



GOVERNMENT OF KERALA

Industries (A) Department

NOTIFICATION*

G. O. (P) No. 60/2011/ID. Dated, Thiruvananthapuram, 26th February, 2011.

S. R. O. No. 191/2011.—In exercise of the powers conferred by sub-section (1) of section 2 of Kerala Public Services Act, 1968 (19 of 1968), read with section 3 thereof and in supersession of the Notification issued under G. O. (P) No. 143/2008/ID dated 17th September, 2008, published as S. R. O. No. 973/2008 in the Kerala Gazette Extraordinary No. 2061 dated 20th September, 2008, Government of Kerala hereby make the following Special Rules for the Kerala Industries Service, namely:—

RULES

1. *Short title and commencement.*—(1) These Rules may be called the Special Rules for Kerala Industries Service, 2011.

(2) They shall come into force at once except in the case of Assistant District Industries Officer in whose case it shall be deemed to have come into force on the 1st March, 1997.

2. *Constitution.*—The service shall consist of the following branches and categories of Officers, namely:—

Branch I (General)

Category 1—Director of Coir Development & Director of Handloom and Textiles.

Category 2—Additional Director of Industries and Commerce.

Category 3—Joint Director of Industries and Commerce/General Manager, District Industries Centre.

*Published as Gazette Extraordinary No. 522 dated 4th March, 2011.

GCPT. 3/3174/15/S-16.

Category 4—Deputy Director of Industries and Commerce/
Manager, District Industries Centre.

Category 5—Assistant Director of Industries and Commerce.

Category 6—Project Officer (Coir)/Special Officer (Reserve Bank
of India Scheme)/Deputy Registrar of Co-operative
Societies.

Category 7—Assistant Registrar of Co-operative Societies.

Category 8—Assistant District Industries Officer.

Branch II (Common Facility Service Centre)

Category 1—Deputy Director

Category 2—Assistant Director (Rubber)

Category 3—Assistant Director (Training)

Category 4—Assistant Director (Plastic)

Category 5—Assistant Director (Tool Room)

Category 6—Technical Assistant (Physical Testing Laboratory)

Category 7—Technical Assistant (Chemical Testing Laboratory)

Category 8—Foreman (Rubber)

Category 9—Foreman (Plastic)

Category 10—Foreman (Electrical)

Category 11—Foreman (Tool Room).

3. *Appointment.*—(a) Appointments to various categories specified in Column (1) of the Annexure to these rules shall be made following the methods of appointments specified in column 2 thereof.

(b) Promotions and Appointments by transfer shall be made from select lists of eligible candidates prepared on the basis of merit and ability, seniority being considered only when merit and ability are approximately equal. Persons included in the select list shall be ranked in the order of their seniority.

(c) A member of a service who gets promotion or appointment by transfer not on the basis of his/her seniority in the respective feeder category but by virtue of possession of a special qualification either in any branch of engineering/technology or in co-operation earlier than his/her senior or seniors in the respective feeder category shall be considered for promotion to a still higher post only after the turn of the said senior or seniors for such promotion arises:

Provided that the above sub-rule shall not apply if the said senior or seniors are not qualified either under the provisions of the general rules or under these rules for appointments to the categories of post concerned on the date of occurrence of the vacancy.

(d) The difference, if any, in the scales of pay of various categories of posts included in a category shall not confer on any member of service in that category any superior claim for promotion from that category to a category in another category.

(e) A person who is appointed to a category from another category shall be entitled to his service in both the categories being reckoned for promotion to a higher category provided that both the said categories are feeder categories to the higher category.

4. *Qualifications.*—(a) Age:—Unless otherwise specified in the appendix to these rules, no person shall be eligible for appointment to the service by direct recruitment, if he has completed 35 years and if he has not completed 18 years on the first day of January of the year in which applications for appointments are invited. Relaxation in upper age limit as provided in the general rules shall be allowed.

