

GOVERNMENT OF PUDUCHERRY
LABOUR DEPARTMENT

No.11989(1)/LAB/SW/A1/2023 / 11/23

Puducherry, dated 11.04.2023

CIRCULAR

The Labour Department, Puducherry, proposes to amend the Recruitment Rules for the post of **Labour Officer** as advised by the DP & AR, Puducherry.

2. In terms of O.M. No.AB-14017/61/2008-Estt. (RR), dated 13.10.2015 and the Department of Personnel & Training, Government of India, New Delhi, the draft notification showing the proposed schedule for the post of Labour Officer is uploaded in the official website of Labour Department, Puducherry <http://labour.py.gov.in> for comments of the stakeholders.

3. Comments, if any may be sent to the undersigned latest by **11.05.2023** and soft copy of the same **comments may also be sent through E-mail to dlc@py.gov.in** on or before the stipulated date.

//BY ORDER//

(P.RAGINI)

UNDER SECRETARY TO GOVT.(LABOUR)

Encl: As above.

To

1. All concerned
2. The Web Master,
Labour Department, Puducherry

- to upload the draft RR's in the department's official website for a period of 30 days

GOVERNMENT OF PUDUCHERRY
LABOUR DEPARTMENT

G.O.Ms.No. LAB/SW/2023

dated

NOTIFICATION

In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, read with the Notification No .F .5/4/65-GP dated 11th January 1965 of the Ministry of Home Affairs, Government of India, New Delhi and in supersession of Labour Department's Notification issued in G.O. Ms. No. 5/81-Lab., dated 06.01.1981 and published in the supplement to the Official Gazette No.7 of the 17th February, 1981 and GO.Ms. No.84/82-Lab, dated 08.06.1982, save as respects things done or omitted to be done before such supersession, the Hon'ble Lieutenant-Governor, Puducherry, hereby makes the following rules, regulating the method of recruitment to Group 'B' (Gazetted) (Non-Ministerial) post of Labour Officer in the Labour Department, Puducherry, namely:-

1. Short Title and commencement .- (1) These rules may be called the Government of Puducherry, Labour Department, Group 'B' (Gazetted) (Non-Ministerial) post of Labour Officer Recruitment (Amendment) Rules, 2023.

(2) They shall come into force on and from the date of their publication in the official gazette.

2. Number of posts, their 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 annexed hereto.

3. Method of recruitment, age limit and other qualifications.- The method of recruitment to the said posts, age limit, qualification and other matters relating thereto, shall be as specified in columns (5) to (13) of the said Schedule.

4. 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 the said post.

Provided that the Hon'ble Lieutenant-Governor may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

5. Power to relax.- Where the Hon'ble Lieutenant Governor, Puducherry is of the opinion that it is necessarily or expedient so to do, he may, by order, for reason to be recorded in writing in consultation with the UPSC, 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 the reservation, relaxation in upper age limit and other concessions required to be provided for the Scheduled castes, the Scheduled tribes and other special categories of persons, in accordance with the orders issued by the Government from time to time in this regard.

SCHEDULE

RECRUITMENT RULES FOR THE POST OF LABOUR OFFICER (GROUP 'B' - GAZETTED) (NON-MINISTERIAL)

1.	Name of the post	Labour Officer
2.	Number of posts	04 (Four) [2014] *Subject to variation dependent on work-load
3.	Classification	General Central service - Group 'B' (Gazetted) - Non-Ministerial.
4.	Level in the pay matrix	Level 7 in the pay matrix
5.	Whether selection post or non-selection post	Selection
6.	Age limit for direct recruits	<p>Not exceeding 30 years (Relaxable for Government servants upto five years in accordance with the instructions or orders issued by the Central Government.</p> <p>The crucial date for determining the age limit shall be the closing date for receipt of applications 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 & Kashmir State, Lahaul and Spiti Districts & Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar islands or Lakshadweep).</p>
7.	Educational and other qualifications required for direct recruits.	<p>Essential:</p> <p>(i). Degree in Law of a recognized University;</p> <p>(ii) Diploma in Social Work/Labour Welfare/Industrial Relations or Personnel Management or in any of the allied subjects of a recognised University/Institution.</p> <p>(iii). 3 years experience in a responsible capacity of Labour Welfare Works, Industrial Relations or Personnel Management in an Organisation employing substantial labour force.</p> <p>Desirable:</p> <p>Knowledge in Tamil language.</p> <p>Note 1: The qualifications are relaxable at the discretion of the Union Public Service Commission in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission for reasons to be recorded in writing in case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>

8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	Age: No Educational Qualification : No
9.	Period of probation, if any	Two year for direct recruits
10.	Method of recruitment whether by direct recruitment or by promotion/deputation/absorption and percentage of the vacancies to be filled by various methods.	By promotion, failing which by deputation (including Short Term Contract) and failing both by direct recruitment.
11.	In case of recruitment by promotion/deputation/ absorption grades from which promotion /deputation/ absorption to be made.	<p>Promotion: Superintendent (Technical) in Level 6 of pay matrix as per 7th CPC with five years service in the grade rendered after appointment thereto on a regular basis and successfully completed the training programme as prescribed by the Department.</p> <p>(The training for promotion is not applicable to the Officers holding the feeder post on regular basis on the date of notification of these rules.)</p> <p>Note 1:- The eligibility list for promotion shall be prepared with reference to the date of completion by the officers of the prescribed qualifying service in the respective grade/post.</p> <p>Note-2:- Where juniors who have completed their qualifying/eligibility service are being considered for promotion, their seniors would also be considered provided that they are not short of 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.</p> <p>Deputation (including short term contract: Officers under the Central/state Government / Union Territories/Statutory/ Autonomous Organizations / Public sector Undertakings:-</p> <p>(A) (i) Holding analogous posts on regular basis in the parent cadre/ department; or (ii) With five years service in the grade rendered after appointment thereto on a regular basis in posts in the Level 6 in the Pay Matrix ; and</p> <p>(B) Possessing the educational qualifications and experience prescribed for direct recruits under column 7.</p> <p>Note :1 The Departmental Officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.</p>

		<p>Note 2:-The period of deputation (including short term contract) including the period of deputation (ISTC) in another ex-cadre post held immediately preceding this appointment in the same or some other organization or departments of the Central / State Government / Union Territories / Statutory / Autonomous Organizations / Public Sector Undertakings shall ordinarily not exceed 3 years. The maximum age limit for appointment by deputation shall be not exceeding 56 years on the closing date of receipt of applications.</p>
12.	If a Departmental Promotion Committee exists, what is its composition?	<p>Group 'B' Departmental Promotion Committee (for considering promotion)/ Departmental Confirmation Committee(for considering confirmation)</p> <ol style="list-style-type: none"> 1. Chief secretary to Govt - Chairman 2. Secretary to Govt.(Labour) - Member 3. Commissioner of Labour -Member
13.	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.	<p>Consultation with the Union Public Service Commission is necessary while making direct recruitment, selecting an officer for appointment on deputation and amending/relaxing any of the provisions of these rules.</p>

(BY ORDER OF THE LIEUTENANT-GOVERNOR)


(P.RAGINI)

UNDER SECRETARY TO GOVT. (LABOUR)

2/10