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**HEAD QUARTER
EMPLOYEES STATE INSURANCE CORPORATION
PANCHDEEP BHAWAN: C.I.G. ROAD: NEW DELHI-110002**

No:-A-12(11)3/2015-E.I

Dated: - 21 .2.2018

To,

The Under Secretary (RR),
Union Public Service Commission,
Dholpur House, Shahjahan Road,
New Delhi.

[Kind attention ; Shri B.S. Heeth, Under Secretary (RR)]

Subject: - Amendments in Recruitment Regulations for the post of Regional Director Grade 'A'/Director in
ESI Corporation.

Sir,

I am directed to refer to the observations made while scrutinizing the proposal for amendments in the Recruitment Regulations for the post of Regional Director Grade 'A'/ Director in ESI Corporation during the first meeting held on 30.1.2018 under 'Single Window System' in the Commission's Office.

In this context, the reply regarding the observations/queries raised by the UPSC during the meeting is as under:-

Sl. No.	Observation of the UPSC	Reply
1	ESIC has proposed failing which clause to the primary clause of promotion. Justification with facts and figures for eligibility of candidates in feeder grade(s) with vacuum to be persisting up to the year. As per DoP&T policy combination of service is generally not prescribed.	In ESIC at present against 69 sanctioned posts of Regional Director Grade 'A'/Director, only 19 Directors are in position In the proposed RRs for the posts of Regional Director Grade 'A'/ Director five years regular service as Regional Director Grade 'B'/Joint Director under primary clause and fifteen years combined regular service as Deputy Director and Regional Director Grade 'B'/Joint Director out of which two years regular service as Regional Director Grade 'B'/Joint Director has been proposed. At present out of 12 Joint Directors, only three will be eligible to be considered for promotion under primary clause as on 1.1.2019. Out of other 9 Joint Directors, four will be eligible to be considered for promotion as on 1.1.2022 and other five will retire on superannuation before 1.1.2022. However if failing which clause is provided, all 12 Joint Directors will be eligible to be considered for promotion to the higher post in the year 2018. Hence keeping in view number of vacancies in the cadre of Regional Director Grade 'A'/Director, failing which clause has been proposed. As desired by the Commission, facts and figures for eligibility of candidates in feeder grade(s) with vacuum to be persisting up to the year is given in ANNEXURE-I.
2	The residency period in the grade of Regional Director Grade 'B'/Joint Director may be taken as 3 years in place of 2	As per details given above, at present no officer in the feeder grade i.e Joint Director fulfills the eligibility conditions for promotion to the post of Regional Director Grade 'A'/Director. The Corporation could not conduct DPC for the feeder cadre i.e.

Recd
B.S. Heeth
23.2.2018

years as provided by DoPT in certain cases.

post of Joint Director as per the time schedule laid down by the DoP&T due to various reasons such as:-

- (a) Grade pay of Joint Director/Director/Additional Commissioner was upgraded w.e.f. 1.6.2011.
- (b) The MoL&E vide its letter No. A-12018/04/2012-SS.I dated 22.6.2012 conveyed that the recruitment regulations for these posts are no longer operative, which was subsequently struck down by the CAT in the case of Shri A.P. Tripathi vs Union of India,. The Hon'ble CAT in the said case directed ESIC to conduct all DPCs for promotion to the post of Joint Director as well as Directors without waiting for notification of new RRs.
- (c) In the meantime, no DPC for the post of Joint Director could be held for the vacancy year 2010-11, 2011-12 and 2012-13.
- (d) RRs for the post was amended and finally notified on 2.11.2013.

(e) Had the DPC been held timely, as per the schedule, all 12 Joint Directors presently holding the post on regular basis would have become eligible for promotion to the post of Director from 2016-17 or 2017-18 even as per the existing RRs.

(f) In case residency period in the grade of Regional Director Grade 'B'/Joint Director is taken as three years in place of proposed two years, no officer will be eligible to be considered for promotion before 1.1.2019, whereas if residency period as Regional Director/Joint Director is taken as two years, all 12 Joint Director will be eligible to be considered for promotion in the year 2018 from the date of notification of revised RRs.