(b) Other qualifications:—No person shall be eligible for appointment to any of the categories specified in column (1) of the appendix to these rules by the method specified in column (2) unless he possesses the qualifications specified in corresponding entry in column (3) thereof.

Note:—In the case of direct recruits experience prescribed shall be one gained after acquiring the academic or other qualifications as per General Rules 10 (a, b).

5. *Probation.*—Every person appointed to a category shall from the date on which he joins duty be on probation.

Persons appointed by direct recruitment or recruitment by transfer through Public Service Commission shall be two years on duty within a continuous period of three years and for persons appointed in a post of category from another post or category in the same service or by appointed by transfer from one service to another within the same department or in other department (where direct recruitment is not resorted to) shall be one year on duty within a continuous period of two years.

Note:—Probationers in the post of Assistant Director of Industries and Commerce are allowed to complete their probation in the post of Deputy Director/Manager, District Industries Centre also, as a special case, in relaxation of the above rule.

6. *Reservation of appointments.*—The rules relating to reservation of appointment (General Rules 14 to 17) part II KS & SSR shall apply to appointments by direct recruitment.

7. *Tests.*—A person appointed to any category by direct recruitment or recruitment by transfer shall pass Account Test (Lower/Higher) or Account Test for executive officers during the period of probation if he has not already passed the test.

8. *Training.*—A person appointed to any category by direct recruitment under these rules shall undergo such training for such period as may be fixed by Government at the time of appointment. He shall be paid travelling allowance also as per rules. The period spent on training shall be considered as duty and shall be counted for increment, experience and probation.

9. *Appointing Authority.*—The appointing authority for categories 1 to 6 (general) and category 1 to 5 of Branch II (Common Facility Service Centre) shall be the Government and for the other categories shall be the Director of Industries and Commerce.

10. *Postings and Transfers.*—Postings and transfers of the members of the services shall be made,—

(a) In the case of members of Category 1 to 6 (General) and category 1 to 5 (Common Facility Service Centre) is by the Government; and

(b) In the case of members in other categories by the Director of Industries and Commerce.

By order of the Governor,

T. BALAKRISHNAN,
Additional Chief Secretary to Government.

Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

Government vide G. O. (P). No. 18/89/ID dated 24-1-1989, G. O. (P) No. 19/89/ID dated 24-1-1989, G. O. (P) No. 94/90/ID dated 28-6-1990, G. O. (P) No. 143/08/ID dated 17-9-2008 published in the Kerala Gazette and the orders issued in G. O. (Ms.) No.127/61/ID dated 23-12-1961, G. O. (P) No. 458/66/PD dated 25-11-1966 issued Special Rules to the Kerala Industries Service. Consequent on the reorganization of the department during the last two decades a number of new posts have been created in the department and a number of posts included in the existing special rules have been abolished. The Government therefore proposes to issue revised special rules so as to bring the new posts as well as the posts under the Kerala Industries Service. The posts of Technical Officers are merged to the post of Assistant District Industries Officer w.e.f. 1-3-1997 and combined Seniority List of Technical Officer and Assistant District Industries Officer on *inter se* seniority prepared and issued with effect from 1-3-1997 as per office proceedings No. EE1/15535/07 dated 2-2-2008 and the name of the post of Technical Officer is also redesignated as Assistant District Industries Officer as per G. O. (Ms.) 88/2007/ID dated 6-7-2007.

This notification is intended to achieve the above object.

ANNEXURE
(Referred to in Rules 3 and 4)

<i>Category Number and Category</i>	<i>Method of appointment</i>	<i>Qualification</i>
(1)	(2)	(3)
BRANCH I		
GENERAL		
Category 1		
Director of Coir Development/Director of Handloom and Textiles	Appointment by Government	A Degree of a recognized University in any branch of Engineering or Technology, Arts, Science or Commerce. OR A recognized Diploma in any branch of Engineering or Technology.
Category 2		
Additional Director of Industries and Commerce	By promotion from Category 3 of Branch I	A Degree of a recognized University in any branch of Engineering or Technology, Arts, Science or Commerce. OR A recognized Diploma in any branch of Engineering or Technology.
Category 3		
Joint Director of Industries and Commerce/Joint Director of Handloom and	By promotion from Category 4 of Branch I and Category 1 of Branch II	A Degree of a recognized University in any branch of Engineering or Technology, Arts, Science or Commerce. OR

Textiles/General Manager,
District Industries Centre

(Note:—Combined Seniority List from category 4 of Branch I and category 1 of Branch II shall be prepared on the basis of seniority in the Feeder category.)

