

THE RAJASTHAN SMALL INDUSTRIES CORPORATION LTD
SERVICE (RECRUITMENT & SELECTION) REGULATIONS,

1972

1. Short title and commencement:-

These Regulations may be called The Rajasthan Small Industries Corporation Limited Service (Recruitment & Selection) Regulations, 1972 and shall come into force with immediate effect.

2. Definitions:-

In these Regulations unless there is anything repugnant in the subject or context:-

- (1) "Appointment" means appointed by the methods prescribed in Regulations 14 & 15.
- (2) "Board of Directors" means the Board appointed in accordance with Article 71 of the Memorandum and Articles of Association of the Corporation.
- (3) "Competent Authority" in relation to exercise of any power under these regulations means The Rajasthan Small Industries Corporation or any other authority to which the power is delegated by the Corporation under these regulations.
- (4) "Corporation" means The Rajasthan Small Industries Corporation Limited, Jaipur, which expression shall, where the context so admits, be deemed to include its heirs, successors, executors and administrators.

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- (5). "Direct Recruitment" Means recruitment by the method prescribed in Regulation 14.
- (6). "Establishment Committee" means the Committee appointed by the Board of Directors for dealing with Establishment matters.
- (7). "Managing Director" means the Managing Director of the Corporation in accordance with Article 76 of the Memorandum and Articles of Association of the Corporation.
- (8). "Recruitment by Promotion" means recruitment by the method prescribed in Regulation 15.
- (9). "Schedule" means the Schedule attached to the Regulations.
- (10). "Secretary" means the Secretary of the Corporation.
- (11). "Selection Committee" means the Committee constituted by the Corporation for the purpose of direct recruitment or promotion of candidates for appointment to the service of the Corporation as per Appendix 'A'.
- (12). "General Manager" means the General Manager appointed by the Board of Directors to be the General Manager.

3. Supersession of existing Rules & Orders -
All existing rules and orders in relation to matters covered by these Regulations and in force immediate before the commencement of these Regulations shall stand superseded

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but any action taken by or on behalf of the Corporation in pursuance of such existing rules and/or regulations shall be deemed to have been taken under the provisions of these Regulations.

4. Interpretations and amendment of Regulations-

The Board of Directors reserves to themselves the right to amend, alter, interpret, vary, modify, remake, rescind or add to these regulations or any supplementary regulations issued in connection with these regulations without previous notice or intention to do so and the right to give effect thereto from any date which it may deem fit, provided that if a rule or order which affects any employee(s) adversely is to be given retrospective effect, suitable protection shall be given to such employee(s). The decision of the Board shall be binding on the employees(s).

5. Classification of posts-

The classification of posts in the Corporation shall be as specified in the Appendix 'B' as amended from time to time.

6. Appointment to posts-

Appointment to various posts shall be made by direct recruitment or by promotion or partly by direct recruitment and partly by promotion as indicated in column No.4 of the enclosed Schedule, provide that :

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- (1). In the absence of suitable candidates, the Corporation may decide that a particular post shall be filled in wholly by direct recruitment or wholly by promotion, as the case may be;
- (2). that the persons who have continuously held posts in an adhoc/officiating/temporary basis in the service for a period not less than 6 months on 1.1.1972 shall be screened by the Committee referred to in regulation 14 for adjudging their suitability on the posts held by them on 1.1.72 provided that they possess the qualifications prescribed in the regulations either for direct recruitment or promotion to the posts on the basis of which the persons were selected for adhoc/officiating/temporary appointment.
- (3). The Corporation may fill up any of the posts included in the schedule, temporarily, by appointing thereto-
 - (a) an employee of the Central or State Government or a Government Undertaking, on deputation on such terms and conditions as may be prescribed; or
 - (b) a retired employee of the Central or State Government on such terms and conditions as may be deemed proper, or

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(C) a person who is continuously suitable and useful on contract basis for a period not exceeding two years at a time which period may be extended further as may be considered necessary.

7. Determination of vacancies-

Subject to the provisions of these Regulations, the Corporation shall, at the commencement of each calendar year, determine the number of vacancies to be filled during the year either by direct recruitment or by promotion or by both methods and shall initiate action for inviting applications, etc., well in time.

8. Reservation of vacancies for Scheduled Castes and Scheduled Tribes-

Reservation of vacancies for Scheduled Castes and Scheduled Tribes shall be in accordance with the orders of the State government in force for such reservation at the time of recruitment.

8(A) - 107C

Amended by 108

and some addition 108/1

9. Nationality-

A candidate for direct recruitment must be a citizen of India or a subject of Sikkim or Nepal provided that a subject of Nepal must be a person holding a certificate of responsibility given by the Government of India.

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Age.

The minimum and the maximum age for direct recruitment to a post enumerated in the schedule shall be 18 and 31 years respectively, provided -

- (i) that the upper age limit mentioned above shall be relaxed by ten years in exceptional circumstances with the approval of the Establishment Committee and above this limit, by the Board;
- (ii) that the upper limit mentioned above shall be relaxed by 5 years in the case of women candidates and candidates belonging to scheduled castes or scheduled tribes.
- (iii) that the persons appointed temporarily shall be deemed to be within the age limit had they been within the age limit when they were initially appointed even though they have crossed the age limit when they appear finally before the Selection Committee;
- (iv) that the upper age limit mentioned above shall not apply in case of existing employees of the Corporation who have continuous service for a period not less than 6 months on 1.1.72.

Approved by

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11. Academic & Technical qualifications and experience considered necessary-

Qualifications of the candidates for direct recruitment or for promotion shall be as indicated in Col.No.5 and 6 of the Schedule.

12. Character-

A candidate for direct recruitment must possess good character so as to qualify himself for appointment on a post in the Corporation. He shall produce character certificate(s) as prescribed in the form of application.

