



सत्यमेव जयते

THE GAZETTE OF INDIA



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**MINISTRY OF SURFACE TRANSPORT
(Port Wing)
New Delhi**

NOTIFICATION

New Delhi the 18th February, 1991

G.S.R. 78 (E).- In exercise of the powers conferred by sub-section (i) of Section 124, read with Sub-section (i) of Section 132 of the Major Port Trusts Act, 1963 (38 of 1963), the Central Government hereby approves the Calcutta Port Trust (Recruitment of Heads of Department) Regulations. 1991 made by the Board of Trustees for the Port of Calcutta and set out in the schedule annexed to this notification.

2. The said regulations shall come into force on the date of publication of this notification in the Official Gazette.

[No.PR-12012/16/90-PE.

ASHOKE JOSHI, Jt.Secy.

ANNEXURE I

THE CALCUTTA PORT TRUST (RECRUITMENT OF HEADS OF DEPARTMENT) REGULATIONS. 1990-(1991)

In exercise of the powers conferred by Section 28, read with Section 124, of the Major Port Trusts Act, 1963 (38 of 1963), the Board of Trustees of the Port of Calcutta hereby makes the following regulations, namely :-

1. Short title and commencement - These regulations may be called Calcutta Port Trust (Recruitment of Heads of Deptts.) Regulations, 1991.

2. Application.-They shall apply to all posts covered by clause (a) of Sub-section (1) of Section 24 of the Act.

3. Definitions.- In these regulations, unless the context otherwise requires :-

- (a) "**Act**" means the Major Port Trusts Act, 1963 (38 of 1963);
- (b) "appointing authority" means the authority empowered under the Act to make appointment to that post;
- (c) "**Board**", "**Chairman**", "**Deputy Chairman**" and "**Head of Department**" have the meaning respectively assigned to them under the Act;
- (d) "**direct recruit**" means a person recruited upon application for direct recruitment to a post of Head of Department on the basis of an examination or interview, or both and includes a person already in Board's service who may, upon application for direct recruitment be allowed to appear for such examination or interview, or both, and is selected;
- (e) "**Schedule**" means the Schedule appended to these regulations;
- (f) "**Scheduled Castes**" and "**Scheduled Tribes**" shall have the meanings assigned to them in Clauses (24) and (25) of Article 366 of the Constitution of India
- (g) "**Selection post**" means a post to which appointment is to be made on the basis of merit;
- (h) "**Selection Committee**" means the Committee constituted under Regulation 11 for the purpose of making recommendation for transfer deputation promotion or direct recruitment of a candidate to a post of Head of Department;
- (i) "**analogous posts**" means a post of which the duties and level of responsibilities and or the pay ranges are comparable to those of the post; to which selection is to be made;
- (j) "**Employees on Probation**" means the incumbent appointed to the post on probation under these Regulations and in whose case the successful completion of probation period has not yet been ordered by a Competent Authority.

4. Appointment.- All appointments to posts of Heads of Department to which these regulations apply shall be made in accordance with the provisions of these regulations. Appointments may be made either by promotion, transfer or deputation of employees or by direct recruitment.

5. Method of recruitment.- The method of recruitment, the qualifications in respect of age, education, training, requirements of minimum experience, essential and / or desirable, classification of posts as selection posts and other matters connected with the appointment to various posts shall be as shown in the Schedule :

Provided that the prescribed upper age limit may be relaxed -

- (i) by the Central Government upto 5 years where the minimum experience prescribed is 10

years or more and upto 3 years where the minimum experience prescribed is 5 to 9 years;

(ii) in the case of a candidate belonging to a Scheduled Caste or a Scheduled Tribe, in accordance with such orders as the Central Government may issue from time to time for appointment to services or posts under it in favour of Scheduled Castes and Scheduled Tribes.

6. Probation. -

(1) Every person appointed to a post of Head of Department specified in column 2 of the Schedule, whether by direct recruitment or by promotion or transfer /deputation, shall, subject to the, provisions of sub-regulation (2) and sub-regulation (3) of Regulation 8 be on probation for a period of two years.

(2) The period of probation may, if the appointing authority deems fit, be extended for a specific period at a time, but the total period of such extensions shall not, save where any extension is necessary by reason of any departmental or legal proceedings pending against the employee, exceed the initial period of the probation prescribed.

7. Confirmation.-

(1) When a person appointed on probation to a post of Head of Department has completed his probation to the satisfaction of the appointing authority, the appointing authority shall convey its approval to that effect. He shall also be eligible for confirmation in that post if he is not confirmed in a lower post earlier held by him under the Board. *The appointing authority shall convey its approval regarding satisfactory completion of probationary period or shall confirm the concerned Head of Department, as the case may be, within one month from the date of completion of his probation.

