

Published in THE GAZETTE OF INDIA

Dated 26th October 2002/Kartika 4, 1924 No 23

MINISTRY OF DEFENCE

DEPARTMENT OF DEFENCE PRODUCTION AND SUPPLIES

NEW DELHI, THE 1st of October 2002

SRO 227 : - In exercise of the powers conferred by the proviso to Article 309 of the Constitution and in supersession of the Indian Ordnance Factories Services (Group 'A') Recruitment Rules, 1972 published with the notification of the Government of India in the Ministry of Defence, SRO No. 8 dated the 3rd January, 1973, the President hereby makes the following rules, namely: -

PART - I

GENERAL

1. Short Title, Commencement and Duration: -

(1) These rules may be called the Indian Ordnance Factories Service (Group-A) Recruitment Rules, 2002.

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

2. DEFINITIONS: - In these rules unless the context otherwise requires:-

(a) "**Commission**" means the ' Union Public Service Commission '.

(b) "**Examination**" means: -

- i. in so far as it relates to the posts of Engineers (Electrical/Mechanical/Electronics/Civil), the combined competitive examination to be held by the Commission for recruitment to the Engineering Services Group-A and Group-B and ;

(ii) in so far as it relates to the posts of Administrative Officers, a combined competitive Civil Services Examination - consisting of a preliminary and the main examination held by the Commission for recruitment to the services as may be specified by the government from time to time.

(c) "**Government**" means the Central Government;

(d) "**Scheduled Caste**" shall have the meaning assigned to it by clause (24) of article 366 of the Constitution;

(e) "**Scheduled Tribes**" shall have the meaning assigned to it by clause (25) of article 366 of the Constitution;

(f) "**Service**" means ' Indian Ordnance Factories Service Group -A' which consists of the posts or grades or time-scales mentioned in Schedule-I annexed to these rules and comprises of the following categories of officers, namely: -

(i) Engineers (Mechanical/Electrical/Electronics/Civil)

(ii) Chemical Engineers

(iii) Metallurgical Engineers

(iv) Leather Technologists

(v) Clothing Technologists

(vi) Administrative Officers

Provided that the Government may, in consultation with the Commission: -

(x) include in the service any post or grade or time scale other than those included in Schedule I annexed to these rules or exclude from the service a post or time scale included in the said Schedule; or

(y) appoint an officer, the post or grade or time scale held by whom is included in the Service under items (i) above, to the appropriate grade of the Service in a temporary capacity or in a substantive capacity as may be deemed fit and fix his seniority in the grade.

(z) officers belonging to the trades not mentioned above in the cadre will continue to be governed by the provisions of this SRO and they will be entitled for the benefits as applicable to the officers belonging to the trades as mentioned in sub-clauses (i) to (vi) of clause (f) of rule 2 above.

3. Composition of Service: - All Indian Ordnance Factories Service Officers holding various grades in the Service immediately before the commencement of this rules, on regular basis, under the provisions of Indian Ordnance Factories Service (Group 'A') Recruitment Rules 2002 shall be Members of the Service in the posts or grades as the case may be, at the Initial Constitution of the Service.

4.

(i) " The Service shall on the date of commencement of these rules consist of Officers who have already been appointed on a regular basis to the Indian Ordnance Factories Service (Group 'A') Recruitment Rules, 1973 in the various grades as specified in Schedule I and the Officers so appointed shall be deemed to have been appointed to the respective grades at the Initial Constitution of the Service.

(ii) The regular continuous service of officers mentioned in provision (i) above in the respective corresponding grades and prior to the publication of these rules shall count as qualifying service for the purpose of seniority, confirmation, promotion and pension. "

5. Method of Recruitment: - Recruitment to the Service shall be made by the following methods, namely: -

(i) by a competitive examination in accordance with Examination Rules published by Union Public Service Commission;

(ii) by promotion or deputation/absorption from another service in accordance with Part II of these rules;

(iii) by selection in accordance with Part III of these rules.

1. by special selection in accordance with Part IV of these rules.