A Diploma in any branch of Engineering or Technology recognized by Government of Kerala.

Category 4

Deputy Director of Industries and Commerce/
Manager, District Industries Centre.

(1) By promotion from Category 5, 6 of Branch I.

(2) By promotion from Category 2, 3, 4 & 5 of Branch II having minimum 5 years of service as AD in CFSC.

(Note 1:—A combined Seniority List of the qualified employees in the categories mentioned in items (1) and (2) above shall be prepared for appointment under these items.)

(3) In the absence of qualified hands for appointment by method (1) and (2) above, promotion from categories 7 & 8 of Branch I

A Degree of a recognized University in any branch of Engineering or Technology, Arts, Science or Commerce.

OR

A recognized Diploma in any branch of Engineering or Technology.

(1)	(2)	(3)
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(Note 2:—A combined Seniority List of category 7 & 8 of Branch I shall be prepared.)

Category 5

Assistant Director of Industries and Commerce

(1) By promotion from Category 7 and 8 of Branch I

(Note:—Combined Seniority List shall be prepared from Categories 7 & 8 having prescribed qualifications.)

A Degree of a recognized University in any branch of Engineering or Technology, Arts, Science or Commerce

OR

A recognized Diploma in any branch of Engineering or Technology.

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For Direct Recruitment

A Degree of a recognized University in any branch of Engineering or Technology

OR

A Post Graduate Degree of a recognized University in Business Administration.

(2) By Direct Recruitment

40% of the cadre strength is fixed for appointment by direct recruitment by Kerala Public Service Commission

Category 6

Project Officer (Coir)/
Special Officer (Reserve Bank of India Scheme)/
Deputy Registrar of Co-operative Societies

(1) Appointment from Category 7 and 8 of Branch I

(1) Minimum general educational qualification of S.S.L.C. Standard; and

(2) Higher Diploma in Co-operation or Junior Diploma in Co-operation awarded by Kerala State Co-operative Union or a pass in Co-operative Subordinate Personnel Training or any other qualification recognized by Government as

equivalent thereto or B.Sc. (Co-operation and Banking) Degree awarded by Kerala Agricultural University.

OR

B.Com. with Co-operation from any recognized University.

Category 7

Assistant Registrar of
Co-operative Societies

(1) By appointment from category
8 of Branch I

Minimum general educational qualification of
S.S.L.C. Standard and Higher Diploma in

(2) In the absence of qualified
hands for appointment by
promotion from the following
categories in Kerala Industries
Subordinate Service in the order of
preference:

Co-operation or Junior Diploma in
Co-operation awarded by Kerala State
Co-operative Union or a pass in Co-operative
Subordinate Personnel Training or any other
qualification recognized by Government as
equivalent thereto or B.Sc. (Co-operation and

(i) Senior Co-operative Inspector

Banking) Degree awarded by Kerala Agricultural
University.

(ii) Junior Co-operative Inspector

OR

B.Com. with Co-operation from any recognized
University.

(1)	(2)	(3)
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For Direct Recruitment

(iii) In the absence of (i) B.Com. Degree of a recognized University with Co-operation as optional subject.
qualified hands for appointment by promotion, methods (i) and (ii) above by direct recruitment

OR

(ii) (a) A Degree of a recognized University; and
(b) Higher Diploma in Co-operation;

OR

(iii) B.Sc. (Co-operation and Banking) Degree awarded by the Kerala Agricultural University.

