۲.	Recruitment and Promotion Rules of Factory Workers/Supervisory Staff (Excluding Secruity Section) of R&T Factories of HP State Forest Corporation Limited.								
SL No.	Name of post with pay scale	Age for direct	Educational, Technical and other qualification for Direct Recruitment	Weather Period of qualification		f Method of Recruitment	In case of recruitment Recruitment &		
				prescribed for		Recruitment	by promotion trade promotion from which to be committee exists,		
				directe recruits			promoted	what is the	
				applies in case				composition	
				of promotion					
1	Head Mechanic	Up to 45	Essential:	Relaxable.	Two years in	100% by	From amongst the	As may be	
		years -	(1) Minimum Matriculate with ITI Certificate in any	Passing of			Foreman /Supervisor/		
			Mechanical Trade.	Trade Test	regular	which by direct	Skilled Workers who	Managing Director	
	1 (4000-6000) on	case of	(2) Minimum five years experience in a reputed	essential	appointment		·	from time to time.	
	regular basis	exceptionally qualified	industry/factory as in-charge Mechanical workshop			regular or contract			
		candidate	or Mechanical section				mechanical/ electrical/		
	2.Rs 6000/-	-	Desirable:				automobile trade having minimum 6		
	consolidate on contract basis		i) Experience in Chemical Industry, dealing with				years experience as		
	COMPACT DASIS		corrosive and highly inflammable products.				Supervisor/Foreman		
			ii) Knowledge of customs, manners and dialects of Himachal Pradesh.				and Skilled Worker		
2	Head Foreman	-	Essential:	Relaxable.	Two years in		From amongst	As may be	
		years - relaxable in	Higher Secondary or equivalent with at least 10	Passing of		promotion faling]		constituted by the	
		case of	years experience as Foreman or Supervisor in Factory working. Knowledge of Factory Act,	Trade Test		which by direct		Managing Director	
		exceptionally	exercise regulation, time keeping duties and	essential	appointment	regular or contract	Foreman. f	from time to time.	
		qualified	familiarity with Labour laws. Proven record of			basis			
		candidate	leading man in a firm of repute. Should qualify the						
			Treade Test.						
	1 (4000-6000) on		Desirable:						
	regular basis		i) Experience in Chemical Industry, dealing with						
	2.Rs. 6000/-		corrosive and highly inflammable products.						
	consolidate on		ii) Knowledge of customs, manners and dialects of Himachal Pradesh						
	contract basis								

Recruitment and Promotion Rules of Factory Workers/Supervisory Staff (Excluding Secruity Section) of R&T Factories of HP State Forest Corporation Lim

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3	Foreman/ Boiler		Loscuttat.		Foreman/	Foreman/ Boiler		As may be	
	Operator	years -	Foreman: Matriculate or equivalent with at least 10	Relaxable.	Boiler	- Province		constituted by the	
		relaxable in	years Experience in supervisory capacity. Fully	Passing of	Operator:			Managing Director	
		case of	connversant with factory working having knowledge	Trade Test			workers having at least	from time to time.	
		exceptionally	of store purchase, dispatch, store book keeping ang	essential			having 3 years service		
		qualified	Time keeping duties. Should qualify the Trade Test.		regular	recruitment on		,	
		candidate			appointment	regular or contract			
	1 (4000-6000) on		2. Boiler Operator: Minimum Matriculate with				Boiler Operator:		
	regular basis		second class Boiler Attendant certificate of				From amongst		
			competency awarded by the competent authority				Supervisors/ Skilled		
i			anywhere in India. Minimum 3 years experience in				workers having second		
			operatin the Furnace Oil/Fired wood Boiler in a				class Boiler Attendant	÷	
			industry/ factory.	possession of			certificate of		
	2.Rs. 6000/-		Desirable:	second class	8		competency awarded		
	consolidate on		i) Experience in Chemical Industry, dealing with	Boiler			by the competent		
	contract basis		corrosive and highly inflammable products.	Attenuant			authority anywhere in		
			contosive and mginy minanimatic products.	certificate of			India having 3 years service in the		
			ii) Knowledge of customs, manners and dialects of	competency					
			Himachal Pradesh.	awarded by the			respective category.		
				competent authority					
				anywhere in			-		
				India					
				mula					
4	Supervisors		5 Essential:	Relaxable.	Two years in	100% by	From amongst Skilled	As may be	
			- Matriculate or equivalent with at least 5 years		case of	promotion faling	Workers	constituted by the	
			n experience in the factory/Gover. Department where		regular	which by direct		Managing Director	
			f labour control is required. Should qualify the trade	essential	appointment			from time to time.	
		exceptionally	tests.			regular or contract	t		
	1 (3050-4590) on					basis			
	regular basis	candidate							
	2.Rs. 4575/ consolidate or		Desirable:						
	consolidate or contract basis	n	Knowledge of customs, manners and dialects of	f					
	contract basis		Himachal Pradesh.						

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5	Skilled Workers	Up to 45	Essential:	Relaxable.		Two years in	100% b	From amongst Middle		·
		vears	Minimum Matric with I.T.I. Certificate in respective	Passing	of	case of	promotion faling	pass or above Semi-	constituted	by the
		•	trade.	Trade	Test		which by direc	Skilled Workers	Managing	Director
	1 (3050-4590) on			essential		appointment	recruitment or	having 4 years	from time to	time.
	regular basis						regular or contrac	experience as Semi-		
	2.Rs. 4575/-		Desirable:				basis	Skilled.		·
	consolidate on		Knowledge of customs, manners and dialects of							
	contract basis		Himachal Pradesh.							
Te			No direct recruitment	Relaxable.		2 years	100% by	From amongst the Un		
	Workers (Rs.			Passing	of		promotion	Skilled workers	constituted	by the
	2650-4000)			Trade	Γest		2		Managing	Director
				essential					from time to	
	Un-Skilled	Up to 45	Essential:			2 years	Direct recruitmen		As may	
	workers	years	Matric or ITI certificate holder (of the trade for				on regular or			by the
		-	which the opening may exist) having good physique				contract basis		00	Director
			conforming to the physical standards as under:						from time to	time
	V		i) Chest Expansion = 5 cm ii)							
			Fully expended = 84 cm iii)							
			Height = 163 cm							
			iv) Walk of 25 KM in 4 hours							
	1 (2520-3200) on									
	regular basis									
	2.Rs. 3825/-		Desirable:							
	consolidate on		Knowledge of customs, manners and dialects of					<i>v</i> .		
	contract basis		Himachai Pradesh.						÷ 1.	
_			1 Fast in barrent they are he transformed to any							

There will be separate cadre for both Factories, however they can be transferred to any factory but their seniority will be maintained in the factory where they were appointed initially.

2 All the promotions will be made on seniority cum merit basis subject to qualifying the trade test as may be prescribed by the concerning General Manager from time to time for the relevant trade in which the vacancy exists.

3 With in the same category, seniority will be determined by as under:

a) Length of service in the category.

b) If two or more workers hold post on the same date then their seniority will be determined according to their order of seniority in the next below category.

c) If such workers have not been graded in the next below category, then the seniority will be according to the age.

d) The panel for Trade test will be up to the maximum of 5 persons for each vacancy, confined to the workers in the "next below category".

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