(2) Until a Head of Department on probation is confirmed/declared to have completed probation to the satisfaction of the appointing authority under this regulation or is discharged or reverted under regulation 8, he shall continue to have the status of an employee on probation.

8. Discharge or reversion of Head of Department on probation. - (1) A person appointed on probation to a post of Head of Department who has no lien on any post shall be liable to be discharged from service at any time on the basis of his performance or conduct during the period of probation, if he is considered unfit for further retention in service;

(2) A Head of Department on probation who holds a lien on a post may be reverted at any time in the circumstances specified in sub-regulation (1)

(3) A Head of Department on probation who is not considered suitable for confirmation or who has not completed probation to the satisfaction of the appointing authority at the end of the period of probation prescribed in regulation 6, shall be discharged or reverted in accordance with sub-regulation (1) or sub-regulation (2), as the case may be.

9. Application for direct recruitment. - a candidate for appointment by direct recruitment shall apply before such date in such form and in such manner as may from time to time be prescribed by the Chairman. He shall also submit such proof of his age, qualifications or experience, as the Chairman may require.

10. Eligibility and disqualifications for direct recruitment.- (1) In order to be eligible for direct recruitment to a post of Head of Department, a candidate must be-

(a) a citizen of India; or

(b) a subject of Nepal; or

(c) a subject of Bhutan; or

(d) a Tibetan or refugee who came over to India before the 1st January, 1962, with the intention of permanently settling in India; or

(e) a person of Indian origin who has migrated from Pakistan, Bangladesh, Burma, Sri Lanka or the East African countries of Kenya, Uganda or the United Republic of Tanzania (formerly Tanganyika and Zanzibar) with the intention of permanently settling in India:

Provided that a candidate belonging to category

(a) shall produce such proof of his nationality as the Chairman may, from time to time require
:

Provided further that a candidate belonging to categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India:

(2) No person -

(a) who has entered into or contracted a marriage with person having a spouse living, or

(b) who having a spouse alive, has entered into or contracted a marriage with any other person, shall be eligible for appointment to any grade or post to which these regulations apply
:

*Provided that appointing authority 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 legally permitted for doing so exempt any person from the operation of the said Regulation.

(3) A candidate must satisfy the appointing authority that his character and antecedents are such as to make him suitable for appointment to any grade or post. No candidate who has been convicted by a Court of Law for any offence involving moral turpitude or who has been adjudged as an insolvent shall be eligible for appointment.

(4) If any question arises whether a candidate does or does not satisfy all or any other requirements of this regulation, the same shall be decided by the Central Government.

(5) The Central Government, may modify or waive any of the requirements of sub regulation (1) when an appointment for work of a special nature is to be made and it is not practicable to obtain a suitable candidate who fulfils the requirements of these regulations.

(6) * Physical fitness of candidate- A candidate shall be in good mental and bodily health and free from any physical defects likely to interfere with the discharge of the duties as a Head of Department. A candidate who after medical examination, is declared unfit by the Medical Board, will not be appointed provided that a candidate already in service of the Board or any other Central Government Organisation shall not be required to undergo such medical examination.

11. Selection Committee.- (1) A Selection Committee may be constituted to advise and assist the appointing authority in the matter of making selection of candidates for appointment to posts of Heads of Department.

(2) The Selection Committee shall be composed of the following persons, namely:-

(i) Additional Secretary/Joint Secretary to the Government of India, Ministry of Surface Transport,

(ii) Chairman, Calcutta Port Trust,

(iii) "Any other officer having wide experience in the field relating to the post as may be nominated by the Central Government"

12. Manner of recruitment.- (1) (a) When a post of Head of Department to which these regulations apply falls vacant and is to be filled by promotion/transfer/deputation, the Chairman shall forward to the appointing authority names, age, qualifications, experience and other relevant particulars of all officers who are eligible for promotion /transfer/deputation to the post, together with his recommendations whenever the Schedule provides for deputation also, the Chairman may if considered necessary or if directed by the Central Government call for application from eligible candidates from other Major Port Trusts/Central/State Governments/Public Sector units/autonomous bodies. (b) The appointing authority may, on receipt of such information either -

(i) make an appointment by promotion/transfer/deputation from amongst the candidates so sponsored, or

(ii) refer the candidates to the Selection committee referred to in regulation 11 with directions to scrutinise the case and make appropriate recommendation and then make an appointment by promotion/ transfer/deputation on the basis of such recommendation, or

(iii) direct that the vacancy be filled by direct recruitment in the manner laid down in these

regulations.