In the pre-revised RRs for the post of Regional Director Grade 'A'/Director notified in the year 2007, with the approval of the Central Government and UPSC, for promotion to the post, the following provisions were given:-

Promotion:-

“Regional Director Grade 'B'/Joint Director in the scale of pay of Rs. 10,000-15,200 with five years regular service in the grade failing which Regional Director Grade 'B'/Joint Director with 10 years combined regular service in the grade of Regional Director Grade 'B'/Joint Director in the scale of pay of Rs. 10,000-15,200 and Deputy Director in the scale of pay of Rs. 8000-13,500 out of which minimum 2 years regular service should be in the grade of Regional Director Grade 'B'/Joint Director.”

As in the pre-revised RRs for the post of Regional Director Grade 'A'/ Director, there is provision for two years minimum qualifying service as Regional Director Grade 'B'/Joint Director under failing which clause, similar provision is proposed in the revised RRs for the post.

It is pertinent to mention here that in Indian Revenue Service (Customs and Central Excise) Group 'A' Rules, 2016 (copy enclosed), for the post of Principal Commissioner of Customs and Central Excise (Grade III) (Higher Administrative Grade) for promotion to the post three years regular service in the immediate feeder grade under primary clause and combined service of twenty five years in Group 'A' posts in the service out of which one year service in the immediate feeder grade has been provided.

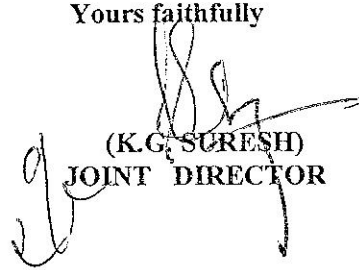
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		In view of the above, the Commission is requested to approve the RRs for the post of Regional Director Grade 'A'/Director as per approval of the ESI Corporation.
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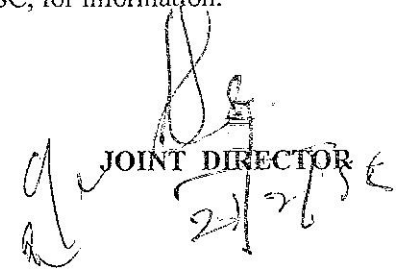
Copy of the draft Recruitment Regulations for the post of Regional Director Grade 'A'/Director in **Annexure I**, comparative statement in **Annexure-III**, along with other relevant papers are sent herewith with the request that the approval of the Commission under Section 17(3) of the ESI Act, 1948 may kindly be communicated at the earliest. A copy of ESIC letter of even number dated 29/30.1.2018 is also enclosed.

Yours faithfully

Encl:- (I) Draft RRs for the post in Annexure-I
(II) Annexure-III
(III) Copy of Agenda item & minutes of meeting of ESI Corporation.


(K.G. SURESH)
JOINT DIRECTOR

Copy to: - Under Secretary, SS.I, Ministry of Labour & Employment, Government of India, Shram Shakti Bhawan, New Delhi, along with a copy of proposal submitted to the UPSC, for information.


JOINT DIRECTOR
28/2/18

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ANNEXURE-I

Name of post: Regional Director Grade 'A'/Director

Level in the Pay Matrix: Level 13 (Rs. 123100-215900)

Vacancy Position:

Sanctioned post	In-position	Vacancies available for promotion
69	19	50

Eligibility service in the proposed RRs for the post of Regional Director Grade 'A'/Director:-

Primary clause: 5 years as Regional Director Grade 'B'/Joint Director

Failing which clause: 15 years of combined service of Regional Director Grade 'B'/Joint Director+Deputy Director out of which 2 years regular service in the grade of Regional Director Grade 'B'/Joint Director.

