

Tea Board (Recruitment, Promotions and Conditions of Service of Officers appointed by Government) Rules 2011

Sl .No.	Name of post	Nature of Duties	Number of posts	Classification	Scale of pay	Whether Selection Post or Non-selection Post	Age limit for direct recruits (in years)	Whether benefit of service admissible under rule 30 of Central Civil Services (Pension) Rules, 1972	Educational and other qualifications acquired for direct recruits/ those on short-term contract	Whether age/ Educational Qualification prescribed for direct recruitment will apply in the case of promotes	Period of deputation	Method of recruitment whether by direct recruitment or by promotion or by deputation/ transfer and percentage of vacancies to be filled up by various methods	In case of recruitment by promotion/ deputation/ transfer from which promotion/ deputation/ transfer to be made	Composition of selection committee	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Deputy Chairman	To exercise such of the functions as may be assigned to him by the Chairman of the Board except that of presiding over the meetings. He shall also assist the Chairman of the Board in the day to day working of the office of the Board.	1	A	Pay Band (3) + Grade Pay Rs.8,700/-	-	Not applicable		Not applicable	Not applicable	2 years	By deputation	Officers of the I.A.S. or any of the Central Services Class- 1 with at least 12 years of service	1. Secretary 2. Additional Secretary, Ministry of Commerce 3. Joint Secretary, Ministry of Commerce 4. Chairman, Tea Board	Not applicable

Sl .No.	Name of post	Nature of Duties	Number of posts	Classification	Scale of pay	Whether Selection Post or Non-selection Post	Age limit for direct recruits (in years)	Whether benefit of service admissible under rule 30 of Central Civil Services (Pension) Rules, 1972	Educational and other qualifications acquired for direct recruits/ those on short-term contract	Whether age/ Educational Qualification prescribed for direct recruitment will apply in the case of promotes	Period of deputation	Method of recruitment whether by direct recruitment or by promotion or by deputation/ transfer and percentage of vacancies to be filled up by various methods	In case of recruitment by promotion/ deputation/ transfer from which promotion/ deputation/ transfer to be made	Composition of selection committee	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
2	Secretary	To exercise such of the functions as have been assigned in the Act and the rules and by-laws made there under. He shall be responsible for the secretariat work of the Board and shall be in charge of the administration of the office of the Board under directions from the Dy. Chairman or the Chairman	1	A	Pay Band (3) + Grade Pay Rs.7,600/-	Selection	Not applicable		Not applicable	Not applicable	2 years which may be extended by one more year	1) By deputation. 2) By promotion	Deputation Officers of the I.A.S. or any of the Central Services Class I with 10 years or the State services Class-I with at least 16 years of service. Promotion CL and Assistant Secretary, Tea Board having minimum of 5 years service in the respective grade and Spl Officer for NWI	1. Secretary/ Additional Secretary, Ministry of Commerce 2. Joint Secretary, Ministry of Commerce 3. Chairman, Tea Board	Not applicable

Sl .No.	Name of post	Nature of Duties	Number of posts	Classification	Scale of pay	Whether Selection Post or Non-selection Post	Age limit for direct recruits (in years)	Whether benefit of service admissible under rule 30 of Central Civil Services (Pension) Rules, 1972	Educational and other qualifications acquired for direct recruits/ those on short-term contract	Whether age/ Educational Qualification prescribed for direct recruitment will apply in the case of promotes	Period of deputation	Method of recruitment whether by direct recruitment or by promotion or by deputation/ transfer and percentage of vacancies to be filled up by various methods	In case of recruitment by promotion/ deputation/ transfer from which promotion/ deputation/ transfer to be made	Composition of selection committee	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
3	Executive Director	To implement different schemes of the Board in connection with tea plantations and development of tea industry as well as maintenance of production standards and quality control etc. , to exercise financial control over the fund allotted to him/her.	2	A	Pay Band (3) + Grade Pay Rs.7,600/-	Selection	Not applicable		Not applicable	Not applicable	2 years	By deputation	Officers of the I.A.S. or any of the Central Services Class- 1 with at least 12 years of service	1. Secretary 2. Additional Secretary, Ministry of Commerce 3. Joint Secretary, Ministry of Commerce 4. Chairman, Tea Board	Not applicable