6. Percentage of vacancies to be filled by various methods of recruitment: -

- a. 50% of the total posts for the Junior Time Scale shall be filled by competitive examination from Engineering Services Examination (ESE) for Engineers and Civil Services Examination (CSE) for Administrative Officers and by selection from the remaining categories as specified in Part III and Part IV. The remaining 50 % of the total posts shall be filled by promotions as specified in accordance with Schedule II.
- b. The other grades mentioned in Schedule-I annexed to these rules shall be filled by promotion, transfer or deputation (vide Part II of these rules) failing which by recruitment in accordance with Part IV of these rules.

7. Determination of method of recruitment: - Subject to the proviso in rules 5 and 6, the Government may, in consultation with the Commission, determine the method or methods to be employed for the purpose of filling of any post for any particular period, and the number of candidates to be recruited by each method.

8. Special provision for reservation of vacancies for certain categories of persons: - Nothing in these rules shall affect reservations and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes and other special categories of persons in accordance with the orders/instructions issued by the Government from time to time.

9. Liability to serve as Commissioned Officers: - Any person appointed to the Service in the categories mentioned in Rule 2, Sub-clause (f) (i) to (vi) on or after the promulgation of these rules shall, if so required, be liable to serve as a Commissioned Officer in the Armed Forces for a period of not less than four years including the period spent on training, if any, provided that such persons: -

(a) shall not be required to serve as aforesaid after the expiry of ten years from the date of appointment; and

(b) shall not ordinarily be required to serve as aforesaid after attaining the age of forty years.

10. Initial appointment to the Service, period of probation training departmental examination and confirmation in the service: -

(1) Every officer on appointment to the service by direct recruitment or by promotion in Junior Time Scale shall be on probation for a period of 2 years:

Provided that the controlling Authority may extend the period of probation in accordance with instructions issued by Government from time to time. However, the total period upto which a person recruited to the service may be kept on probation shall not ordinarily exceed 4 years.

Provided further that any decision for extension of the probation period shall be taken ordinarily within 8 weeks after the expiry of the previous probationary period & communicated in writing to the concerned officer together with the reasons for doing so within the said period.

(2) If, during the period of probation or any extension thereof, as the case may be, Government is of the opinion that an officer is not fit for permanent appointment and has repeatedly failed to pass the departmental examination within a period of 4 years from the date of appointment on probation, Government may discharge the officer or revert him to the post held by him prior to his appointment in the service, as the case may be.

(3) During the period of probation or any extension thereof, an officer may be required by Government to undergo such courses of training, including practical training and to pass departmental examination or tests as the Govt. may deem fit, as condition for satisfactory completion of probation. Satisfactory completion of probation is a condition for determination of eligibility for promotion to Senior Time Scale in the Cadre.

(4) On completion of the period of probation or any extension thereof, officers shall, if considered fit for permanent appointment, be confirmed in terms of the extant orders issued by the Government in the matter from time to time, provided they are qualified for confirmation by passing the prescribed departmental test.

(5) As regards other matters relating to probation, the members of the service will be governed by the orders or instructions issued by the Government in this regard from time to time.

11. 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 marriage with any person, shall be eligible for appointment to the Service;

Provided that the 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 this rule.

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

13. The Indian Ordnance Factories Service (Group- 'A') Recruitment Rules, 1972 published in Government of India, Ministry of Defence, No. SRO 08 dated 3rd Jan 1973 are hereby repealed.

14. Residuary Matter: -

In regard to Residuary Matters, not specifically covered by this rules, the Members of the Service, shall be governed by the Rules, Regulations and Orders applicable to the Central Civil Services in General.

PART-II

**RECRUITMENT BY PROMOTION OR ABSORPTION FROM
ANOTHER SERVICE OR DEPARTMENT**

15. Recruitment to the post of Junior Time Scale by Promotion:

Recruitment by promotion to Junior Time Scale mentioned in serial number 8 of Schedule-I annexed to these rules shall be made by selection basis from among suitable persons from the lower posts indicated in Field of Selection in Schedule-II annexed to these rules on the recommendation of a duly constituted Departmental Promotion Committee. In case where a Member of the Commission is included in the Departmental Promotion Committee, he shall act as Chairman.

16. Recruitment to certain posts by promotion: -

(1) The promotion posts or grades or Time Scales shown at serial numbers 1 to 5 of Schedule I annexed to these rules shall normally be made by selection basis from the lower grades. Placement to posts of Senior Time Scale (Non Functional) i.e. Deputy General Manager/Joint Director at serial number 6, shall be made according to seniority based on suitability taking into account the overall performance. Promotion to posts in Senior Time Scale at serial number 7 of Schedule I shall be made on the basis of seniority-cum-fitness from amongst suitable officers from the corresponding lower posts on the recommendations of a duly constituted Departmental Promotion Committee.