List of Joint Directors in ESIC holding the post on regular basis as on date

S. No.	Name of Officer S/Sh./Ms	Date of Birth	Date of promotion direct recruitment to the post of Deputy Director	Date of Promotion as Joint Director	Date of eligibility for consideration for promotion under primary clause	Date of eligibility for consideration for promotion under failing which clause of 15 years regular service as DD+JD out of which two years regular service as JD.
1	Amar Nath Prasad*	31.07.60	17.2.1997	27.02.09	Not applicable.	Not applicable
2	Renuka Prasad T.	08.02.69	3.4.2003	15.07.13	1.1.2019	1.4.2018
3	Merrymel George	08.03.69	8.4.2003	15.07.13	1.1.2019	1.4.2018
4	Anil Kumar Sahu	13.01.71	6.3.2003	15.07.13	1.1.2019	1.4.2018
5	Amarjit Singh	21.05.58	1.2.2001	22.03.16	Will retire on superannuation on 31.5.2018	1.4.2018
6	Mathews M.K.M.M	02.12.69	30.8.2004	22.03.16	1.1.2022	1.4.2018
7	K.G. Suresh	24.05.64	14.6.2004	22.03.16	1.1.2022	1.4.2018
8	V. Kasinathan	20.05.61	10.3.2003	22.03.16	Will retire on superannuation on 31.5.2021	1.4.2018
9	Amrish Kumar	23.10.65	12.11.2002	22.03.16	1.1.2022	1.4.2018

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	Sharma					
10	Loorthu Vedam	30.05.59	1.2.2001	22.03.16	Will retire on superannuation on 31.5.2019	1.4.2018
11	G.C. Darji	01.12.60	1.2.2001	22.03.16	Will retire on superannuation on 30.11.2020	1.4.2018
12	Ashok K. Rawat	15.09.65	1.2.2001	22.03.16	1.1.2022	1.4.2018
13	P.V. Shivprasad	21.05.58	1.2.2001	22.03.16	Will retire on superannuation on 31.5.2018	1.4.2018

*UPSC/DPC recommended Shri Amar Nath Prasad, Joint Director 'Fit' for promotion to the post of Regional Director Grade 'A'/Director against the vacancy year 2016-2017 but due to currency of penalty he has not yet been promoted to the post.

In the proposed RRs for the posts of Regional Director Grade 'A'/ Director five years regular service as Regional Director Grade 'B'/Joint Director under primary clause and fifteen years combined regular service as Deputy Director and Regional Director Grade 'B'/Joint Director out of which two years regular service as Regional Director Grade 'B'/Joint Director has been proposed. At present out of 12 Joint Directors only three will be eligible to be considered for promotion under primary clause as on 1.1.2019. Out of other 9 Joint Directors four will be eligible to be considered for promotion as on 1.1.2022 and other five will retire on superannuation before 1.1.2022. However if failing which clause is provided, all Joint Directors will be eligible to be considered for promotion to the higher post in the year 2018.

Out of total sanctioned strength of 140 of Regional Director Grade 'B'/ Joint Director, only 13 officers are holding the posts on regular basis. Therefore remaining posts in the cadre of Regional Director Grade 'A'/Director will remain vacant for considerable period.

		3. सदस्य (कार्मिक और सतर्कता), के अतिरिक्त - ज्येष्ठतम सदस्य, केंद्रीय उत्पाद एवं सीमा शुल्क बोर्ड -सदस्य		4. सदस्य (कार्मिक और सतर्कता), के अतिरिक्त - ज्येष्ठतम सदस्य, केंद्रीय उत्पाद एवं सीमा शुल्क बोर्ड -सदस्य
8.	सहायक आयुक्त, सीमा शुल्क और केंद्रीय उत्पाद शुल्क (श्रेणी VIII), (कनिष्ठ समयमान)	1. अध्यक्ष अथवा सदस्य, संघ लोक सेवा आयोग - अध्यक्ष 2. अध्यक्ष, केंद्रीय उत्पाद एवं सीमा शुल्क बोर्ड - सदस्य 3. ज्येष्ठतम सदस्य, केंद्रीय उत्पाद एवं सीमा शुल्क बोर्ड -सदस्य	1. ज्येष्ठतम सदस्य, केंद्रीय उत्पाद एवं सीमा शुल्क बोर्ड - अध्यक्ष 2. संयुक्त सचिव (प्रशासन), केंद्रीय उत्पाद एवं सीमा शुल्क बोर्ड -सदस्य 3. निदेशक अथवा उप सचिव (प्रशासन), केंद्रीय उत्पाद एवं सीमा शुल्क बोर्ड -सदस्य	लागू नहीं होता

