

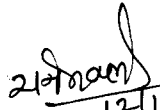
File No. 4-7/2016-CWP/ 749.
Government of India
Ministry of Communications
Department of Posts
O/o. the Chief Engineer (Civil)/HQ

Dak Bhawan, New Delhi.
Date: 12.12.2018

OFFICE MEMORANDUM

Sub: Amendment of Recruitment Rule of Assistant Engineer (Civil) and Assistant Engineer (Electrical).

Objections are invited from all concerned on the proposed amendment in Recruitment Rule in the grade of Assistant Engineer (Civil) and Assistant Engineer (Electrical) notified by the Department of Telecommunication for the Department of Telecommunications and the Department of Posts Civil Engineering Wing (Group B Gazetted Officers) and adopted by the Department of Posts *mutatis mutandis* in accordance to Cadre Management Transfer order of DoT vide OM No.32-7/2008-CWG dated 16-08-2011 for the RR notified vide Gazette Notification GSR 603 notified in Gazette on 11th November, 1992. Copy of the proposed draft amendment approved by the Secretary (Posts) is attached herewith. Objections shall reach this office within 30 days of the date of publication or latest by 15-01-2019 either in hard copy or by email on cwpnd2018@gmail.com


12/12/2018
Section Officer (CWP)

To,
The General Manager, CEPT, Mysore with a request to upload the
Office Memorandum on India Post website.

Sub: Amendment of Recruitment Rule of Assistant Engineer (Civil) and Assistant Engineer (Electrical).

For Assistant Engineer (Civil)

**MINISTRY OF COMMUNICATIONS
DEPARTMENT OF POSTS
NOTIFICATION**

New Delhi,, 2018.

G.S.R. 603.- In exercised of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Department of Telecommunications and Department of Posts Civil Engineering Wing (Group B Gazetted Officers) Recruitment Rules, 1992 in so far as they relate to the post of Assistant Engineer (Civil), the President hereby makes the following rules to regulate the method of Recruitment to the posts of **Assistant Engineer (Civil) in the Civil Wing of the Department of Posts of the Ministry of Communications**, namely : –

(1) **Short title and Commencement**, - (1) These Rules may be called **the Department of Posts Assistant Engineer (Civil) in Civil Wing Recruitment Rules, 2018**.

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

2. Application – These rules shall apply to the posts specified in column 1 of the Schedule annexed to these rules.

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

4. Method of recruitment, age limit, qualifications etc.- The method of recruitment to the said post, age limit, qualifications and other matters relating thereto shall be as specified in the column 5 to 13 of the said Schedule.

5. Disqualifications – 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 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 in the marriage and that there are other grounds for so doing, exempt any person from operation of this rules.

6. Initial constitution of the posts - (1) All Gazetted officers holding the posts of Assistant Engineer (Civil) on regular basis in the Civil Wing of the Department of Posts on the basis of commencement of these rules shall be deemed to have been appointed under these rules to the respective posts from the date they were regularly appointed to the above posts.

(2) The regular continuous service of officers referred to in sub-rule (1) above before the commencement of these rules shall count for the purpose of probation, qualifying service for promotion, confirmation and pension in the service.

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

8. **Savings** - Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-servicemen or any other special categories of persons, in accordance with the orders issued by the Central Government from time to time.

Proposed ANNEXURE -III for Assistant Engineer (Civil)

1. (a) Name of the Post : Assistant Engineer (Civil).
(b) Name of the Ministry / Deptt.: Ministry of Communications,
Department of Posts.
2. Reference No. in which Commission's : Not available.
Advice on RRs was conveyed.
3. Date of Notification of the original rules: GSR 603 notified in Gazette on 26th
December, 1992.