(2) All appointment by direct recruitment shall be made by the appointing authority on the recommendation of the Selection Committee: provided that it shall be open to the appointing authority, for reasons to be recorded in writing not to accept such recommendation in any particular case.

13. Advertisement of posts.- Vacancies intended to be filled by direct recruitment shall be advertised and a copy of the advertisement shall be sent to the local Employment Exchange.

14. Canvassing support; shall be disqualification.- Any endeavour on the part of a person or his relations or friends to canvass support by direct or indirect method for his application for appointment to a post of Head of Department to which these regulations apply shall disqualify him for the appointment.

15. Suppression of facts. - Any candidate who is found to have knowingly furnished any particulars which are false or to have suppressed material information of a character which, if known would ordinarily have debarred him from getting an appointment in the Board's service is liable to be disqualified and, if appointed, to be dismissed from service.

16. Eligibility of existing employees for direct recruitment.- When the posts required to be filled by direct recruitment are advertised, employees already in service may also apply, provided that they possess the prescribed qualifications and experience.

17. *Cancellation of appointment order.- If a candidate selected for direct appointment to a post fails to join duty within 30 days or the date of issue of the appointment order, the appointment order shall be deemed to have been cancelled.

18. Payment of traveling allowance for attending interviews. - All candidates called for interview and/or written test in connection with selection to a post shall be entitled to reimbursement of travel expenses from the place of posting/residence to the venue of interview/written test and back by rail in first class or the actual expenditure whichever is less.

19. Interpretation.- If any question arises as to the interpretation of these regulations or in respect of any matter not hereinabove or subsequently provided for the same shall be decided by the Central Government.

20. Repeal and Savings.-All regulations, procedure, practices and customs corresponding to these regulations and in force immediately before the commencement of these regulations are hereby repealed :

Provided that any order made or action taken under the regulations, procedures, practices and customs so repealed shall be deemed to have been made or taken under the corresponding provisions of these regulations.

SCHEDULE

SCHEDULE TO THE CALCUTTA PORT TRUST (RECRUITMENT OF HEADS OF DEPARTMENT) REGULATIONS, 1990

Name of Post	Pay Scale	Whether Selection or non-selection post
1	2	3
<u>Secretary**</u>	Rs.18500-45-23900 (As may be revised from time to time)	Selection (The bench mark in the overall grading in the Confidential Reports not below "Very Good")
Age Limit for direct recruitment	Educational & other Qualifications required for direct recruitment	Whether age and educational qualification prescribed for direct recruitment will apply in case of promotion.
4	5	6
Not exceeding 50 years.	Essential : (a) Educational : Degree of a recognized university or equivalent. (b) Experience : 15 years experience in a managerial position dealing with administration, personnel and general management in Major Port Trust/ Govt./Semi-Govt. Organisation/Public Sector Undertaking or Autonomous Body/big Private Sector Unit. Desirable : Post Graduate Degree in any discipline/Degree or Post Graduate Diploma in Personnel Management or Industrial Relations/Degree or post-graduate Diploma in Management/Degree in Law or a Member of the Institute of Company Secretaries.	Age limit : No Qualification : Yes
Period of probation, if any	Method of recruitment whether by direct requirement or by promotion/deputation/transfer	In case of recruitment by promotion/transfer/deputation, grades from which promotion/transfer/ deputation is to be made
7	8	9

2 years.	By the composite method of promotion/transfer/deputation of officers from Major Ports, failing which by transfer or deputation of officers in Govt./Semi-Govt. Organisation/Public Sector Undertaking or Autonomous Bodies failing which by direct recruitment.	Promotion/transfer/deputation : Officers having 5 years regular service as Officer-on-Special Duty (O&W)/ Dy. Secretary in KDS or as Manager (Admn.) in HDC and officers holding analogous post or having 5 years regular service in the post equivalent to Dy.Secretary or above in any Major Port Trust/Govt./Semi-Govt. Organisation/Public Sector Undertaking or Autonomous Body.
The composition of Selection Committee		
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(i) Joint Secretary (Ports), Ministry of Shipping (ii) Chairman, KoPT (iii) Officers having wide experience in the fields as nominated by the Ministry.		
1	2	3
<u>Director, Marine Department*</u>	Rs.22500-600-27300 (As may be revised from time to time)	Selection (The bench mark in the overall grading in the Confidential Reports not below "Very Good"
4	5	6