[क्र. सं. 12018/3/2014- प्रशा. II]

जोसफ एंटनी, अवर सचिव, भारत सरकार

MINISTRY OF FINANCE

(Department of Revenue)

NOTIFICATION

New Delhi, the 22nd April, 2016

G.S.R. 438(E).—In exercise of the powers conferred by the proviso to article 309 of the Constitution and in suppression of the Indian Revenue Service (Customs and Central Excise) Group 'A' Rules, 2012 published by the Government of India, Ministry of Finance, Department of Revenue vide G.S.R No.683 (E) dated the 13th September, 2012 in the Gazette of India Extraordinary, Part-II, Section (3), Sub-Section (i) dated the 13th September, 2012 except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules, regulating the method of recruitment to various Group 'A' posts of Indian Revenue Service (Customs and Central Excise), Department of Revenue, Ministry of Finance, namely:—

1. Short title and commencement.- (1) These rules shall be called the Indian Revenue Service (Customs and Central Excise) Group 'A' Rules, 2016.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Definitions.- In these rules, unless the context otherwise requires,-

(a) "Board" means the Central Board of Excise and Customs;

(b) "Commission" means the Union Public Service Commission;

(c) "Controlling Authority" means the Government of India, Ministry of Finance, Department of Revenue;

(d) "Departmental Screening Committee" means the Committee constituted for grant of Non-Functional Selection Grade or Non-Functional Upgradation respectively in any grade of the Service included in Schedule I and the composition of the Committee shall be as specified in Schedule IV.

(e) "Examination" means the competitive examination conducted by the Commission for recruitment to the Service or such other service or services as may be specified by the Commission from time to time;

(f) "grade" means a grade of the Service;

(g) "post" means any post, whether permanent or temporary specified under rule 4;

(h) "regular service", in relation to any grade, means the period or periods of service in that grade rendered after selection according to the prescribed procedure for regular appointment to that grade and includes any period or periods-

(i) taken into account for the purpose of seniority in the case of those appointed at the initial constitution of the Service;

(ii) during which an officer would have held a post in that grade on regular basis but for being on leave or otherwise not being available for holding such posts;

(i) "Schedule" means a Schedule appended to these rules;

(j) "Service" means the Indian Revenue Service (Customs and Central Excise) Group 'A'.

3. Constitution of Service.- (1) There shall be constituted a Service known as the Indian Revenue Service (Customs and Central Excise) Group 'A' consisting of persons appointed to the Service under rule 5.

(2) All the posts included in the Service shall be classified as Group 'A' posts.

(3) The Service shall, on the date of commencement of these rules, consist of officers who have already been appointed to the Indian Customs and Central Excise Group 'A' in the various grades as specified in Schedule I on a regular basis.

4. Grades, authorised strength and their review.- (1) The authorised permanent strength in various grades of the Service on the date of commencement of these rules, the number of posts in each grade and the pay band and grade pay or pay scale attached thereto shall be specified in Schedule 1.

(2) On and from the date of commencement of these rules, the authorised permanent strength of various grades of the service shall be as may be determined by the Central Government from time to time subject to variation depending on workload.

5. Future maintenance of the Service.- (1) The vacancies in any of the grades specified in Schedule I shall be filled in the manner as hereinafter provided in this rule.

(2) Fifty per cent of the vacancies in Grade VIII (Junior Time Scale) i.e. Assistant Commissioner of Customs and Central Excise shall be filled by direct recruitment on the basis of the results of the Examination conducted by the Commission in the manner specified in Schedule II.

(3) Fifty per cent of the vacancies in Grade VIII (Junior Time Scale) i.e. Assistant Commissioner of Customs and Central Excise shall be filled by promotion from amongst the Group 'B' officers in the Central Excise, Customs and Narcotics Department, who have completed two years of regular service in any of the following feeder cadres, namely:-

(i) Superintendents of Central Excise in the Central Excise Department and District Opium Officer or Intelligence Officers or Superintendents (Executive) in the Narcotics Department;

(ii) Superintendents of Customs (Preventive) in the Customs Department; and

(iii) Appraisers of Customs in the Customs Department.