13. Physical fitness-

A candidate for direct recruitment must be in good mental and bodily health and free from any physical defects which are likely to interfere with the efficient performance of his duties and must produce a certificate of health to that effect from the Medical authority appointed by the Corporation.

14. Procedure for appointment by direct recruitment-

- (1) Applications for direct recruitment to the posts in the prescribed form shall be invited by the General Manager (Personnel) with the approval of the Managing Director by advertising the vacancies to be so filled in one or more newspapers.

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- (2) The application fee to be paid by the candidate for the posts to be filled by direct recruitment shall be as under :-

- | | | |
|-----|--|---------|
| (a) | For posts carrying a starting salary of Rs.3000/- per month and above- | Rs.10/- |
| (b) | For posts carrying a starting salary of Rs.2200/- per month and above but below Rs.3000/- per month- | Rs. 7/- |
| (c) | For posts carrying a starting salary below Rs.2200/- per month- | Rs. 3/- |

Provided -

that no fee shall be payable by scheduled castes/tribes candidates.

- (3) All applications received within the date specified in the advertisement shall be considered.

Provided -

that the Corporation may, for sufficient reasons which should be recorded in writing, consider any application received after the specified date.

- (4) The General Manager(Personnel), and the Managing Director will examine the particulars of all persons who have applied and shall select candidates, with the approval of the Chairman of the Selection Committee concerned, who are to be called for interview.

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- (5) The Selection Committee will interview the candidates and shall record its recommendations. The names of the candidates recommended for appointment shall be arranged in order of merit.

Provided -

that the Selection Committee may dispense with the interview in case of a candidate staying abroad.

- (6) All appointments based on the recommendations of the Selection Committee shall be made by the General Manager(Personnel)/Managing Director on behalf of the Corporation.

15. Procedure for appointment by promotion:-

- *(1) As soon as it is decided that a certain number of posts shall be filled by promotion, the G.M.(Pers.) shall prepare a correct and complete list containing names according to the following zone of consideration, out of the seniormost employees who are qualified under these Regulations for selection to the posts concerned and after approval of the Managing Director, he shall put up the same to the Selection Committee concerned together with the Service Record, confidential Rolls and bio-data of each such employee:-

"The Zone of consideration of persons eligible for promotion shall be as under:-

(1) Number of vacancy	Number of persons to be considered
(a) for one vacancy	2 persons
(b) for two vacancies	3 persons
(c) for three vacancies	4 persons
(d) for four or more	5 persons

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(11) Where, the number of eligible persons for promotion to higher post is less than the number specified above, all the persons so eligible shall be considered.

(111) Where, adequate number of the candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the cases may be, are not available within the zone of consideration specified above, the zone of consideration may be extended to five times the number of vacancies and the candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the case may be (and not any other) coming within the extended zone of consideration shall also be considered against the vacancies reserved for them."

(2) The Selection Committee shall consider the cases of all the candidates included in the list, interview such of them as the Committee may consider necessary and shall select candidates strictly on the basis of merit and on the basis of seniority-cum-merit in proportion of 1:2.

Provided -

that if the Selection Committee is satisfied that suitable persons are not available for appointment by promotion strictly on the basis of merit in a particular year, appointment by promotion on the basis of seniority-cum-merit may be made in the same manner as specified in these rules.

(3) All appointments based on the recommendations of the Selection Committee shall be made by the General Manager (Personnel) or the Director of

- (4) In the event of non-availability of persons with requisite period of service experience, the concerned Selection Committee under the RSIC Service (Recruitment & Selection) Regulations, 1972 may consider persons having less than prescribed period of service experience if they fulfil other conditions like qualifications etc. and are found otherwise suitable for promotion on the basis of Seniority-cum-Merit.

Pay Fixation in case of such promotions would be in line with the relevant provision in force in the State Govt.

16. Emergent temporary appointments:

The Competent Authority may temporarily fill in any vacant post by appointing thereto a person eligible for appointment by direct recruitment or by promotion provided that no such appointment shall be continued beyond a period of three months without referring such cases to the Selection Committee.

17. Probation:

- (1) All candidates appointed under Regulations 14 and 15 on any post in the Corporation shall be placed on probation for a period of one year from the date of appointment. As a result of the modification in the rules the initial period of probation in respect of all those who are working on probation as on 27.1.76 will now now be one year instead of six months however this

will not be treated as extension in the initial period of their probation reflecting adverse effect of the concern employees.

- (2) If it appears to the Corporation at any time either during or at end of the period of probation that an employee has not made sufficient use of his opportunities or that he has failed to give satisfaction, the Corporation may revert him to the post held by him immediately preceding his appointment or in other cases may remove him from service without notice and without payment of any compensation.

Provided:

that the Competent Authority may extend the period of probation of any employee by a specified period not exceeding one year.

18.

Seniority:

Seniority in each category of the Service shall be determined by the year of substantive appointment to a post in the particular category provided

- (1) that if two or more persons are appointed to posts in the same category in the same year, a person appointed by promotion shall be senior to a person appointed by direct recruitment;
- (2) that the seniority inter se of person appointed to posts in a particular category by direct recruitment on the basis of one and the same selection, except those who do not join service when offered to them, shall follow the order in which their names have been placed in the list

prepared by the Selection Committee.

- (3) that the seniority interse of persons appointed to posts in a particular category by promotion shall follow the order in which their names have been placed in the lists prepared under sub-rule-2 of regulation 15, and
- (4) that the seniority interse of persons appointed under proviso(2) to regulation 6 shall ^{have} ~~be~~ senior to those appointed under provision 3 of this rule.