(2) The minimum years of service to be rendered in the various posts or grades or time scales for the purpose of promotion shall be specified as in Schedule-II annexed to these rules.

17. Composition of the Departmental Promotion Committee: - The composition of the Group 'A' Departmental Promotion Committee for considering the cases of promotion or confirmation in Group 'A' posts of the service shall be as specified in Schedule - III to these rule.

18. Recruitment by absorption: - Recruitment by absorption to any of the above posts or grades or time scales mentioned in this part from other services or Departments shall be made by the Government in consultation with the Commission.

PART - III

RECRUITMENT BY SELECTION THROUGH DIRECT RECRUITMENT

19. Application for recruitment by selection: - A candidate for recruitment by selection must apply before such date, in such form and in such manner as may be prescribed by the Commission.

20. Eligibility for recruitment by selection: - A candidate for recruitment by selection must be - either

(a) a citizen of India; or

(b) he/she must belong to such categories of persons as may from time to time be notified in this behalf by the Government of India.

21. Age limit for recruitment by selection: -

(1) A candidate for recruitment by selection must not be more than thirty years of age for the posts for Chemical Engineer, Metallurgical Engineer, Leather Technologist and Clothing Technologist.

(2) Crucial date for determining the age limit shall be the closing date for receipt of the application from candidates in India (other than those in Andaman and Nicobar Islands and Lakshadweep, Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of J&K State, Lahaul's Spiti District and Panji Sub-Division of Chamba District of Himachal Pradesh).

Provided that the age limit may be relaxed: -

(a) Upto 5 years in case of Government servants in accordance with orders or instructions issued by the Central Government.

a. In the case of candidate belonging to the Schedule Caste, Schedule Tribes, Other Backward Classes or other special categories or persons in accordance with the orders issued by the Central Govt. from time to time in this regard.

22. Qualifications for certain posts: - A candidate for recruitment by selection:-

(i) For the post of Chemical Engineers:-

Must have obtained Bachelor's Degree in Chemical Technology/Engineering from a recognised University / Institute or equivalent qualification.

Desirable: - M.Tech. or M.E. in Chemical Engineering or equivalent qualification from a recognised University / Institute.

(ii) For the post of Metallurgical Engineers: -

Must have obtained a Bachelor's Degree in Metallurgical Engineering/Technology of a recognised University or equivalent qualification.

Desirable: - M.Tech. or M.E. in Metallurgical Engineering or equivalent qualification from a recognised University / Institute.

(iii) For the post of Leather Technologist: -

Must have obtained a Bachelor's Degree in Leather Technology from a recognised University/Institute or equivalent qualification.

Desirable: - M.Tech. or M.E. in Leather Technology or equivalent qualification from a recognised University / Institute.

(iv) For the post of Clothing Technologist: -

Must have passed Bachelor's Degree in Textile or Clothing Technology from a recognised University/ Institute or equivalent qualification.

Desirable: - M.Tech. or M.E. in Textile or Clothing Technology or equivalent qualification from a recognised University / Institute.

Provided that in exceptional cases the Commission may relax all or any of the qualifications mentioned in this rule in the case of a candidate otherwise well qualified.

23. Suitability for appointment: - A candidate must satisfy that his character and antecedents are such as to make him suitable for appointment to the Service.

24. Power to relax in certain cases: - The Government may, in consultation with the Commission, modify or waive all or any of the requirements of rules 20, 21 or 22 when an appointment for work of a special nature is to be made and is not practicable to obtain a suitable candidate who fulfils all the requirements of the said rules 20, 21 and 22.

25. Decision as to eligibility: - The decision of the Commission as to eligibility or otherwise of a candidate for recruitment by selection shall be final.

26. Physical fitness: - A Candidate must be in a good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of the duties of an officer of the service, and a candidate, who after such medical examination as the Government may prescribe, if found not to satisfy these requirements, shall not be appointed.

27. Payment of fee and proof of qualifications: - A candidate for recruitment by selection must, at the time of application, pay such fee as the Government after consulting the Commission, may from time to time prescribe, and the candidate must submit such proof of his qualifications as the Commission may require.