Col. No.	Provisions in the Approved / existing rules	Revised provision Proposed	Reason for revision proposed
1	Assistant Engineer (Civil)	Assistant Engineer(Civil)	No change.
2	* 604 (1992) *Subject to variation dependant on the workload.	* 145 (2018) *Subject to variation dependant on the workload.	As per Bifurcation of P&T Civil Wing vide order No.10-17/91-CSE dated 18-10-1993 at SI No.12. The different designation shown are all belonging to the grade of Assistant Engineer (Civil).
3	General Central Service, Group-B Gazetted Non-Ministerial.	General Central Service, Group-B Gazetted Non-Ministerial.	No change.
4	Rs.2000-60-2300-EB-75-3200-100-3500.	Level -7 in Pay Matrix Rs.44900-142400	Revision of pay scale on implementation of CCS(RP) Rules, 2016.
5	Selection	Selection	No change.
6(earlier col.No.7.	Not applicable.	Not applicable.	Col. 7, excluded after implementation of NPS w.e.f. 01-01-2004.
7. (earlier col. No.8)	Not applicable.	Not applicable	No change.
8. (earlier Col. No.9)	Not Applicable	Not Applicable	No change.
9.(earlier Col.no .10)	2 years.	N.A.	As per DoPT guideline.
10. (earlier Col. No.11)	(i) 50 percent by promotion. (ii) 50 percent by Limited Departmental Competitive Examination (LDCE).	(i) 67 percent by promotion failing which by deputation including Short Term Contract. (ii) 33 percent by deputation including Short Term Contract.	Changes proposed are as per the advice of DoPT. Only 50 percent posts of the feeder grade may be considered for promotion failing which by deputation including Short Term Contract in accordance to DoPTOM dated 31.3.2015 to have smooth availability of officers in the grade. Therefore, 50 percent of 195 JE (C) posts which is about 98 have been considered for promotion failing which by deputation including Short Term Contract. 98 is about 67 percent of 145 posts of AE (C).

			<p>There is no other channel of direct recruitment available for the grade of AE (C). LDCE provision available earlier in the 1992 RR was relevant when the number of posts was adequately large to 604 and the eligibility requirement was from amongst Junior Engineers (Civil) who have rendered not less than 4 years regular service as against the requirement of 8 years for promotion by selection. Now, when the provision for promotion by selection has been reduced to 5 years than earlier provision of 8 years, the difference of only 1 year for promotion through LDCE vis a vis through promotion by selection will have little or no effect on the availability of officer in the grade. Further, reduced number of posts in the feeder grade of JE (C) to 195 also doesn't justify conveying LDCE. As per DOPT OM of 31.3.2015, filling up of posts only by promotion requires ratio of posts in the grade to the feeder grade as 1 is to 3 or higher as against the ratio of 1 is to 1.35 available in the instant case.</p>
<p>11. (earlier Col. No.12)</p>	<p>Promotion : (i) 50 percent by Junior Engineer (Civil) with 8 years regular service in the grade. (ii) 50 percent by Limited Departmental Competitive Examination from amongst Junior Engineers (Civil) who have rendered not less than 4 years regular service in the grade as on 1st July of the year of Examination. Note: - In the case of non-availability of sufficient number of officials for filling up this post by promotion by selection in a particular recruitment year, the unfilled vacancies shall be diverted and filled up through Limited Departmental Competitive Examination and vice-versa subject to the</p>	<p>Promotion i) By Junior Engineer (Civil) with 5 years regular service in the grade and on successful completion of training for 4 weeks in the field of Building construction and maintenance. Note 1: where juniors who have completed their qualifying/eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service, or two years whichever is less and have successfully complete their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.</p>	<p>Amendment in requirement of regular service in the feeder grade has been proposed in accordance to DOPT OM dated 31.12.2010 and in accordance to Central Engineering Group 'B' Service Recruitment (Amendment) Rules, 2010 of CPWD, Ministry of Urban Development.</p> <p>Provision for eligibility requirement for deputation including Short Term Contract has been proposed in accordance to DoPT advice and as per the similar norms available for other cadres in CPWD and other Central Government Department having such provision. Provision of 4 weeks training in the field of Building construction and maintenance has been introduced for promotion as per DoPT norms.</p>

	conditions that the quota shall be restored in subsequent recruitment years.	<p>Deputation including Short Term Contract:</p> <p>i. Official holding analogous post on regular basis under the Central Government or State Government or Union Territories or Public Sector Undertaking or Semi-Government or Statutory or Autonomous Organisation</p> <p>OR</p> <p>ii. With five years service rendered after appointment thereto on regular basis in Level-6 of the pay matrix; and having following Educational qualification and experience.</p> <p>a. Three years Diploma or equivalent in Civil Engineering from an Institution recognised by the Central Government or State Government and</p> <p>b. Minimum 3 years of experience in building construction and/or maintenance in Central Government or State Government or Union Territories or Public Sector Undertaking or Semi-Government or Statutory or Autonomous Organisation.</p> <p>(Period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not to exceed three years. The maximum age limit for appointment by deputation shall be not exceeding fifty-six years as on the closing date of receipt of application).</p>	
12 (earlier Col. No.13)	<p>Group 'B' DPC:- (For considering promotion).</p> <p>1. Senior Deputy Director General (Building Works), Department of Telecom - Chairman. 2. Chief Engineer(C)-Member 3. Director (Building Works), Department of Telecom – Member.</p>	<p>Group 'B' DPC:- (For considering promotion).</p> <p>1. Chief Engineer(C) - Chairman. 2. DDG (Estate & MM)-Member. 3. Superintending Engineer(C) – Member.</p>	As the cadre control has been transferred from DoT to DoP, it has been decided to have composition of DPC from the Officers of DoP.
13 (earlier Col. No.14)	Consultation with Union Public Service Commission is not required.	Consultation with Union Public Service Commission is not required.	No change.