Sl .No.	Name of post	Nature of Duties	Number of posts	Classification	Scale of pay	Whether Selection Post or Non-Selection Post	Age limit for direct recruits (in years)	Whether benefit of service admissible under rule 30 of Central Civil Services (Pension) Rules, 1972	Educational and other qualifications acquired for direct recruits/ those on short-term contract	Whether age/ Educational Qualification prescribed for direct recruitment will apply in the case of promotes	Period of deputation	Method of recruitment whether by direct recruitment or by promotion or by deputation/ transfer and percentage of vacancies to be filled up by various methods	In case of recruitment by promotion/ deputation/ transfer from which promotion/ deputation/ transfer to be made	Composition of selection committee	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
4	Financial Adviser & Chief Accounts Officer	To advise the Board regarding Budget Estimates and Expenditure in connection with Board's different functions as defined under Tea Act. To take appropriate action regarding preparation of annual budget, submission of annual accounts and to exercise control over tea fund and control and regulate other financial activities of the Board subject to advice and direction of Chairman, Tea Board	1	A	Pay Band (3) + Grade Pay Rs.7,600/-	Selection	Not applicable		Not applicable	Not applicable	2 years	By deputation	Officers of Group-A belonging to all Central Accounts Services viz., I.A & A.S, IRAS, IPAS, IDAS etc. with at least 10 years of service.	1. Secretary 2. Additional Secretary, Ministry of Commerce 3. Joint Secretary, Ministry of Commerce 4. Chairman, Tea Board	Not applicable

Sl .No.	Name of post	Nature of Duties	Number of posts	Classification	Scale of pay	Whether Selection Post or Non-selection Post	Age limit for direct recruits (in years)	Whether benefit of service admissible under rule 30 of Central Civil Services (Pension) Rules, 1972	Educational and other qualifications acquired for direct recruits/ those on short-term contract	Whether age/ Educational Qualification prescribed for direct recruitment will apply in the case of promotes	Period of deputation	Method of recruitment whether by direct recruitment or by promotion or by deputation/ transfer and percentage of vacancies to be filled up by various methods	In case of recruitment by promotion/ deputation/ transfer grades from which promotion/ deputation/ transfer to be made	Composition of selection committee	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
5	Director Tea Development	To advise the Board on matters connected with problems of tea plantations generally as well as standards of maintenance and production and to implement the Board's various schemes for assistance to the tea industry.	1	A	Pay Band (3) + Grade Pay Rs.8,700/-	Selection	Preferably below 50 years	No to direct recruits	1.Science Degree in Science/ Agriculture from a recognized University 2. 10 years experience in tea plantations at the managerial level. Note:1. Qualifications are relaxable at the discretion of Selection Committee in the case of candidates otherwise well qualified. 2. Qualifications regarding experience are relaxable at the discretion of Selection Committee in the case of candidates belonging to the Scheduled Castes or Scheduled Tribes if at any stage of	Not applicable	2 years	By promotion failing which, by direct recruitment	By promotion: 1. Joint Director Tea Development in the PB-3 GP 7600 with five years regular service 2. Deputy Director of Tea Development of Tea Board in the PB-3 GP 6600 with at least eight years regular service in the grade.	1. Secretary/ Additional Secretary, Ministry of Commerce 2. Joint Secretary, Ministry of Commerce 3. Chairman, Tea Board 4. A member of Executive Committee of the Board	Not applicable

									selection, the Selection Committee 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 vacancy reserved for them.						
--	--	--	--	--	--	--	--	--	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--	--	--	--	--