<p>Not exceeding 50 years</p>	<p>Essential :</p> <p>(i) Professional :</p> <p>Certificate of competency as Master of foreign going vessel issued by Ministry of Surface Transport or equivalent or First Class MOT.</p> <p>(ii) Experience :</p> <p>15 years in a port of which at least 5 years in Senior Administrative Position.</p>	<p>Age limit : No</p> <p>Qualification : Yes</p> <p>Excepting serving officers with entry qualifications prescribed for graduate Entry Scheme or with passing out Certificates from T.S. Dufferin or T.S. Rajendra or a Dredge Mate Gr.I Certificate or a Second Mate (F.G.) Certificate or a First Mate (F.G.) Certificate and had qualified and served as Dy.DMD(I) or Harbour Master (Port) or Chief Hydrographer or Superintendent. Manager(Marine Ops.), Haldia Dock Complex, Dredger & Despatch Service or engineer supdt. will also be eligible.</p>
<p>7</p>	<p>8</p>	<p>9</p>

2 years.	By the composite method of promotion/transfer/deputation of officers from Major Ports, failing which by transfer or deputation of officers in Govt./Semi-Govt. Organisation/Public Sector Undertaking or Autonomous Bodies failing which by direct recruitment.	Promotion/transfer/deputation : Officers having 5 years' regular service as Dy. Director(I), Marine Department or Harbour Master (Port) or Harbour Master(River) or Supdt., Dredger & Despatch Service or Engineer Supdt. or Chief Hydrographer in Kolkata Dock System or Manager (Marine Ops.) in Haldia Dock Complex or with 5 years regular service in any of the above posts and the immediate next below post taken together and officers holding analogous posts or having 5 years' regular service in the posts equivalent to Dy. Director(I), Marine Department/Harbour Master(River)/Superintendent Dredger & Despatch Service/Engineer Supdt./Chief Hydrographer or above in Kolkata Port Trust or in any Major Post Trust/Govt./Semi-Govt. Organisations/Public Sector Undertaking or Autonomous Bodies.
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<p>i) Joint Secretary (Ports), Ministry of Shipping</p> <p>(ii) Chairman, KoPT</p> <p>(iii) Officers having wide experience in the fields as nominated by the Ministry.</p>		
1	2	3
<p><u>Traffic Manager**</u></p>	<p>Rs.20500-500-26500 (As may be revised from time to time)</p>	<p>Selection (The bench mark in the overall grading in the Confidential reports not below "Very Good")</p>
4	5	6
2 years	<p>Essential :</p> <p>(a) Educational :</p> <p>Degree of a recognized University equivalent.</p> <p>(b) Experience :</p> <p>15 years experience in a Managerial capacity dealing with sea traffic/transportation, preferable connected with a major Port, in a Major Port Trust/Govt. Organisation/Public Sector Undertaking or Autonomous Body/big private Sector Unit.</p> <p>(c) Knowledge of operation of trunk railway system particularly regarding cargo traffic.</p>	<p>Age limit : No.</p> <p>Qualification : Yes</p>
7	8	9

2 years.	<p>By the composite method promotion/transfer/deputation of officers from Major Ports, failing which by transfer or deputation of officers in Govt./Semi-Govt. Organisation/Public Sector Undertaking or Autonomous Bodies failing which by direct recruitment.</p>	<p>Promotion/transfer/deputation :</p> <p>Officers having 5 years' regular service as Docks Manager/Dy.Docks Manager/Dy.Traffic Manager in Kolkata Dock System or as Manager (Shipping & Cargo Handling) and Manager(Railways) and officers holding analogous post or having 5 years regular service in the post equivalent to Dy.Docks Manager or above in any Major Port Trust or Govt./Semi-Govt. Organisation/Public Sector Undertaking or Autonomous Bodies.</p>
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<p>(i) Joint Secretary (Ports), Ministry of Shipping</p> <p>(ii) Chairman, KoPT</p> <p>(iii) Officers having wide experience in the fields as nominated by the Ministry.</p>		
1	2	3
<p><u>Chief Hydraulic Engineer**</u></p>	<p>Rs.20500-500-26500 (As may be revised from time to time)</p>	<p>Selection (The bench mark in the overall grading in the Confidential reports not below "Very Good")</p>