Category 8

Assistant District
Industries Officer

1. By transfer from the following categories of the Kerala Industries Subordinate Service:—

(i) Industries Extension Officer

(ii) Senior Co-operative Inspector

For Transfer

(i) A Degree of a recognized University or a recognized Diploma in any branch of Engineering or Technology.

OR

(ii) (a) Minimum General Educational qualification of S.S.L.C. Standard.

(b) Higher Diploma in Co-operation or Junior Diploma in Co-operation awarded by Kerala

State Co-operative Union or a pass in Co-operative Subordinate Personnel Training and

(c) Pass in Account Test (Lower)

For Direct Recruitment

2. In the absence of qualified hands for appointment by method 1 above, by direct recruitment (i) A Degree of a recognized University in any branch of Engineering or Technology.

Note:—(i) Appointment by transfer from Industries Extension Officers and Senior Co-operative Inspector shall be made in the ratio of 2:1. However Senior Industries Extension Officer shall not be superseded by a Senior Co-operative Inspector who is junior to the former.

BRANCH II

COMMON FACILITY SERVICE CENTRE

Category 1

Deputy Director Common Facility Service Centre By promotion from Categories 2, 3, 4 and 5 of Branch II

For Promotion

(i) Degree or Diploma or Associate Membership of a recognized Indian or Foreign University or Institution approved by Government in Rubber Technology relating to Rubber processing such as Compounding, Vulcanizing and testing the various properties of rubber or in Plastic Technology relating to processing and testing the various properties of plastic.

OR

A Degree of a recognized University in Electrical/Mechanical Engineering.

OR

A Postgraduate Degree of a recognized University in Physics/Chemistry.

(1)	(2)	(3)
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In the absence of qualified candidates for promotion, By Direct Recruitment

For Direct Recruitment

i. (a) Degree or Associate Membership of a recognized Indian or foreign University or Institution approved by Government in Rubber Technology or study relating to Rubber processing such as Compounding, Vulcanizing and testing the various properties of rubber or in Plastic Technology relating to processing and testing the various properties of plastic.

(b) In the absence of qualified hands under i (a) above Diploma in the Subjects specified in the i (a) above.

ii. Experience for not less than two years in conducting training courses in Plastics or Rubber in an Industrial undertaking of repute.

(The experience should be from a Government Institution/Government Owned Company/any Government recognized Institution.)

OR

Experience in a responsible capacity in the manufacture of various rubber and plastic products for a period not less than two years.

(Note:—Condition regarding experience will be relaxed in the case of those having postgraduate qualification or research experience in related fields.)

Category 2

Assistant Director
(Rubber)

(i) By promotion from
Categories 6, 7, 8, 9, 10 and 11
of Branch II

(ii) In the absence of qualified
hands for promotion, by direct
recruitment.

For Promotion

A Degree or Diploma or Associate Membership
awarded by a recognized Indian or Foreign
University or Institution approved by Government
in Rubber Technology relating to Rubber
processing such as Compounding, Vulcanizing and
testing various properties of rubber.

OR

A Post Graduate Degree of a recognized
University in Physics/Chemistry.

For Direct Recruitment

(i) (a) A Degree or Associate Membership
awarded by a recognized Indian or Foreign
University or Institution approved by Government
in Rubber Technology relating to Rubber
processing such as Compounding, Vulcanizing and
testing various properties of Rubber.

(b) In the absence of qualified hands under
(i) (a) above Diploma in the subjects specified in
the (i) (a) above.

(ii) Experience of not less than two years in
Rubber manufacturing in a Government owned
Company or Corporation or an Industrial
undertaking registered under the Indian
Companies Act.