For Assistant Engineer (Electrical)

**MINISTRY OF COMMUNICATIONS
DEPARTMENT OF POSTS
NOTIFICATION
New Delhi,, 2018.**

G.S.R. 603.- In exercised of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Department of Telecommunications and Department of Posts Civil Engineering Wing (Group B Gazetted Officers) Recruitment Rules, 1992 in so far as they relate to the post of Assistant Engineer (Electrical), the President hereby makes the following rules to regulate the method of Recruitment to the posts of **Assistant Engineer (Electrical) in the Civil Wing of the Department of Posts of the Ministry of Communications**, namely : –

(1) **Short title and Commencement**, - (1) These Rules may be called **the Department of Posts Assistant Engineer (Electrical) in Civil Wing Recruitment Rules, 2018**.

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

2. Application – These rules shall apply to the posts specified in column 1 of the Schedule annexed to these rules.

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

4. Method of recruitment, age limit, qualifications etc.- The method of recruitment to the said post, age limit, qualifications and other matters relating thereto shall be as specified in the column 5 to 13 of the said Schedule.

5. Disqualifications – 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 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 in the marriage and that there are other grounds for so doing, exempt any person from operation of this rules.

6. Initial constitution of the posts - (1) All Gazetted officers holding the posts of Assistant Engineer (Electrical) on regular basis in the Civil Wing of the Department of Posts on the basis of commencement of these rules shall be deemed to have been appointed under these rules to the respective posts from the date they were regularly appointed to the above posts.

(2) The regular continuous service of officers referred to in sub-rule (1) above before the commencement of these rules shall count for the purpose of probation, qualifying service for promotion, confirmation and pension in the service.

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

8. Savings - Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-servicemen or any other special categories of persons, in accordance with the orders issued by the Central Government from time to time.

ANNEXURE -III for Assistant Engineer (Electrical)

1. (a) Name of the Post : Assistant Engineer (Electrical).
 (b) Name of the Ministry / Deptt. : Ministry of Ccommunications,
 Department of Posts.
2. Reference No. in which Commission's : Not available.
 Advice on RRs was conveyed.
3. Date of Notification of the original rules : GSR 603 notified in Gazette on 26th
 December, 1992.

Col. No.	Provisions in the Approved / existing rules	Revised provision Proposed	Reason for revision proposed
1	Assistant Engineer (Electrical)	Assistant Engineer(Electrical)	No change.
2	* 244 (1992) *Subject to variation dependant on the workload.	36 (2018) *Subject to variation dependant on the workload.	As per Bifurcation of P&T Civil Wing vide order No.10-17/91-CSE dated 18-10-1993 at SI No.13. The different designation shown are all belonging to the grade of Assistant Engineer (Electrical).
3	General Central Service, Group-B Gazetted Non-Ministerial.	General Central Service, Group-B Gazetted Non-Ministerial.	No change.
4	Rs.2000-60-2300-EB-75-3200-100-3500.	Level -7 in Pay Matrix Rs.44900-142400	Revision of pay scale on implementation of CCS(RP) Rules, 2016.
5	Selection	Selection	No change.
6 (earlier col.No.7)	Not applicable.	Not applicable.	Col. 7, excluded after implementation of NPSw.e.f. 01-01-2004.
7. earlier col. No.8)	Not applicable.	Not applicable	No change.
8. earlier col. no.9)	Not Applicable	Not Applicable	No change.
9.(earlier Col. No.10)	2 years.	N.A.	As per DoPT guideline.
10. (earlier Col. No.11)	(i) 50 percent by promotion. (ii) 50 percent by Limited Departmental Competitive Examination (LDCE).	100 percent by promotion failing which by deputation including Short Term Contract.	Changes proposed are as per the advice of DoPT. Only 50 percent posts of the feeder grade may be considered for promotion failing which by deputation including Short Term Contractin accordance to DoPTOM No. AR 14017/13/2013- Estt.(RR)dated 31.3.2015 to have smooth availability of officers in the grade. Therefore, 50 percent of 71 JE (E) posts which is about 36have been considered for promotion failing which by deputation including Short Term Contract. There is no other channel of direct