19. Confirmation-

An employee on probation shall be confirmed in his appointment at the end of the period of his probation if the competent authority is satisfied that his integrity is unquestionable and that he is otherwise fit for confirmation.

An employee on probation shall have to apply in writing for his confirmation soon after the expiry of the period of probation giving full details of the work done by him during the probation period.

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prepared by the Selection Committee.

20. Selection, seniority, etc. of the employees existing prior to the promulgation of these regulations:

The appointment, promotion and seniority of persons appointed to various posts in the Corporation before the commencement of these Regulations shall be such as may be made and determined by the Screening Committee.

21. Regulation of pay, allowances, leave, etc.

Except as provided in these rules, the pay, allowances, leave and all other matters not covered by these rules will be governed by the Service or other relevant rules of the Corporation.

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APPENDIX 'A'

CONSTITUTION OF SELECTION COMMITTEES.

GROUP-A

- | | |
|--|-----------|
| 1. Chairman Executive Committee | Chairman |
| 2. Secretary, Industries (As a Director of the Corporation). | Member |
| 3. Managing Director, RSIC. | Member |
| 4. An outside expert to be nominated by the Chairman. | Member |
| 5. General Manager (Personnel & General Administration). | Secretary |

GROUP-B

- | | |
|---|-----------|
| 1. Managing Director, RSIC | Chairman |
| 2. Dy. Secretary, Industries (As a Director of the Corporation) | Member |
| 3. Head of the Concerned activity/branch. | Member |
| 4. General Manager (Personnel & Administration). | Member |
| | Secretary |

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APPENDIX 'B'

CLASSIFICATION OF POSTS

GROUP-A

1. General Manager
2. Dy. General Manager
3. Secretary
4. Sr. Executive/Sr. Manager
5. Sr. Designer
6. Manager/ Adm. Officer
7. Asstt. Manager/Asstt. Adm. Officer.

Substituted by Board's
decision (240th 2nd meeting)
dt 02.3.96 (106/c)

GROUP-B o. Asst. Mgr. / Asst. Adm. Officers.

1. Area Procurement Inspector/Field Officer
2. Jr. Area Procurement Inspector/Jr. F.O.
3. Accountant/Office Supdt./Legal Asstt./
Co. Asstt./Statistical Asstt.
4. Jr. Accountant.
5. Sr. Assistant.
6. Sr. Sales Assistant.
7. Jr. Assistant.
8. Jr. Sales Assistant.
9. Sr. Packer.
10. Jr. Packer.
11. Jamaadar.
12. Peon Chowkidar
13. Personal Secretary
14. Personal Asstt.
15. Stenographer Grade-A
-do- Grade-B
-do- Grade-C
16. Electrician
17. Senior Driver
18. Driver
19. Fitter
20. Asstt. Designer.
21. Duplicating Operator
22. Master Craftsman
23. Field Investigator
24. Colour Master
25. Clipping Master (Carpet)
26. Dyeing Master (Carpet)
27. Carpet Master
28. Carpet Helper

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- 29. Master Tribal Crafts
- 30. Helper Tribal Crafts
- 31. Skilled worker.
- 32. Semi Skilled worker
- 33. Un-skilled worker.

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THE RAJASTHAN SMALL INDUSTRIES CORPORATION LIMITED
(A Government of Rajasthan Concern)
JAIPUR.

SCHEDULE SHOWING QUALIFICATIONS AND EXPERIENCE FOR APPOINTMENT AND PROMOTION
FOR THE EMPLOYEES OF THE CORPORATION UPDATED AS ON 1-6-70

GROUP 'A'

S.No.	Designation	Pay Scale	Mode of appointment	Prescribed qualifications and experience	Remarks
1.	General Manager	4500-150-5700	Deputation/ Direct	A) Selection Scale RAS Officer. B) 1) A Member of I.M.P. with 7 years' experience.	Selection post.

OR

ii) Second Class Post Graduate in Economics or Commerce or Business/Industrial Management with 10 years' experience in a responsible position in an industrial organisation of repute or in a Government Deptt.

OR

iii) Second Class Engineering Graduate with 10 years' experience in a responsible position in an industrial organisation of repute or in a Government Department.

2.	Dy. General Manager	3700-125-4700-150-5000	Deputation Promotion	Dy. General Manager with 5 years' experience on the post of Dy. General Manager. Sr. Scale SAs/Sr. Accounts Officer with 15 years' service in the cadre. Sr. Executive/Sr. Manager with 5 years' experience as such.	No direct recruitment. Selection post.
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(P.T.O)

Latest Regulation & LIC Rules

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Selection made by the Government

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1. 2. 3. 4. 5. 6.

6. Manager/Asst. Officer.

2200-75-2500-100-4000.

Deputation Direct.

RAS/Ras Officers.
Second Class Graduate Commerce, Economics or Business Management with 5 years' experience in a supervisory capacity in the line. Preference will be given to those with specialisation in respective these for posts of Accounts Officer Chartered Accountant with 3 years experience would be the minimum qualification.

Promotion.

Asstt. Adm. Officer/Asstt. Manager with 10 years' experience as such.

7. Asstt. Adm. Officer/Asstt. Manager.
2000-60-2300-75-3200+

Direct. 50%
Promotion 50%

Graduate in Commerce, Economics/Business Management with 5 years' experience in a supervisory capacity in the line.

Preference will be given to Graduates with specialised knowledge of Marketing/Handicrafts.

1. 50% from Accountants with 7 years experience as such.
2. 50% from Area Procurements Inspector/F.O. with 7 years' experience as such.

