

Oil Industry Development Board

OIDB Employees (Recruitment) Regulations, 1986.

In exercise of the powers conferred by rule 7 of the Oil Industry Development Board Employees' (General Conditions of Service) Rules, 1984, the Board hereby makes the following Regulations, namely :

1. Short title and commencement:

These Regulations may be called the Oil Industry Development Board Employees (Recruitment) Regulations, 1986 and shall come into force from the date of their approval.

2. Application:

These Regulations shall apply for recruitment to all posts in the Oil Industry Development Board except those for which separate provisions exist in the Act and the Rules made there under, or for which specific terms and conditions of service including method of recruitment, age, qualifications are prescribed by the Board or the Central Government, as the case may be.

3. Approved strength of regular posts:

The number of regular posts, their classifications and scales of pay attached thereto shall be such as is specified in the Schedule to the Oil Industry Development Board Employees' (General Conditions of Service) Rules, 1984, as amended from time to time.

4. Recruitment, Age, Educational and other qualifications:

The designation, scale of pay, age limit, educational and other qualifications, method of recruitment for each post shall be such as is specified in the Schedule to these Regulations.

5. Method of Recruitment :

Appointment to a post in the Board may be made by any of the following methods :

- a) direct recruitment,
- b) promotion,
- c) contract,
- d) deputation or foreign service from Govt./other PSUs,

e) Ad-hoc

appointment

6. Direct Recruitment:

Direct Recruitment means initial appointment which is not in the nature of promotion and shall include appointment of the employees of the Board who compete with outside candidates on the basis of eligibility according to prescribed criteria.

For posts up to the level of Assistant/Stenographer Grade 'C' or equivalent posts, direct recruitment shall be made through Employment Exchange. Selection shall be made by the Departmental Selection Committee comprising the FA&CAO, Sr. Accounts Officer/Admn. Officer and another officer as may be directed by Secretary. For all posts in the higher category such recruitment shall be made on the basis of open advertisement. Selection will be made by the Departmental Selection Committee consisting of Secretary of the Board, FA&CAO and any other officer as may be co-opted by the Secretary.

Before a candidate joins his first appointment in the Board, he will be required to produce a certificate of fitness from a Medical Officer authorized by the Board.

7. Promotion:-

The Board's employee shall be eligible for promotion to the next higher grade after completing at least 3 years service in the lower grade. Eligibility, however, does not mean entitlement and promotion to the next higher grade will be subject to availability of vacancy and subject to his being found fit for promotion by a duly constituted Departmental Promotion Committee. For determining and regulating promotions, the Board shall constitute, from time to time, Departmental Promotion Committee consisting of Secretary of Board, the FA&CAO and another Officer from the Ministry or other PSUs as may be co-opted by the Secretary, in respect of posts above the level of Assistant/ Stenographer Gr. 'C' or equivalent. In respect of posts below this level the Departmental Promotion Committee shall consist of FA & CAO, Senior Accounts Officer and another officer as may be directed by the FA&CAO.

The Departmental Promotion Committee, while making its recommendations, shall consider the candidates in the eligible zones for promotion and prepare a panel on the basis of the record of the past performance, suitability, physical fitness and other relevant factors to be specifically mentioned. Appointments from the panel, which will be valid for one year, may be made from time to time as and when vacancy arises. For purposes of this rule, the panel may be prepared once a year or if having regard to the number of employees in the eligible zones annual plan is not considered

necessary, the DPC may meet from time to time on ad-hoc basis, as and when vacancy arises.

8. Contract Appointment:

Contract appointment shall be made to posts carrying a scale of pay of Rs.1500/- and above, according to requirements under orders of the Chairman of the Board. The terms and conditions of contracts of service may be such as may be determined by the Chairman.

9. Ad-hoc Appointment :

Without prejudice to the foregoing provisions, the Board may appoint from time to time temporary employees on ad-hoc basis to fill up purely temporary vacancies or to meet ad-hoc requirements, as may be the case. Employees so appointed will not be entitled to the benefits admissible to the regular employees. They shall be eligible to the pay and allowances and other benefits, if any, as may be determined, from time to time, by the Chairman.

10. Seniority :

The inter-se seniority of the employees of the Board who are not on deputation shall be regulated as follows:-

Direct recruits:- On the basis of their relative position in the panel prepared by the Departmental Selection Committee.

Promotees:- On the basis of the relative position in the panel as prepared by the Departmental Promotion Committee, subject to the condition that in the case appointment upto and inclusive of the group 'C' posts, the main criterion for preparing the panel by the DPC shall be seniority-cum-fitness and in cases not falling under the above mentioned categories, the criterion shall be seniority-cum-merit.

11. Time scale promotion:

- (1) An employee if not promoted to the next higher post for want of vacancies, after six years of continuous service in the existing grade, may be placed in the next higher grade to which he may be eligible on promotion, subject to his satisfactory performance in his existing grade.
- (2) For posts, for which there are no avenues for promotion, an employees may be given the next grade of the particular cadre as 'Selection Grade' after he has completed six years of satisfactory

service in the existing grade, provided that once an employee is given a selection grade under this rule, he shall not be eligible again for the next higher grade as selection grade under this rule.

12. Reservation of posts for SC/ST candidates:

Reservations of posts in all the cadres/grades shall be made as per instructions issued in this regard by the Central Government from time to time.

13. Special provision relating to certain persons :

Notwithstanding anything in the foregoing provisions, every person who, immediately before the commencement of these Regulations, was holding a post under the Board shall, on and from such commencement, hold a corresponding post specified in column 2 of the Schedule and shall be deemed to have been appointed to such corresponding post.

14. 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 a marriage with any person, shall be eligible for appointment in the Board.

Provided that the Board may, if satisfied that such marriage is permissible under the personal law applicable to such a person and other party to the marriage and that there are other grounds for so doing; exempt the person from the operation of this condition.

15. Re-employment:

The appointing authority may re-employ a person, who has retired from service, beyond the age of superannuation after consultation with the authority under whom he held the lien at the time of his superannuation.

Provided that prior approval of the Oil Industry Development Board will be required for re-employment for a period exceeding two years beyond the age of superannuation.

16. Power to relax :

Where the Chairman is satisfied that the operation of any of these regulations presents any difficulty or causes undue hardship in any particular case, he may dispense with or relax the requirement of that regulation to such extent and

subject to such conditions and exceptions as he may consider necessary for dealing with the case in a just and equitable manner.