Sl .No.	Name of post	Nature of Duties	Number of posts	Classification	Scale of pay	Whether Selection Post or Non-selection Post	Age limit for direct recruits (in years)	Whether benefit of service admissible under rule 30 of Central Civil Services (Pension) Rules, 1972	Educational and other qualifications acquired for direct recruits/ those on short-t erm contract	Whether age/ Educational Qualification prescribed for direct recruitment will apply in the case of promotes	Period of deputation	Method of recruitment whether by direct recruitment or by promotion or by deputation/ transfer and percentage of vacancies to be filled up by various methods	In case of recruitment by promotion/ deputation/ transfer grades from which promotion/ deputation/ transfer to be made	Composition of selection committee	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
6	Director of Tea Promotion	To exercise such of the functions as may be assigned to him/her by the Chairman/ Dy.Chairman of the Board generally on Tea Promotion activities.	3	A	Pay Band (3) + Grade Pay Rs.7,600/-	Selection	Preferably below 45 years		Essential: (i) Degree in Business/Marketing Management from a recognized University or equivalent. (ii) At least 10 years experience at executive level in a publicity and/or advertising organization or experience in export and sales promotion. Must be capable of undertaking market research and surveys and thoroughly acquainted with the method of utilization of different media for publicity.	Not applicable	2 years	By promotion or transfer of eligible officials within the Tea Board, failing which by transfer on deputation or short term contract through direct recruitment.	(1) Promotion from Directors (Tea Promotion) Gr.II in the PB 3, GP 6600 with at least fiveyears service in that grade. (2) Transfer (including lateral transfer)/ transfer on deputation (including short term contract): Officers under the Central/State Governments holding analogous posts or with at least five years service in the PB3 GP 6600 or equivalent and having sufficient knowledge of tea promotion (preferred for deputationists and essential for those coming on contract) (period of deputation/contract will be three years). Appointments on contracts would be from the open market. (3) Tea Board with the concurrence of the Govt may shift the posts from one station to the other or to a new place as per requirement.	(a) Secretary/ Addl.Secretary , Ministry of Commerce (b) Joint Secretary, Ministry of Commerce (c) Chairman, Tea Board (d) A member of the Executive Committee of Tea Board	Not applicable

Sl .No.	Name of post	Nature of Duties	Number of posts	Classification	Scale of pay	Whether Selection Post or Non-selection Post	Age limit for direct recruits (in years)	Whether benefit of service admissible under rule 30 of Central Civil Services (Pension) Rules, 1972	Educational and other qualifications acquired for direct recruits/ those on short-term contract	Whether age/Educational Qualification prescribed for direct recruitment will apply in the case of promotes	Period of deputation	Method of recruitment whether by direct recruitment or by promotion or by deputation/ transfer and percentage of vacancies to be filled up by various methods	In case of recruitment by promotion/ deputation/ transfer grades from which promotion/ deputation/ transfer to be made	Composition of selection committee	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
7	Joint Director Tea Development	To assist Director Tea Development/Executive Directors	4	A	Pay Band (3) + Grade Pay Rs.7,600/-	Selection	Not exceeding 45 years (relaxable for Government servants up to five years' in accordance with the instructions or orders issued by the Central Government). 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 J&K State, Lahul & Sipti District and Pangi		Essential: (i) A Post Graduate Degree in Agriculture or Economics or MBA in Financial Management from a recognized University or a Graduate Degree holder working in a Scheduled Bank or Financial institutions in the similar position under Government of India; (iii) Working experience of ten years' or more in any financial institutions/Scheduled Bank or any similar senior position with adequate administrative knowledge. Note: Qualifications are relaxable at the discretion of the Central Government for reasons to be recorded in writing, in case of candidates otherwise well qualified. Desirable: A Graduate Degree holder having working knowledge of "Tea Industry".	Not applicable	2 years	Promotion failing which, by deputation (including short-term contract) failing which by direct recruitment.	Promotion: Officers under the Tea Board holding the post of Deputy Director of Tea Development (Plantations) having five years' qualifying service. Deputation (ISTC) Officers under the Central Government (a) (i) holding analogous post on regular basis in the parent cadre or department; or (ii) with five years' service in the grade rendered after appointment thereto on a regular basis in the Pay Band-3 with Grade Pay of Rs.6600 or	(a) Addl. Secretary, Ministry of Commerce (b) Joint Secretary, Ministry of Commerce (c) Chairman, Tea Board	Not applicable

Sub-Division of
Chamba District
of Himachal
Pradesh,
Andaman and
Nicobar Islands
or Lakshdweep.

equivalent in the
parent cadre or
department; or
with eleven
years' service in
the grade
rendered after
appointment
thereto on a
regular basis in
the Pay Band
with Grade Pay
of Rs.5400 and
Rs.6600
combined
together in the
parent cadre or
department; and
(b) Possessing
the educational
qualifications
and experience
prescribed for
direct recruits
under column 7.
Departmental
Officers in the
feeder category
who are in the
direct line of
promotion will
not be eligible for
consideration for
appointment on
deputation.
Similarly
deputationist
shall not be
eligible for
consideration for
appointment by
promotion.
[Period of
deputation
(ISTC) including
period of
deputation
(ISTC) in another
ex-cadre post
held immediately