PART - IV

28. Recruitment by special selection: - In special circumstances, recruitment by special selection of suitable persons with such qualifications, age limits and other conditions as are considered necessary at any time in the interest of the service to the posts or grades or Time Scales, mentioned in column 2 of Schedule - I annexed to these rules shall be made by the Commission by open advertisement in the Junior Time Scale, subject to the percentage of promotion/absorption/direct recruitment as laid down in these rules.

SCHEDULE - I

(See rules 4, 15 and 16)

Statement showing the names, number and scale of pay of duty

Posts included in the various grades of the I.O.F.S. (Group A).

Sl. No.	Designation of the post	No. of posts	Scale of Pay (Rs.)
1.	Director General of Ordnance Factories/Chairman, Ordnance Factory Board	1	26,000/- fixed
2.	Additional Director General of Ordnance Factories/Member Ordnance Factory Board	9	24,050-650-26,000/-
3.	Senior General Manager	11	22,400-525-24,500/-
4.	Senior Administrative Grade	224	18,400-500-22,400/-
5.	Junior Administrative Grade (Functional)	492	14,300-400-18,300/-
6.	Senior Time Scale (Non-Functional)	*	12,000-375-16,500/-
7.	Senior Time Scale	606 @	10,000-325-15,200/-
8.	Junior Time Scale	417	8,000-275-13,500/-

* The Senior Time Scale (Non-Functional) will comprise the maximum number of posts in the grade equal to 30% of the senior duty posts (i.e. all duty posts at the level of Sr. Time Scale and above in the service) and the maximum number of post in the Senior Time Scale (Non-Functional) grade will be limited to the number of post sanctioned in Senior Time Scale.

@ Also includes post in Senior Time Scale (Non Functional) in the scale of pay of Rs. 12,000-16,500/-.

SCHEDULE –II (rule 16 and 17)

Statement showing the method of recruitment, field of promotion and the minimum qualifying service in the next lower grade for appointment of officers on promotion to duty posts included in the various grades of Indian Ordnance Factories Services (Group A):

Sl. No.	Name of the Post/ Grade/Time Scale	Method of Recruitment	Field of selection and the minimum qualifying service for promotion
1.	Junior Time Scale Assistant Director/ Assistant Works Manager or equivalent (Rs.8,000-275-13,500)	50% by promotion, 50% by direct recruitment on the basis of Engg. Service Exam./Civil Services Exam./Recruitment through interview as specified in Part III and Part IV.	1. Junior Works Manager (Tech) with 3 years regular service in the grade of Rs 7,450-11,500/-. 2. Junior Works Manager (Non-Tech/Stores) with 3 years regular service in the grade of Rs 7,450-11,500/-.
2.	Senior Time Scale Deputy Director/ Works Manager or equivalent (Rs.10,000-325-15,200)	By promotion	Officers in the Junior Time Scale (Rs.8,000-275-13,500) with 4 years regular service in the grade.
3.	Senior Time Scale (Non- Functional) Joint Director/ Deputy General Manager or equivalent (Rs.12,000-375-16,500)	Appointment by placement in the scale on the basis of seniority based on suitability taking into account overall performance.	Officers in the Sr. Time Scale (Rs.10,000-325- 15,200) with 5 years regular service in the grade.
4.	Junior Administrative Grade (Functional) Director/ Joint General Manager or equivalent (Rs.14,300-400-18,300)	By promotion	Officers in the Senior Time Scale (Rs.10,000-325- 15,200) with 9 years of regular service in the grade, including regular service, if any, rendered in the non- functional grade of Rs 12,000-375-16,500.

Sl. No.	Name of the Post/ Grade/Time Scale	Method of Recruitment	Field of selection and the minimum qualifying service for promotion
5.	Senior Administrative Grade Deputy Director General/ General Manager/Additional General Manager or equivalent (Rs.18,400-500-22,400)	By promotion	Officers in the Junior Administrative Grade (Rs.14,300- 400-18,300) with 3 years regular service in the grade.
6.	Senior General Manager Senior Deputy Director General or equivalent (Rs.22,400-525-24,500)	By promotion	Officers of the Sr. Administrative Grade (Rs.18,400-500-22,400) with 3 years of regular service in the grade.
7.	Addl. Director General of Ordnance Factories/Member, Ordnance Factory Board (Rs.24,050-650-26,000)	By promotion	Officers in the grade of (Rs. 22,400-525-24,500) failing which Officers with 3 years regular service in the Sr. Administrative Grade (Rs. 18,400-500-22,400)
8.	Director General of Ordnance Factories/ Chairman Ordnance Factory Board (Rs. 26,000 - fixed)	By promotion	Addl. Director General of Ordnance Factories/ Member (Rs.24,050-650-26,000) with 2 years regular service in the grade.