4	5	6
Not exceeding 50 years.	<p style="text-align: center;">Essential :</p> <p style="text-align: center;">(a) Educational :</p> <p style="text-align: center;">Degree in Engineering or a Post-graduate degree in Physics, Mathematics, Geology or any other relevant subject connected with Engineering Research.</p> <p style="text-align: center;">Experience :</p> <p>(1) 15 years' experience with proven ability in engineering research or investigation in the form of original publication in the area of vocation or a doctorate degree, pertaining to problems in case of the following subjects :</p> <p style="text-align: center;">Hydromechanics.</p> <p style="text-align: center;">Hydraulics, Hydrology, Soil Mechanics, Sedimentology, Marine Geology, Coastal Engineering, Ocean Physics.</p>	<p style="text-align: center;">Age limit : No Qualification : Yes</p>
7	8	9
2 years.	<p style="text-align: center;">By the composite method of promotion/transfer/deputation of officers from Major Ports, failing which by transfer or deputation of officers in Govt./Semi-Govt. Organisation/Public Sector Undertakings or Autonomous Bodies failing which by direct recruitment.</p>	<p style="text-align: center;">Promotion/transfer/deputation :</p> <p style="text-align: center;">Officers having 5 years' regular service as Dy.Chief Hydraulic Engineer in Kolkata Port Trust and officers holding analogous post or having 5 years regular service in the posts equivalent to Dy.Chief Hydraulic Engineer or above in any Major Port Trust/Govt. Deptt./Semi-Govt. Organisations or Autonomous Body.</p>
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<p>(i) Joint Secretary (Ports), Ministry of Shipping</p> <p>(ii) Chairman, KoPT</p> <p>(iii) Officers having wide experience in the fields as nominated by the Ministry.</p>		
1	2	3
<p>Land Manager**</p>	<p>Rs.17500-400-22300 (As may be revised from time to time)</p>	<p>Selection (The bench mark in the overall grading in the Confidential reports not below "Very Good")</p>
4	5	6
<p>Not exceeding 50 years.</p>	<p>(i) Graduate in any discipline, preferably in Civil Engineering Architecture/Town and Country Planning/Corporate Membership of Institution of surveyors (India).</p> <p>(ii) Should have knowledge and experience of Laws, Rules relating to Land Management viz., laws of contract, Real Estate, Acquisition of land, Urban Tenancies etc.</p> <p>(iii) 15 years' experience in State Management Work in a Govt. Deptt./Local Authority/Town Administration in a responsible position.</p>	<p>Age limit : No Qualification : Yes</p>
7	8	9

2 years.	<p>By the composite method of promotion/transfer/deputation of officers from Major Ports, failing which by transfer or deputation of officers in Govt./Semi-Govt. Organisation/Public Sector Undertakings or Autonomous Bodies failing which by direct recruitment.</p>	<p>Promotion/Transfer/Deputation : Officers having 5 years' regular service as Dy. Land Manager in Kolkata Dock system or 5 years regular service as Manager(Admn.) in Haldia Dock Complex and officers holding analogous posts at the level of the post of Land Manager or having 5 years' regular service in the post equivalent to Dy. Land Manager or above in Kolkata Port Trust or in any Major Port Trust/Govt.Deptt./Semi-Govt. Organisation or Autonomous Body and possessing the educational and other qualification prescribed for direct recruitment.</p>
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<p>(i) Joint Secretary (Ports), Ministry of Shipping</p> <p>(ii) Chairman, KoPT</p> <p>(iii) Officers having wide experience in the fields as nominated by the Ministry.</p>		
1	2	3

Labour Adviser & Industrial Relations Officer**	Rs.18500-450-23900 (As may be revised from time to time)	Selection (The bench mark in the overall grading in the Confidential reports not below "Very Good")
4	5	6
Not exceeding 50 years	<p>Essential :</p> <p>Educational :</p> <p>(i) Degree in any discipline from a recognised University or equivalent.</p> <p>(ii) Degree or Diploma in Social Work/Personnel Management/Industrial Relations from a University or a recognised Institute.</p> <p>Experience :</p> <p>(i) 15 years' in Personnel Management/Labour Welfare/Industrial Relations at a managerial level in a Major Port Trust/Govt. Deptt./Semi-Govt. Organisation/Public Sector Undertaking/ Autonomous Body/big Private Section Unit.</p> <p>(ii) Experience in work and procedure of conciliations, Industrial Courts and Tribunals.</p> <p>Desirable :</p> <p>Degree in Law from a recognised University.</p>	<p>Age limit : No</p> <p>Qualification : Yes</p> <p>Not applicable in case of Manager(P&IR), Haldia Dock Complex.</p>
7	8	9