(1)	(2)	(3)
Category 3		For Promotion
Assistant Director (Training)	(i) By promotion from Categories 6, 7, 8, 9, 10. and 11 of Branch II.	(i) A Degree or Diploma or Associate Membership awarded by a recognized Indian or Foreign University or Institution approved by Government in Rubber/Plastic Technology/ Electrical Engineering/Mechanical Engineering.
		OR
		A Post Graduate Degree of a recognized University in Physics/Chemistry.
		For Direct Recruitment
	(ii) In the absence of qualified candidates for promotion, by direct recruitment	(i) (a) A Degree or Associate Membership awarded by a recognized Indian or Foreign University or Institution approved by Government in Rubber Technology relating to Rubber processing such as Compounding, Vulcanizing and testing various properties of Rubber.
		(b) In the absence of qualified hands under (i) (a) above Diploma in the subjects specified in (i) (a) above.
		(ii) Experience of not less than two years in Rubber manufacturing from a Government owned Company or Corporation or an Industrial undertaking registered under the Indian Companies Act.

Category 4

Assistant Director
(Plastic)

(i) By promotion from
categories 6, 7, 8, 9, 10 and
11 of Branch II

For Promotion

A Degree or Diploma or Associate Membership
awarded by a recognized Indian or Foreign
University or Institution approved by Govt. in
Plastic technology relating to plastic processing
such as Compounding, Vulcanizing and testing of
various properties of plastics.

OR

B. Tech. Degree in Polymer Science and Rubber
Technology of Cochin University of Science and
Technology.

OR

A Post Graduate Degree of a recognized
University in Physics/Chemistry.

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For Direct Recruitment

(ii) In the absence of qualified
candidates for promotion, by
direct recruitment

(i) (a). A Degree or Associate Membership
awarded by a recognized Indian or Foreign
University or Institution approved by Government
in Plastic Technology relating to plastic processing
such as Compounding, Vulcanizing and testing of
various properties of plastics.

OR

(b) B. Tech. Degree in Polymer Science and
Rubber Technology of Cochin University of
Science and Technology.

(1)	(2)	(3)
Category 5 Assistant Director (Tool Room)	(i) By promotion from Categories 6, 7, 8, 9, 10 and 11 of Branch II	(c) In the absence of qualified hands under i (a) and (b) above Diploma in the subjects specified in the i (a) and (b) above. (ii) Experience of not less than two years in Plastic manufacturing from a Government owned Company or Corporation or an Industrial undertaking registered under the Indian Companies Act.
	(ii) In the absence of qualified hands for promotion, by Direct Recruitment	<p style="text-align: center;">For Promotion</p> A Degree or Diploma of a recognized University in Mechanical Engineering or Metallurgy. <p style="text-align: center;">OR</p> A Post Graduate Degree of recognized University in Physics/Chemistry. <p style="text-align: center;">For Direct Recruitment</p> (i) A Degree of a recognized University in Mechanical Engineering or Metallurgy. (ii) Experience of not less than two years in a Tool Room manufacturing dies, jigs and fixtures in a Government owned Company or Corporation or an Industrial establishment registered under the Indian Companies Act.

Category 6

Technical Assistant
Physical Testing
Laboratory

1. By transfer from the following categories of Kerala Industries Subordinate Service.

(i) Junior Scientific Officer
(Physical Testing)

(ii) Analyst (Physical Testing)

2. In the absence of qualified hands for appointment by the method 1 above by direct recruitment.

Category 7

Technical Assistant
(Chemical Testing
Laboratory)

1. By transfer from the following categories of Kerala Industries Subordinate Service.

For Transfer

A Degree or Diploma of a recognized University in Mechanical or Electrical Engineering.

OR

A Masters Degree in Physics awarded by a recognized University.

For Direct Recruitment

(i) A Degree of a recognized University in Mechanical or Electrical Engineering.

OR

First Class Master Degree of a recognized University in Physics.

(ii) Experience of not less than two years in conducting various physical tests of rubber and plastic goods in a Govt. owned Company or Corporation or a firm/concern registered under the Indian Companies Act.

By Transfer

A Degree or Diploma of a recognized University in Mechanical/Electrical/Chemical Engineering/Polymer Technology.