Note 1: - For the post in the Senior Time Scale at Sl. No. 2, Promotion is on the basis of Non-Selection. For the posts at Sl. No. 1,4,5,6,7 & 8 above promotion is on the basis of Selection. Placement in the non-functional grade at Sl. No. 3, is based on suitability taking into account overall performance.

SCHEDULE – III See Rule 17)

Group 'A' Departmental Promotion Committee for considering the cases of promotion or confirmation in Group 'A' posts in the Indian Ordnance Factories Service.

1. **Director General, Ordnance Factories/Chairman, Ordnance Factory Board:**
 - i) Chairman/Member, UPSC -- Chairman
 - ii) Secretary, Deptt. of Defence Production & Supplies -- Member
2. **Additional Director General of Ordnance Factories/Member, Ordnance Factory Board:**
 - i) Chairman/Member, UPSC -- Chairman
 - ii) Secretary, Deptt. of Defence Production & Supplies -- Member
 - iii) Director General of Ordnance Factories/ Chairman, Ordnance Factory Board -- Member
3. **Senior General Manager:**
 - i) Chairman/Member, UPSC -- Chairman
 - ii) Secretary, Deptt. of Defence Production & Supplies -- Member
 - iii) Director General of Ordnance Factories/ Chairman, Ordnance Factory Board -- Member
4. **Senior Administrative Grade:**
 - i) Chairman/Member, UPSC -- Chairman
 - ii) Secretary, Deptt. of Defence Production & Supplies/ Addl. Secretary, Deptt. Of Defence Prod & Supplies -- Member
 - iii) Director General of Ordnance Factories/ Chairman, Ordnance Factory Board -- Member
5. **Junior Administrative Grade (Functional):**
 - i) Chairman/Member, UPSC -- Chairman
 - ii) Addl. Director General of Ordnance Factories/Member, Ordnance Factory Board or Deputy Director General of Ordnance Factories (Personnel) -- Member
 - iii) Joint Secretary (Ordnance Factories) -- Member
6. **Senior Time Scale (Non-Functional): (Screening Committee):**
 - i) Addl. Director General of Ordnance Factories/Member, Ordnance Factory Board -- Chairman
 - ii) Joint Secretary (Ordnance Factories) -- Member

7. **Senior Time Scale:**

- i) Addl. Director General of Ordnance Factories/Member, Ordnance Factory Board -- Chairman
- ii) An officer of Director General of Ordnance Factories not below the rank of Jr. Administrative Grade -- Member
- iii) Director (Personnel)/Deputy Secretary (Personnel) -- Member

8. **Junior Time Scale:**

- i) Chairman/Member, UPSC -- Chairman
- ii) Addl. Director General of Ordnance Factories/Member, Ordnance Factory Board or Deputy Director General of Ordnance Factories (Personnel) -- Member
- iii) Joint Secretary (Ordnance Factories)/ Director (Personnel)/Deputy Secretary (Personnel) -- Member

The composition of Group 'A' DPC for considering confirmation of direct recruits :

- i) Member, Ordnance Factory Board or Deputy Director General of Ordnance Factories -- Chairman
- ii) Joint Secretary (Ordnance Factories)/ Director (Personnel), Ministry of Defence, DP&S/Deputy Secretary (Personnel), Ministry of Defence, DP&S. -- Member

Note 1: The absence of a Member, other than the Chairman or a Member of the Union Public Service Commission, shall not invalidate the proceedings of the Commission, if more than half members of the committee, had attended its meetings.

Note 2: 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 completed their probation period for promotion to the next higher grade along with their Juniors who have already completed such qualifying/eligibility Service.

[File No 10/3/98/D(Fy-1)]

RAJINDER SOOD

Under Secretary