2 years.	By the composite method promotion/transfer/deputation of officers from Major Ports, failing which by transfer or deputation of officers in Govt./Semi-Govt. Organisation/Public Sector Undertakings or Autonomous Bodies failing which by direct recruitment.	Promotion/Transfer/Deputation : Officers having 5 years' regular service as Dy.Labour Adviser & Industrial Relations Officer in Kolkata Dock System or as Manager(P&IR) in Haldia Dock Complex and officers holding analogous posts or having 5 years' regular service in the posts equivalent to Dy.Labour Adviser & Industrial Relations Officer or above in any Major Port Trust/Govt. Deptt./Semi-Govt. Organisation/ Public Sector Undertaking or Autonomous Body.
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(i) Joint Secretary (Ports), Ministry of Shipping (ii) Chairman, KoPT (iii) Officers having wide experience in the fields as nominated by the Ministry.		
1	2	3
Chief Materials Manager**	Rs.17500-400-22300 (As may be revised from time to time)	Selection (The bench mark in the overall grading in the Confidential reports not below "Very Good")
4	5	6

<p>Not exceeding 50 years.</p>	<p>Essential :</p> <p>Educational :</p> <p>Graduate in any discipline or equivalent.</p> <p>Experience :</p> <p>(i) 15 years' experience in a managerial post in the spheres of material management/purchase of stores in a Major Port Trust/Govt.Deptt./Semi-Govt. Organisation/Public Sector Undertaking/Autonomous Body/big Private Sector Unit.</p> <p>Desirable :</p> <p>(i) Degree in Mechanical Engineering or MOT Certificate of Competency.</p> <p>(ii) Degree/Post-graduate diploma in Management particularly in Materials Management.</p> <p>(iii) Knowledge of DGS&D procedure.</p>	<p>Age limit : No</p> <p>Qualification : Yes</p>
<p>7</p>	<p>8</p>	<p>9</p>
<p>2 years</p>	<p>By the composite method of promotion/transfer/deputation of officers from Major Ports, failing which by transfer or deputation of officers in Govt./Semi-Govt. Organisation/Public Sector Undertakings or Autonomous Bodies failing which by direct recruitment.</p>	<p>Promotion/Transfer/Deputation :</p> <p>Officers having 5 years' regular service as Sr.Dy.Materials Manager in Kolkata Dock System or as Manager (Materials Management) in Haldia Dock Complex and officers holding analogous posts or having 5 years' regular service in the posts equivalent to Sr.Dy.Materials Manager or above in any Major Port Trust/ Govt.Deptt./Semi-Govt. Organisation/ Public Sector Undertaking or Autonomous Body.</p>

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(i) Joint Secretary (Ports), Ministry of Shipping (ii) Chairman, KoPT (iii) Officers having wide experience in the fields as nominated by the Ministry.		
1	2	3
Chief Medical Officer**	Rs.18500-450-23900 (As may be revised from time to time)	Selection (The bench mark in the overall grading in the Confidential reports not below "Very Good")
4	5	6
Not exceeding 50 years.	Essential : Educational : (i) M.B.B.S. or equivalent. (ii) Post-graduate qualification in Medicine or Surgery, such as MD/MS or equivalent. Experience : 15 years' experience in a medical or surgical unit of a large Hospital of which at least 10 years should be in a senior administrative position.	Age limit : No Qualification : Yes
7	8	9

2 years.	By the composite method of promotion/transfer/deputation of officers from Major Ports, failing which by transfer or deputation of officers in Govt./Semi-Govt. Organisation/Public Sector Undertakings or Autonomous Bodies failing which by direct recruitment.	Promotion/Transfer/Deputation : Officers having 5 years' regular service as Medical Superintendent/Chief Surgeon/Chief Physician in Kolkata Dock System and officers holding analogous posts or having 5 years' regular service in the posts equivalent to Chief Surgeon/Chief Physician/Medical Superintendent or above in any Major Port Trust/Govt.Deptt./Semi-Govt. Organisation/ Public Sector Undertaking or Autonomous Body. "The benefit of added years of service for the purpose of pension applicable."
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(i) Joint Secretary (Ports), Ministry of Shipping (ii) Chairman, KoPT (iii) Officers having wide experience in the fields as nominated by the Ministry.		
1	2	3
Chief Mechanical Engineer**	Rs.20500-500-26500 (As may be revised from time to time)	Selection (The bench mark in the overall grading in the Confidential reports not below "Very Good")