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1.	2.	3.	4.	5.
12. Sr. Assistant	1200-30-1500- 40-2000-50-2050	50% by Direct recruitment.	Graduate with 2 years' experience in a business firm of repute. OR Higher Secondary with 8 years' experience in a business firm of repute. OR Higher Govt. Deptt. or in a Govt. Undertaking.	
		50% by Promotion	Jr. Asstt. with 5 years' experience as such in case of Matriculate and 2 years' experience in case of Graduate.	
13. Sr. Sales Assistant	1200-30-1500- 40-2000-50-2050	50% by Direct recruitment.	Graduate with 3 years' experience of Salesmanship in a business firm of repute. OR Higher Secondary with 5 years' experience of Salesmanship in a business firm of repute.	
14. Jr. Assistant	975-25-1100- 30-1640-40- 1720.	50% by Promotion 100% by Direct recruitment.	Jr. Sales Asstt. with 7 years' experience as such. Matriculate or equivalent thereto with speed of 30 W.P.M. in English Typewriting. Preference will be given to those who know Hindi Typing also.	
15. Jr. Sales Asstt.	-60-	80% by direct recruitment. 20% by Promotion	Higher Secondary Pass with experience of Salesmanship in a business firm of repute.	
16. Sr. Packer	910-20-1150- 25-1400-30- 1520.	Promotion	Matriculate Packer with 3 years' experience as such.	
17. Jr. Packer	800-15-950-20- 1250.	Promotion	Jr. Packer/Manual Asstt. /Press Worker with 5 years' experience as such jointly or severally.	
18. Janitor	-60-	Promotion	Literate Class IV servant with 5 years experience.	
			Literate Class IV servant with 5 years experience.	

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| 1. | 2. | 3. | 4. | 5. |
| 35. | Carpet Helper. | Consolidated Salary | | |
| 36. | Master Tribal Crafts. | -do- | | |
| 37. | Helper Tribal Crafts. | -do- | | |
| 38. | Skilled worker | 820-10-850-15-1000-20-1200-25-1400-30-1520. | | |
| 39. | Semi Skilled worker. | 730-10-850-15-1000-20-1200-25-1250. | | |
| 40. | Unskilled worker | 700-10-850-15-865- | | |

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Annex-II

THE RAJASTHAN SMALL INDUSTRIES CORPORATION LIMITED
(A Government of Rajasthan concern)
JAIPUR

GROUP 'A'

SCHEDULE SHOWING QUALIFICATIONS AND EXPERIENCE FOR APPOINTMENT AND
PROMOTION FOR THE EMPLOYEES OF THE CORPORATION UPDATED AS ON 1-6-1990

S.No.	Designation	Pay scale	Mode of appointment	Prescribed qualifications and experience	Remarks
1	2	3	4	5	6
	General Manager	14300-400-18300	Deputation/Direct	a) Selection scale RAS Officer b) i. A Member of I.M.P with 7 years encadrement. OR ii. Second class Post Graduate in Economics or Commerce or Business / Industrial Management with 10 years' experience in a responsible position in an Industrial Organization of repute or in a Government Deptt. iii. Second Class Engineering Graduate with 10 years' experience in a responsible	Selection post

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					position in an industrial organization of repute or in a Government Department.	
				Promotion	Dy. General Manager with 5 years' experience on the post of Dy. General Manager	
2	Dy. General Manager	12000-375-16500		Deputation	Sr. Scale RAS/Sr. Accounts Officer with 15 years service in the cadre.	No direct recruitment. Selection post.
				Promotion	Asstt. General Manager with 5 years' experience as such.	
3	Secretary	10000-325-15200		Direct	a) Second Class Graduate of any recognized University preferably in Commerce. Preference will be given to Law Graduate and Commerce Post Graduate. b) Must be a Fellow/of Associate Member of the Institute of Company Secretaries. c) Must have at least 7-10 years' experience in Government or Public Sector Undertaking of which at	

					least 3 years' should be in a supervisory capacity in a Public Undertaking/	
4	Asstt. General Manager	10000-325-15200	Deputation		RAS/R.A.C.s Officer and Dy. Director Industries with 7 years experience in the cadre.	
			Direct		Graduate with IIFT Diploma, M.B.A or equivalent Diploma/Degree with at least 3 years' experience in a supervisory capacity in a Public Sector Undertaking or Private firm of repute. Preference will be given to those having Engineering Degree.	
			Promotion		Manager having 5 years experience as such	
5.	Sr. Designer	8000-275-13500	Direct		a) Three years' Diploma in Textile Designing. b) Three years' experience in Textile Designing work in a Government / Corporation or Private Sector or reputed firm.	
6	Manager	8000-275-13500	Deputation Direct		RAS/RACs Officers. Second Class Graduate Commerce. Economics or Business Management with 5 years' experience in a supervisory capacity in the line.	

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					Preference will be given to those with specialization in respective these / for posts of Accounts Officer Chartered Accountant with 3 years experience would be the minimum qualification.
				Promotion	Asstt. Manager with 10 years experience as such.

THE RAJASTHAN SMALL INDUSTRIES CORPORATION LIMITED
JAIPUR

THE PERCENTAGE OF SC/ST AS ON 1-1-2003

1.	2.	3.	4.	5.	6.
			Direct recruitment.	III in Turner grade with 10 years' experience of operating lathe and/or Drilling Machine. Pass with 10 years' experience of operating a duplicating machine.	Selection post.
26. Master Craftsman. (Usta Centre)	1400-40-1803-50-2300-50-2350		Promotion.	Middle Pass Peon with 10 years' experience as such. Preference will be given to those having practical experience of operating duplicating machine.	
27. Duplicating Operator.	800-15-950-20-1250		Direct recruitment.	Literate with 5 years' experience of the trade. Preference will be given to Diploma holders and/or Craftsman having perfected in respective art to be adjusted by demonstrative performance.	
28. Master Craftsman. (Usta Centre)	1400-40-1803-50-2300-50-2350		Direct recruitment.		
29. Asstt. Designer, D.D.R.C.					
30. Field Investigator D.D.R.C.					
31. Colour Master, Consolidated.					
32. Clipping Master.					
33. Dying Master.					
34. Carpet.					
35. Carpet Master.					