NOTE: For the purpose of making promotion from Group 'B' to Group 'A', from amongst the categories of officers mentioned in clause (i) of sub-rule 3, a combined eligibility list of Superintendents of Central Excise and District Opium Officers of Intelligence Officers or Superintendent (Executive) in the Narcotics Department shall be prepared with reference to the date of completion by the officers of the prescribed qualifying service in the respective grade or post.

(4) (a) The vacancies to be filled by promotion shall be filled out of the three Group 'B' categories of the officers mentioned in sub-clauses (i), (ii) and sub-clause (iii) of sub-rule 3 of rule 5 in the ratio of 13:2:1 respectively for each bunch of sixteen vacancies.

(b) Out of sixteen vacancies, the first thirteen vacancies shall be filled from amongst the officers referred to in sub-clause (i) of sub-rule (3), the 14th and 15th vacancies shall be filled from amongst the officers referred to in sub-clause (ii) of the said sub-rule (3) and the 16th vacancy shall be filled from amongst the officers referred to in sub-clause (iii) of sub-rule (3).

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(5) The appointments in the Service to Grade VII (Senior Time Scale) i.e. Deputy Commissioner of Customs and Central Excise and above shall be made by promotion form amongst the officers in the next lower grade with the minimum qualifying service as specified in column (4) of Schedule III.

(6) (a) The promotion of officers, except to the Junior Administrative Grade (Non-Functional Selection Grade) shall be made by 'selection' on the basis of the recommendations of the Departmental Promotion Committee constituted in accordance with Schedule IV.

(b) The placement to the Junior Administrative Grade (Non-Functional Selection Grade) shall be on seniority basis subject to fitness or suitability based on the recommendation of the Departmental Promotion Committee specified in column (3) of Schedule IV.

6. Probation and confirmation.- (1) Every officer on appointment to the Service, either by direct recruitment or by promotion in Junior Time Scale shall be on probation for a period of two years:

Provided that the Controlling Authority may extend the period of probation in accordance with the instructions issued by the Central Government from time to time:

Provided further that any decision for extension of a probation period shall be taken ordinarily within eight weeks after expiry of the initial period of probation and communicated in writing to the concerned officer together with the reasons for so doing within the said period.

(2) On completion of the period of probation, or any extension thereof, officers shall, if considered fit for permanent appointment, be retained in their posts on regular basis and be confirmed.

(3) If, during the period of probation, or any extension thereof, as the case may be, the Controlling Authority is of the opinion that an officer is not fit for permanent appointment, it may discharge or revert the officer to the post held by him prior to his appointment in the service, as the case may be.

(4) During the period of probation, or any extension thereof, an officer may be required by the Controlling Authority to undergo such course of training and instructions and to pass examinations, and tests (including examination in Hindi) as it may deem fit, as a condition to satisfactory completion of the probation.

(5) As regards other matters relating to probation, the members of the Service shall be governed by the instructions issued by the Central Government in this regard from time to time.

7. Seniority.- (1) The relative seniority of the members of the Service on commencement of the rules shall be the relative seniority in their respective grades as already determined before the date of commencement of these rules:

Provided that if the seniority of any member of the Service had not been determined before the commencement of these rules, it shall be determined by the Controlling Authority in accordance with the general orders or instructions on seniority issued by the Central Government from time to time.

(2) The seniority of persons appointed to various grades of the Service on and from the date of commencement of these rules shall be determined in accordance with the general orders or instructions on seniority issued by the Central Government from time to time.

(8) Grant of non-functional upgradation.- (1) Non-functional upgradation may be granted to the members of the Service in accordance with the instructions issued by the Central Government in this behalf from time to time and on the basis of the recommendation of the Departmental Screening Committee specified in column 5 of Schedule IV.

(2) All the prescribed eligibility criteria and promotion norms including benchmark for up-gradation to a particular grade pay shall have to be fulfilled at the time of screening for grant of higher pay-scale.

9. Conditions of Service.- (1) An officer appointed to the Service shall be liable to serve anywhere in India, including field service in or out of India.

(2) The conditions of service of the officer of Service in respect of matters for which no provision has been made under these rules shall be the same as are applicable from time to time, to the officers of Central Civil Services in general.