4	5	6
Not exceeding 50 years.	<p>Essential :</p> <p>Educational :</p> <p>Degree in Mechanical/Electrical Engineering/ Naval Architecture from a recognised University or equivalent.</p> <p>Experience :</p> <p>15 years' experience in a managerial capacity dealing with Mechanical/Electrical or Marine Engineering works in a Major Port Trust/Govt. Deptt./Semi-Govt. Organisation/Public Sector Undertaking/Autonomous Body/big Private Sector Unit.</p> <p>Desirable :</p> <p>Experience in a responsible position in project management and operation of cargo handling equipment and port crafts.</p>	<p>Age limit : No</p> <p>Qualification : Yes</p>
7	8	9
2 years.	<p>By the composite method of promotion/transfer/deputation of officers from Major Ports, failing which by transfer or deputation of officers in Govt./Semi-Govt. Organisation/Public Sector Undertakings or Autonomous Bodies failing which by direct recruitment.</p>	<p>Promotion/Transfer/Deputation :</p> <p>Officers having 5 years' regular service as Dy.Chief Mechanical Engineer in KDS or as a Manager(P&E) in Haldia Dock Complex and officers holding analogous posts or having 5 y7ears' regular service in the posts equivalent to Dy.Chief Mechanical Engineer or above or in any Major Port Trust/Govt. Deptt./Semi-Govt. Organisation/Public Sector Undertaking or Autonomous Body.</p>
10		

<p>(i) Joint Secretary (Ports), Ministry of Shipping</p> <p>(ii) Chairman, KoPT</p> <p>(iii) Officers having wide experience in the fields as nominated by the Ministry.</p>		
1	2	3
<p>Chief Engineer**</p>	<p>Rs.20500-500-26500 (As may be revised from time to time)</p>	<p>Selection (The bench mark in the overall grading in the Confidential reports not below "Very Good")</p>
4	5	6
<p>Not exceeding 50 years.</p>	<p>Essential :</p> <p>Educational :</p> <p>Degree in Civil Engineering from a recognised University or equivalent.</p> <p>Experience :</p> <p>(i) 15 years' experience in a managerial capacity in related filed in a Major Port Trust/Govt. Deptt./Semi-Govt. Organisation/Public Sector Undertaking/Autonomous Body/big Private Sector Unit.</p>	<p>Age limit : No</p> <p>Qualification : Yes</p>
7	8	9

2 years.	By the composite method of promotion/transfer/deputation of officers from Major Ports, failing which by transfer or deputation of officers in Govt./Semi-Govt. Organisation/Public Sector Undertaking or Autonomous Bodies failing which by direct recruitment.	Promotion/Transfer/Deputation : Officers having 5 years' regular service as Dy.Chief Engineer in Kolkata Dock System or as Manager(I&CF) in Haldia Dock Complex and officers holding analogous posts or having 5 years' regular service in the posts equivalent to Dy.Chief Engineer or above or in a Major Port Trust/Govt. Deptt./Semi-Govt. Organisation/ Public Sector Undertaking or Autonomous Body.
10		
(i) Joint Secretary (Ports), Ministry of Shipping (ii) Chairman, KoPT (iii) Officers having wide experience in the fields as nominated by the Ministry.		
1	2	3
Financial Adviser & Chief Accounts Officer**	Rs.20500-500-26500 (As may be revised from time to time)	Selection (The bench mark in the overall grading in the Confidential reports not below "Very Good")
4	5	6

Not exceeding 50 years	<p style="text-align: center;">Essential :</p> <p>Membership of the Institute of the Chartered Accountants of India (C.A.)/Membership of the Institute of Cost and Works Accounts of India (I.C.W.A.) with not less than 15 years' experience in a managerial position in major Port Trust/Govt.Deptt./Semi-Govt. Organisation/ Public Sector Undertaking/Autonomous bodies/big Private Sector Units.</p>	<p>Age limit : No</p> <p>Qualification : Yes</p> <p>Not applicable in case of Manager (Finance), HDC</p>
7	8	9
2 years.	<p style="text-align: center;">By the composite method of promotion/transfer/deputation of officers from Major Ports, failing which by transfer or deputation of officers in Govt./Semi-Govt. Organisation/Public Sector Undertaking or Autonomous Bodies failing which by direct recruitment.</p>	<p>Promotion/Transfer/Deputation :</p> <p>Officers having 5 years' regular service as Addl. Chief Accounts Officer/Sr. Dy.Chief Accounts in Kolkata Dock System or as Manager (Finance) in HDC and officers holding analogous posts or having 5 years' regular service in the posts equivalent to Sr. Dy. Chief Accounts Officer or above or in a Major Port Trust/Govt. Deptt./Semi-Govt. Organisation/ Public Sector Undertaking or Autonomous Body.</p>
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<p>(i) Joint Secretary (Ports), Ministry of Shipping</p> <p>(ii) Chairman, KoPT</p> <p>(iii) Officers having wide experience in the fields as nominated by the Ministry.</p>		

