval. If, however, these are not approved by the commission a fresh meeting of the Departmental Promotion Committee to be presided over by the Chairman or a Member of the Union Public Service Commission shall be held.</p>	<p>Consultation with Union Public Service Commission necessary while making direct recruitment.</p>

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