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19. Neon/Chowkidar

750-12-798-131
550-15-940

SECRETARY.

2500-75-2800-
100-400-125-
4250.
2200-75-2800-
100-400-

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NOTATION

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Director
FACT: Agent

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Director
Recruitment.

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Direct
Resubmit.

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NOTIFICATION.

25. Driver.

Direct
Requirements

25. Fifth.

Disc +

Revised pay scale of E.2500-4250 will be applicable to the post of Private Secretary if the appointment of the incumbent to this post is at regular line and the pay scale of the immediately lower post is not applicable for promotion. If both of these conditions are not met, the scale would be revised as E.2200-4000.

செலவுத் திட்டம்

OF HOUSES
OF COMMONS
IN PARLIAMENT ASSEMBLED

1540-60-2500-
75-2900

50% by Direct
Recruitment.

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MEA with marketing management.

50% by Jr. A. P. I. / Jr. F. O. with 5 years' experience as such.

J. A. P. I. / J. F. O. with 5 years experience as such.

1400-40-1800-
50-2300-50-
2360

$$\frac{0 \cdot 14}{17} = 0 \cdot 0082$$

50 by Direct

Graduate with 5 years' experience of Salesmanship or procurement and handling of hand crafts in a business firm of reputed.

Senior Sales Asstt. and Senior Asstt.
(Storekeepers of Central Stores) with
5 years' experience as such.

50% by
production.

1640-60-2600-
75-2900

10. Accountant/Office
Supt./Legal Asst./
Co. Asst./Statistical
Asst.

50% by Direct
recruitment.

Commerce Graduate with 5 years' experience
of Commerce Post Graduate with advance
of accountancy (with 2 years experience of
handling independently accounts/stores in
a Govt. Department/undertaking or business
concern of repute.

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ICWA (Intermediate) or Diploma holder in cost
Accountancy with 2 years' experience of
handling independently accounts/stores in
a Govt. Dept./Undertaking or a business concern
of repute.

50% by :
promotion.

Jr. Accountant with 5 years experience as such.

1400-40-1800-
50-2300-60-
2360

11. JI. Accountant.

50% by Direct
recruitment.

Commerce Graduate with 2 years experience of handling accounts work in a business firm of repute or a Govt. Deptt. or Govt. undertaking

50% by
promotion.

Senior Office Asstt. with 5 years experience as such.

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3. Secretary 3000-100-3500- Direct 125-4500.
a) Second Class Graduate of any recognised University preferably in Commerce. Preference will be given to Law Graduates and Commerce Post Graduate.

b) Must be a Fellow or Associate Company Secretary.

c) Must have at least 10 years' experience in Public Sector undertaking of which at least 3 years should be in a supervisory capacity in a Public Undertaking.

4. Sr. Executive/ 3000-100-3500- Deputation
Sr. Manager 125-4500

Direct

RAS/RAC/S Officer and Dy. Director Industries with 7 years' experience in the Cadre.

Graduate with IIT Diploma M.B.A. or equivalent Diploma/Degree with at least 3 years' experience in a supervisory capacity in a Public Sector Undertaking or private firm of repute. Preference will be given to those having Engineering Degree.
Manager/Administrative Officer having 5 years' experience as such.

5. Sr. Designer 2200-75-3800- Direct 100-4000

a) Three years' Diploma in Textile Designing.

b) Three years' experience in Textile Designing work in a Government/ Corporation or private sector or reputed firm.

(P.T.O)

THE RAJASTHAN SMALL INDUSTRIES CORPORATION LIMITED
(A Government of Rajasthan Concern)
JAIPUR.

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OFFICE ORDER

Pursuant to the decision taken by the Board of Directors in its 203rd meeting held on 27.2.89, Regulation 15(1) of RSIC.(Recruit,ent & Selection) Regulations 1972 is hereby substituted by the following:-

"As soon as it is decided that a certain number of posts shall be filled by promotion, the G.M.(Pers.) shall prepare a correct and complete list containing names according to the following zone of consideration, out of the seniormost employees who are qualified under these Regulations for selection to the posts concerned & after approval of the Managing Director, he shall put up the same to the Selection Committee concerned together with the Service record, Confidential Rolls and bio-data of each such employee:-

"The Zone of consideration of persons eligible for promotion shall be as under:-

- | | | |
|-----|---------------------------------|---|
| (i) | Number of vacancy | Number of eligible person to be considered. |
| | (a) for one vacancy | Five eligible persons. |
| | (b) for two vacancies | Eight eligible persons. |
| | (c) for three vacancies | Ten eligible persons. |
| | (d) for four or more vacancies. | Three times the number of vacancies. |
- (ii) Where, the number of eligible persons for promotion to higher post is less than the number specified above, all the persons so eligible shall be considered.
- (iii) Where, adequate number of the candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the cases may be, are not available within the zone of consideration specified above, the zone of consideration may be extended to five times the number of vacancies and the candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the case may be (and not any other) coming within the extended zone of consideration shall also be considered against the vacancies reserved for them."

GENERAL MANAGER (PERS)
Dated: 14.3.89

NO.RSIC/Estt/44466-99

Copy to:-

1. The G. M. (HC) / (Ind.)
2. The Dy.G.M. (F) / (Plan, & GAD) / (S.S., Prod. & Carpets)
3. All Sr. Managers.
4. All Units of the Corporation.
5. Concerned Rules file.
6. Office order file.

GENERAL MANAGER (PERS)

(81) 126

THE RAJASTHAN SMALL INDUSTRIES CORPORATION LIMITED,
(A Government of Rajasthan Concern)
JAIPUR.