			<p>recruitment available for the grade of AE (E). LDCE provision available earlier in the 1992 RR was relevant when the number of posts was adequately large to 244 and the eligibility requirement was from amongst Junior Engineers (Electrical) who have rendered not less than 4 years regular service as against the requirement of 8 years for promotion by selection. Now, when the provision for promotion by selection has been reduced to 5 years than earlier provision of 8 years, the difference of only 1 year for promotion through LDCE vis a vis through promotion by selection will have little or no effect on the availability of officer in the grade. Further, reduced number of posts in the feeder grade of JE (E) to 71 also doesnot justify conveying LDCE. As per DOPT OM of 31.3.2015, filling up of posts only by promotion requires ratio of posts in the grade to the feeder grade as 1 is to 3 or higher as against the ratio of 1 is to 2 available in the instant case.</p>
<p>11. (earlier Col. No.12)</p>	<p>Promotion : (i) 50 percent by Junior Engineer (Electrical) with 8 years regular service in the grade. (ii) 50 percent by Limited Departmental Competitive Examination from amongst Junior Engineers (Electrical) who have rendered not less than 4 years regular service in the grade as on 1st July of the year of Examination. Note :- In the case of non-availability of sufficient number of officials for filling up this post by promotion by selection in a particular recruitment year, the unfilled vacancies shall be diverted and filled up through Limited Departmental Competitive Examination and vice-versa subject to the conditions that the quota shall be restored</p>	<p>Promotion i) By Junior Engineer (Electrical) with 5 years regular service in the grade and on successful completion of training for 4 weeks in the field of electrical installation and maintenance in Building Works. Note 1: where juniors who have completed their qualifying/eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service, or two years whichever is less and have successfully complete their</p>	<p>Amendment in reference to requirement of regular service in the feeder grade has been proposed in accordance to DOPT OM No.AB.14017/48/2010 - Estt.(RR) dated 31-12-2010 and in accordance to Central Engineering Group B Service Recruitment (Amendment) Rules, 2010 of CPWD, Ministry of Urban Development. Provision for eligibility requirement for deputationincluding Short Term Contract has been proposed in accordance to DoPT advice and as per the similar norms available for other cadres in CPWD and</p>

	<p>in subsequent recruitment years.</p>	<p>probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/ eligibility service.</p> <p>Note 2: Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for duration of one year or more may be filled on deputation including short term contract basis.</p> <p>Deputation including Short Term Contract:</p> <p>i. Official holding analogous post on regular basis under the Central Government or State Government or Union Territories or Public Sector Undertaking or Semi-Government or Statutory or Autonomous Organisation OR</p> <p>ii. With five years service rendered after appointment thereto on regular basis in Level-6 of the pay matrix; and having following Educational qualification and experience.</p> <p>a. Three years Diploma or equivalent in Electrical Engineering from an Institution recognised by the Central Government or State Government and</p> <p>b. Minimum 3 years of experience in electrical installation and maintenance in Building works in Central Government or State Government or Union Territories or Public Sector Undertaking or Semi-Government or Statutory or Autonomous Organisation. (Period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not to exceed three years. The maximum age limit for appointment by deputation shall be not exceeding fifty-six years as on the closing date of receipt of application).</p>	<p>other Central Government Department having such provision. Provision of 4 weeks training in the field of Building construction and maintenance has been introduced for promotion as per DoPT norms.</p>
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12 (earlier Col. No.13)	Group 'B' DPC:- (For considering promotion). 1. Senior Deputy Director General (Building Works), Department of Telecom - Chairman. 2. Chief Engineer(C)- Member. 3. Director (Building Works), Department of Telecom- Member.	Group 'B' DPC:- (For considering promotion). 1. Chief Engineer(C) - Chairman 2. DDG (Estate & MM)- Member 3. Superintending Engineer(Electrical)- Member	As the cadre control has been transferred from DoT to DoP, it has been decided to have composition of DPC from the Officers of DoP.
13 (earlier Col. No.14)	Consultation with Union Public Service Commission is not required.	Consultation with Union Public Service Commission is not required.	No change.