(1)	(2)	(3)
	(i) Junior Scientific Officer (Chemical Testing)	OR
	(ii) Analyst (Chemical Testing)	A Masters Degree in Chemistry awarded by a recognised University.
	2. In the absence of qualified hands for appointment by the method (1) above, by Direct Recruitment	For Direct Recruitment (i) A Degree of a recognized University in Mechanical/Electrical/Chemical Engineering/Polymer Technology.
		OR First Class Masters Degree of a recognized University in Chemistry.
		(ii) Experience of not less than two years in conducting various physical tests of rubber and plastic goods in a Government owned Company or Corporation or a firm/concern registered under the Indian Companies Act.
Category 8		By Transfer
Foreman (Rubber)	(i) By transfer from Kerala Industries Subordinate Service	A Degree or Diploma or Associate Membership awarded by University or Institution recognized by Government of Kerala in Rubber Technology relating to rubber processing such as Compounding, Vulcanizing and testing of various properties of rubber.
		OR A Degree or Diploma recognized by Government of Kerala in any branch of Engineering other than Civil and allied subjects.

(ii) In the absence of qualified hands for appointment by method (1) above, by Direct Recruitment

Category 9

Foreman (Plastic)

(i) By transfer from Kerala Industries Subordinate Service

For Direct Recruitment

i. (a) A Degree or Associate Membership awarded by any recognized University or Institution in Rubber Technology relating to Rubber processing such as Compounding, Vulcanizing and testing, various properties of Rubber.

(b) In the absence of qualified hands under i (a) above, Diploma in the subjects specified in the i (a) above.

(ii) Experience in the particular field of work for a period of not less than three years from a Government owned Company or Corporation or a manufacturing firm/concern registered under the Indian Companies Act.

By Transfer

A Degree or Diploma or Associate Membership awarded by any recognized University or Institution in Plastic Technology relating to Plastic processing such as Compounding, Vulcanizing and testing of various properties of plastics.

OR

A Degree or Diploma in any branch of Engineering other than Civil and allied subjects.



(1)	(2)	(3)
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(ii) In the absence of qualified hands for appointment by method (1) above, by Direct Recruitment

- For Direct Recruitment**
- i. (a) A Degree or Associate Membership awarded by a University or Institution in Plastic Technology relating to Plastic Processing such as Compounding, Vulcanizing and testing of various properties of plastics.
- (b) In the absence of qualified hands under i (a) above Diploma in the subjects specified in i (a) above.
- (ii) Experience in the particular field of work for a period of not less than three years from a Government owned Company or Corporation or a manufacturing firm/concern registered under the Indian Companies Act.

Category 10

Foreman (Electrical)

(i) By transfer from Kerala Industries Subordinate Service

(ii) In the absence of qualified hands for appointment by the method (i) above, by Direct Recruitment

By Transfer

A Degree or Diploma of a recognized University in Electrical Engineering.

- For Direct Recruitment**
- (i) A Degree of a recognized University in Electrical Engineering.
- (ii) Experience in the particular field of work for not less than three years from a Government owned Company or Corporation or a firm/concern registered under the Indian Companies Act.

Category 10

Foreman (Tool Room)

(i) By transfer from Kerala Industries Subordinate Service

By transfer

A Degree or Diploma of a recognized University in Mechanical Engineering.

OR

Minimum general educational qualification of SSLC Standard with ITI Certificate in the Trade of Turner/Fitter/Machinist.

For Direct Recruitment

(ii) In the absence of qualified hands by transfer by Direct Recruitment

(i) A Degree of a recognized University in Mechanical Engineering.

(ii) Three years experience in a well-equipped Tool Room of a Government owned Company/ Corporation or a firm registered under the Indian Companies Act.

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*Note:—*I. The post of Charge Hand (Tool Room) is designated as Foreman (Tool Room).

II. The Seniority in the Categories 6 to 11 in Branch II will be considered only from the common seniority list prepared on the basis of seniority in their respective categories and qualifications prescribed for each categories.