OFFICE ORDER

Pursuant to the decision taken by the Board of Directors in 202nd meeting held on 21.1.89, it is hereby ordered that the following shall be inserted in RSIC Service (Recruitment & Selection) Regulations 1972 as sub-rule 4 of Rule 15 thereof the Regulations stand modified to that extent:-

Rule 15(4)

"In the event of non-availability of persons with requisite period of service experience, the concerned Selection Committee under the RSIC Service (Recruitment & Selection) Regulations, 1972 may consider persons having less than prescribed period of service experience if they fulfil other conditions like qualifications etc. and are found otherwise suitable for promotion on the basis of Seniority-cum-Merit."

Pay fixation in case of such promotions would be in line with the relevant provision in force in the State Government.

(P) 7.2.89
GENERAL MANAGER (PERS.)

No. RSIC/Estt. (P.)/88/37655-735 Dated: 8.2.89

Copy to:-

1. The G.M. (P.) (Ind.), RSIC
2. The Dy. C.M. (P.) (Plan) / (SS & Prod.), RSIC
3. All S.O. Offices.
4. All Units of the Corporation.
5. Concerned P.O.'s file.
6. Office of Gen. Secy.

(P) 7.2.89
GENERAL MANAGER (PERS.)

2-8-6 27
95

THE RAJASTHAN SMALL INDUSTRIES CORPORATION
(A Government of Rajasthan Concern)
JAIPUR.

OFFICE ORDER

In pursuance to the decision taken in 222nd Meeting held on 22.5.93 of the Board of Directors, the following para is hereby added at the end of the Rule No.17(2) of the RSIC Service (Recruitment & Selection) Regulation, 1972:-

"Provided further: that the Board of Directors may, in specific cases, extend the period of probation for a further period of one year, after recording reasons therefor."

[Signature]
EXECUTIVE DIRECTOR

No.RSIC/Estt./ 7453 -- 7542

Dated: 22/6/93

Copy to:-

1. General Manager (Carpet & Prod.) / (HC)
2. Financial Advisor.
3. Dy. General Manager (GAD) / (Mktg. & Spl. Scheme).
4. All Senior Managers.
5. All AOs/Managers.
6. AAO (Co. Affair).
7. All Units of the Corporation.
8. President, Rajasthan Laghu Udyog Nigam Karmchari Sangathan.
9. President, Rajsico Karmchari Sangathan.
10. Office order file.

[Signature]
Dy. General Manager (Persl) 01/93

[Signature] 21/6

217/106

THE RAJASTHAN SMALL INDUSTRIES CORPORATION LTD.
(A Government of Rajasthan Undertaking)
Udyog Bhawan, Tilak Marg, C-Scheme, JAIPUR.

OFFICE ORDER

In pursuance of the decision taken by the Board of Directors in its 240th meeting held on 2.3.1996, vide II part of Resolution No.240(6), the following amendments be and are hereby made in the RSIC Service(Recruitment and Selection) Regulations 1972.

The Selection Committees for the purposes of Selection/Recruitment as well as Promotions as stated at Appendix 'A' of the RSIC Service(Recruitment and Selection) Regulations 1972 be and are hereby re-constituted and the APPENDIX 'A' of the said rules be and are hereby substituted by the following:-

APPENDIX 'A'

CONSTITUTION OF SELECTION COMMITTEES FOR THE PURPOSES OF SELECTION/RECRUITMENT AS WELL AS PROMOTIONS

I. FOR POSTS OF MANAGERS AND ABOVE

(i) Managing Director, RSIC.

(ii) Director of Industries As Directors of the Board.

(iii) Dy. Secretary Industries

(iv) Executive Director/General Manager(Persl), RSIC.

NOTE:- Recommendations of the above committee will be submitted to the Board for its decision.

II. FOR OTHER POSTS:-

(i) Managing Director, RSIC.

(ii) Executive Director/General Manager (Persl), RSIC.

(iii) Financial Advisor, RSIC.

(iv) Concerned Activity Head

(v) Dy. Secretary Industries - As Director of Board.

105

2/8

NOTE:- One or more experts nominated by M.D. may also be associated as special invitee(s) for purposes of Direct Recruitments.

These rules shall come into force with immediate effect.

MANAGING DIRECTOR.

NO:RSIC/CO.AFF/RULES/96-97/1000-89 DATED: 16.4.1996

Copy forwarded for information and n/a. to:-

1. All General Managers, RSIC.
2. Financial Advisory, RSIC.
3. All Dy. Gen. Managers, RSIC.
4. All Sr. Managers, RSIC.
5. All Managers/Adm. Officers, RSIC.
6. All Units of RSIC.
7. Office Order file.
8. Board Meeting file.

SECRETARY:

107 (29)

THE RAJASTHAN SMALL INDUSTRIES CORPORATION LIMITED
(A Government of Rajasthan concern)
Jaipur.

OFFICE ORDER

In pursuance of the decision taken by the Board in its 255th meeting held on 26.3.98 the following rule is incorporated as B(2) in The Rajasthan Small Industries Corporation Limited Service (Recruitment & Selection) Regulations, 1972 as follows:-

"Reservation of vacancies for women candidates shall be 20% category wise, in direct recruitment. In the event of non-availability of the eligible and suitable woman candidates in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure and such vacancies shall not be carried forward to the subsequent year and the reservation shall be treated as horizontal reservation i.e. the reservation of woman candidates shall be adjusted proportionately in the respective category to which the woman candidates belong".