1	2	3
Legal Adviser**	Rs.17500-400-22300 (As may be revised from time to time)	Selection (The bench mark in the overall grading in the Confidential reports not below "Very Good")
4	5	6
Not exceeding 50 years.	<p>Essential :</p> <p>Educational :</p> <p>(i) Graduation in Law.</p> <p>Experience :</p> <p>(i) Advocate of 15 years standing.</p> <p>(ii) Experience in drafting documents, knowledge of procedure and practice in Civil and Criminal Laws.</p> <p>Desirable :</p> <p>10 years' experience in a senior position in Govt. Deptt./Semi-Govt. Organisation/Courts of Law/Legal Authority or a Major Port Trust.</p>	<p>Age limit : No</p> <p>Qualification : Yes</p>
7	8	9

2 years.	By the composite method of promotion/transfer/deputation of officers from Major Ports, failing which by transfer or deputation of officers in Govt./Semi-Govt. Organisation/Public Sector Undertaking or Autonomous Bodies failing which by direct recruitment.	Promotion/Transfer/Deputation : Officers having 5 years' regular service as Dy. Legal Adviser in Kolkata Port Trust and officers from the higher Judicial Service in the State Govt. and officers holding analogous posts or having 5 years regular service in the posts equivalent to Dy. Legal Adviser or above or in a Major Port Trust/Govt. Deptt./Semi-Govt. Organisation or Autonomous Body.
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(i) Joint Secretary (Ports), Ministry of Shipping (ii) Chairman, KoPT (iii) Officers having wide experience in the fields as nominated by the Ministry.		
1	2	3
Director (Planning & Research)**	Rs.17500-400-22300 (As may be revised from time to time)	Selection (The bench mark in the overall grading in the Confidential reports not below "Very Good")
4	5	6

<p>Not exceeding 50 years</p>	<p>Essential :</p> <p>Educational :</p> <p>Degree in any discipline from a recognized University or equivalent.</p> <p>Experience :</p> <p>15 years' experience in project planning, economic analysis and research.</p> <p>Desirable :</p> <p>Degree or Post-graduate Diploma in business Management, Economics, Planning.</p>	<p>Age limit : No</p> <p>Qualification : Yes</p>
<p>7</p>	<p>8</p>	<p>9</p>
<p>2 years</p>	<p>By the composite method of promotion/transfer/deputation of officers from Major Ports, failing which by transfer or deputation of officers in Govt./Semi-Govt. Organisation/Public Sector Undertaking or Autonomous Bodies failing which by direct recruitment.</p>	<p>Promotion/Transfer/Deputation :</p> <p>Officers having 5 years' regular service as Dy. Director(P&R) in Kolkata Port Trust and officers holding analogous posts or having 5 years' regular service in the post equivalent to Dy. Director (P&R) in any Major Port Trust/Govt. Deptt./Semi-Govt. Organisation/Public Sector Undertaking or Autonomous Body.</p>
<p>10</p>		

<p>i) Joint Secretary (Ports), Ministry of Shipping</p> <p>(ii) Chairman, KoPT</p> <p>(iii) Officers having wide experience in the fields as nominated by the Ministry.</p>		
1	2	3
<p>Chief Vigilance Officer***</p>	As determined by the Central Government from time to time	Not applicable.
4	5	6
Not applicable	Not applicable	Not applicable.
7	8	9
Not applicable	By deputation	<p>Officer in the grade of Dy. Inspector General of Police or an officer on the approved panel for promotion to the post of Dy. Inspector General of Police in the Central/State Government or officers belonging to the Defence Service of equivalent rank.</p> <p>Desirable :</p> <p>Experience of working in the Central Bureau of Investigation/Intelligence Bureau or Defence Intelligence Wing. (Period of deputation shall not exceed 5 years)</p>
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Not applicable		
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* Inserted /deleted/ modified vide 1st Amendment Regulation

** Inserted /deleted/ modified vide 2nd Amendment Regulation

*** Inserted /deleted/ modified vide 3rd Amendment Regulation

Note : The Calcutta Port Trust (Recruitment of Heads of Departments) Regulations, 1990-91 were sanctioned by the Government of India vide G.S.R. No.78(E) dated 18th February, 1991 and published in the Gazette of India (Extra-ordinary) dated 18th February, 1991. The First Amendment Regulations were sanctioned by the Central Government and published the Gazette of India (Extraordinary) vide G.S.R. No.305(E) dated 9th March, 1994. The Second and Third Amendment Regulations were published in the Gazette of India Extraordinary vide GSR No.380 E dated 23rd May 2002 and GSR 757 E dated 8th November 2002.