MANAGING DIRECTOR

NO.RSIC/Estt./98-99/ 2320-2409

Dated:- 29.4.98

Copy to-

1. General Manager (JB) RSIC Jaipur.
2. Financial Advisor RSIC Jaipur.
3. All Deputy General Managers, RSIC Jaipur.
4. All Assistant General Managers, RSIC Jaipur.
5. Secretary RSIC Jaipur.
6. PS to MD RSIC Jaipur.
7. All units of the Corporation.
8. Circular file.


Chief General Manager



THE RAJASTHAN SMALL INDUSTRIES CORPORATION LTD.
Udyog Bhawan, Tilak Marg, C-Scheme,
Jaipur-302005
Phone: 0141-5115760-65 Fax 0141-5115766

OFFICE ORDER

Pursuant to the decision taken by the Board of Directors in its 277th meeting held on 15-2-03 the following amendments are hereby made in The RSIC Service (Recruitment & Selection) Regulation 1972 in accordance of circular of Bureau of Public Enterprises, Govt. of Rajasthan vide No.F 2 (1) BPE/ 98/ 2644 dated 26-12-02.

- Rule 8(A) (i) The existing figure and Mark of percentage (%) "20" appearing in this clause shall be substituted by the figure & Mark of percentage (%) "30"%.
- (ii) The expression " in accordance with the normal procedure" appearing in this clause shall be substituted by the expression "up by male candidates".

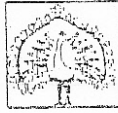
3131
CHAIRMAN & MANAGING DIRECTOR

No.RSIC/PERSL./2002-03/ 23875- 925 DATED: 26.02.2003

Copy to -

1. GM (Commercial), RSIC, Jaipur
2. OSD, BPE, Govt. of Rajasthan, Jaipur
3. FA, RSIC, Jaipur
4. Secretary, RSIC, Jaipur
5. All DY. GM, RSIC, Jaipur
6. All AGM, RSIC, Jaipur
7. All units of the RSIC
8. President, RLUNKS, RSIC, Jaipur
9. Office Order file

1/12
GENERAL MANAGER (P&A)

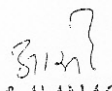


THE RAJASTHAN SMALL INDUSTRIES CORPORATION LTD.
Udyog Bhawan, Tilak Marg, C-Scheme,
Jaipur-302005
Phone: 0141-5115760-65 Fax 0141-5115766

OFFICE ORDER

Pursuant to the decision taken in the Board of Directors in its 279th meeting held on 6-9-03, Regulation 15 (1) of RSIC (Recruitment & Selection) Regulations 1972 is hereby substituted by the following: -

The expression " five " occurring in I (a) shall be substituted by expression " seven " .

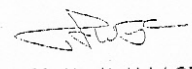

CHAIRMAN & MANAGING DIRECTOR

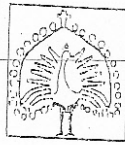
NO. RSIC/PERSL./2003-04/ 9481 - 9531

Dated: 27-9-03

Copy to -

1. GM (Commercial) , RSIC, Jaipur
2. FA, RSIC, Jaipur
3. All DY. GMs , RSIC, Jaipur
4. Secretary, RSIC, Jaipur
5. OSD, Rajasthali, New Delhi
6. All AGMs, RSIC, Jaipur
7. All Units of RSIC, Jaipur
8. PA to CMD, RSIC, Jaipur
9. Concerned Rules file
10. Office order file


GENERAL MANAGER (P&A)



THE RAJASTHAN SMALL INDUSTRIES CORPORATION LTD.

Udyog Bhawan, Tilak Marg, C Scheme,

Jaipur-302005

Phone: 0141-5115760-65 Fax: 0141-5115766

OFFICE ORDER

In pursuance of the decision taken by the Board of Directors in its 289th meeting held on 10.3.2005, it was decided to keep one post of General Manager (On Deputation) in abeyance.

RSIC/Pers./2004-05/

19387-19436

Chairman & Managing Director

Dated:-

31.3.05

- (1) General Manager, RSIC Jaipur
- (2) Financial Advisor, RSIC Jaipur
- (3) Secretary, RSIC Jaipur
- (4) All Dy.G.M. RSIC
- (5) All AGM, RSIC
- (6) All Managers/AO(TC), RSIC
- (7) P.A. to CMD, RSIC Jaipur
- (8) All Units RSIC
- (9) Office Order File

Dy. General Manager (P&A)



दी राजस्थान स्मॉल इण्डस्ट्रीज कॉरपोरेशन लिमिटेड,

(राजस्थान सरकार का उपक्रम)

उद्योग भवन, तिलक मार्ग, सी-स्कीम, जयपुर-302005

दूरभाष 0141-5115760-64 फैक्स 01415115766

कार्यालय आदेश

संचालक मण्डल की दिनांक 27 जून, 2006 को सम्मन हुई 294वीं बैठक में लिये गये निर्णय के अनुसरण में दी राजस्थान स्मॉल इण्डस्ट्रीज कॉरपोरेशन लिमिटेड सेवा (भर्ती एवं चयन) विनियम-1972 में निम्नलिखित संशोधन किये जाते हैं जो दिनांक 20.01.2006 से प्रभावी होंगे :-

1. संशोधन- दी राजस्थान स्मॉल इण्डस्ट्रीज कॉरपोरेशन लिमिटेड सेवा (भर्ती एवं चयन) विनियम 1972 के नियम संख्या 14(i) में सीधी भर्ती हेतु विज्ञापन प्रकाशित कर आवेदन-पत्र आमन्त्रित करने से संबंधित विद्यमान नियम में निम्नलिखित अभिव्यक्ति जोड़ी जायेगी :-

" विज्ञापन में यह खण्ड होगा कि ऐसे किसी अभ्यार्थी को, जो उसे प्रस्तावित किये जा रहे पद का कर्तव्यभार स्वीकार करता है, परीक्षा की कालावधि के दौरान, निगम द्वारा समय-समय पर नियत दर से मासिक नियम पारिश्रमिक संदत किया जायेगा और पद का विज्ञापन में अन्यत्र यथा-दर्शित वेतनमान, संबंधित भर्तीनियमों में उल्लिखित परीक्षा की कालावधि सफलतापूर्वक पूरी करने की तारीख से ही अनुज्ञात किया जायेगा ।"

2. नियम-17 में संशोधन - नियम 17(i) में निम्न संशोधन किया जाता है :-

17 परीक्षा-

- (i) किसी स्पष्ट रिक्ति के विरुद्ध सीधी भर्ती द्वारा सेवा में प्रवेश करने वाले किसी व्यक्ति को 2 वर्ष की कालावधि के लिए परीक्षाधीन प्रशिक्षणार्थी के रूप में रखा जायेगा ।

परन्तु ऐसी नियुक्ति के पश्चात् की वह कालावधि, जिसके दौरान कोई व्यक्ति तत्तमान या उच्चतर पद पर प्रतिनिधित्व पर रहा है, परीक्षा की कालावधि में गिनी जायेगी ।

- (ii) खण्ड (i) में विनिर्दिष्ट परीक्षा की कालावधि के दौरान प्रत्येक परीक्षाधीन प्रशिक्षणार्थी से ऐसी विभागीय परीक्षा उत्तीर्ण करने और ऐसा प्रशिक्षण प्राप्त करने की अपेक्षा की जा सकेगी जो निगम समय-समय पर विनिर्दिष्ट करे ।

Handwritten signature

114
543
35

(iii) सीधी भर्ती द्वारा सेवा में नियुक्त किसी परिवीक्षाधीन प्रशिक्षणार्थी को, परिवीक्षा की कालावधि के दौरान ऐसी दर से मासिक नियत पारिश्रमिक संदत्त किया जायेगा जो निगम द्वारा समय-समय पर नियत किया जावे ।

(iv) परिवीक्षा काल को वार्षिक वेतन वृद्धि स्वीकृत करने हेतु गणना नहीं की जायेगी । परिवीक्षा कालावधि के सफलतापूर्वक पूर्ण करने की दिनांक से ही उन्हें पद के लिए निर्धारित वेतनमान का न्यूनतम वेतन दिया जायेगा ।

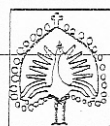
12/17
अध्यक्ष एवं प्रबन्ध निदेशक

क्रमांक: राजसिको/कार्मिक/2006-07/5051-80 दिनांक 14-7-06

प्रतिलिपि

1. वित्तीय सलाहकार, पी.एण्ड ए., राजसिको, जयपुर
2. महा प्रबन्धक, राजसिको, जयपुर
3. सचिव, राजसिको, जयपुर
4. समस्त उप महा प्रबन्धक, राजसिको, जयपुर
5. समस्त सहायक महा प्रबन्धक, राजसिको, जयपुर
6. प्रबन्धक, वित्त, राजसिको, जयपुर
7. लेखाधिकारी, हस्तशिल्प, राजसिको, जयपुर
8. प्रभारी, समस्त इकाइयाँ
9. निजी सहायक, अध्यक्ष एवं प्रबन्ध निदेशक
10. कार्यालय आदेश पत्रावली ।

12/17
वित्तीय सलाहकार(पी. एण्ड ए.)

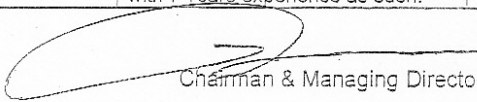


THE RAJASTHAN SMALL INDUSTRIES CORPORATION LTD.
(A Government of Rajasthan Undertaking)
Udyog Bhawan, Jaipur-302005
Phone: 0141-5115760-64 Fax: 0141-5115766
Website: www.rajsico.gov.in e-mail: rajsico@rajasthan.in

OFFICE ORDER

Consequent upon the decision taken by the Board through Resolution by Circulation, existing rules for recruitment in the RSIC Service (Recruitment & Selection) Regulations, 1972 in the cadre of Managers in schedule of Group A are hereby amended with immediate effect as follows:

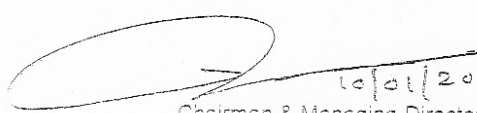
S.No	Designation	Pay Scale	Mode of appointment	Prescribed qualification and experience	Remarks
1	Manager	9,300 - 34,800 + GP 5,400	Direct Recruitment	Candidates holding Master of Business Administration degree or Post Graduate Diploma in Management, which is equivalent to MBA Degree, from recognized Management Institutes / Bachelor of Design Degree or Post Graduate Degree from the National Institutes of Fashion Technology / Post Graduate Diploma from the Indian Institute of Crafts and Design, Jaipur / Post Graduate Diploma from the National Institute of Design, or equivalent qualifications. Preference will be given to candidates having experience in supervisory capacity	Out of total nine sanctioned posts of Managers, five are for direct recruitment and remaining four through promotion
			Promotion	Asstt. Adm Officer / Asstt. Manager with 7 years experience as such.	


Chairman & Managing Director

No. RSIC: Persl: 2010-11/14508-38 Dated 10 January, 2011

Copy to:

1. Financial Advisor, RSIC
2. Dy. General Manager (Persl & Admn), RSIC
3. Company Secretary, RSIC
4. Asstt. General Manager (EIS)(GAC)(ACC)
5. Manager (EIS), / Rajasthali, RSIC, Jaipur
6. OSD (Handicrafts)(Finance) (RM)
7. Consultant (Handicrafts), RSIC
8. AAO (Finance), RSIC
9. All Units


Chairman & Managing Director