10. Residuary matters.- In regard to matters not specifically covered by these rules, or instructions or orders made or issued thereunder or by special orders, the members of the Service shall be governed by the rules, instructions and orders applicable to the officers of Central Civil Service in general.

11. Disqualification.- No person,-

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

(b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the Service:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of these rule.

(12) Power to relax.- Where the Central Government is of opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, and in consultation with the Commission, relax any of the provisions of these rules with respect to any class or category of persons.

13. Savings.- Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for the Schedule Castes, the Schedule Tribes, other backward classes, Ex-Servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

14. Interpretation.- If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government which shall decide the same.

Schedule I

[See sub-rule (3) of rule 3 and sub-rule (1) of rule 4]

(Grades, numbers and scales of pay of posts included in the Service)

Sl. No.	Grade of Service.	No. of posts.	Pay band and grade pay or pay scale.
(1)	(2)	(3)	(4)
1	Principal Chief Commissioner or Principal Director General of Customs and Central Excise (Grade I) (Apex Grade).	14	Apex Scale Rs.80,000 (fixed).
2	Chief Commissioner or Director General of Customs and Central Excise (Grade II) (Higher Administrative Grade+).	38	(Higher Administrative Grade+) Rs. 75,500 - 80,000.
3	Principal Commissioner of Customs and Central Excise (Grade III) (Higher Administrative Grade).	100	Higher Administrative Grade Rs. 67,000-79,000.
4	Commissioner of Customs and Central Excise (Grade IV) (Senior Administrative Grade).	340	Pay band 4, Rs. 37,400-67,000 with grade pay of Rs.10,000.
5	Additional Commissioner of Customs and Central Excise Junior Administrative Grade (Grade V) (Non-Functional Selection Grade).		Pay band 4, Rs. 37400-67000 with grade pay of Rs. 8700.
6	Joint Commissioner of Customs and Central Excise (Grade VI) (Junior Administrative Grade).	932	Pay band-3, Rs. 15,600-39,100 with grade pay of Rs.7,600.
7	Deputy Commissioner of Customs and Central Excise (Grade VII) (Senior Time Scale).	801	Pay band-3, Rs. 15,600-39,100 with grade pay of Rs. 6,600.

8	Assistant Commissioner of Customs and Central Excise (Grade VIII) (Junior Time Scale).	1249	Pay band-3, Rs. 15,600-39,100 with grade pay of Rs.5400.
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Note: The number of posts in 'Non-Functional Selection Grade' in the pay band-4, Rs. 37,400-67,000 with grade pay of Rs. 8700 shall be restricted to thirty per cent of senior duty posts in the cadre (i.e. posts in the pay band with grade pay of Rs. 6600/- and above) and there shall be no increase in the overall strength of the cadre and the number of posts to be operated in the 'Non-Functional Selection Grade' shall not exceed the number of posts available in the Junior Administrative Grade.

SCHEDULE II

[See sub-rule (2) of rule 5]

The minimum educational qualifications and age-limit for direct recruitment to posts in Grade VIII (Junior Time Scale) of the Service on the results of the Examination.

1. A candidate shall possess a degree from,-

(i) a University incorporated by an Act of Parliament or an Act of a State Legislature in India;

or

(i) an educational institution established by an Act of Parliament or declared to be deemed university under section 3 of the University Grants Commission Act, 1956 (3 of 1956) or equivalent.

Note 1: In exceptional cases, the Commission may treat a candidate not possessing any of the above qualifications as a qualified candidate provided that he has passed examination conducted by other institution the standard of which in the opinion of the Commission, justifies his admission to the examination.

Note 2: A candidate possessing professional and technical qualifications which are recognised by Government as equivalent to professional and technical degree would also be eligible for admission to the examination.

2. A candidate shall have attained the age of 21 years but shall not have attained the age of 32 years on the 1st of August in the year in which the examination is held.

Note 1: The prescribed age limits may vary in accordance with the notifications issued by the Commission for Civil Services Examination from year to year.

Note 2: The upper age limit is also relaxable for the Scheduled Castes or Scheduled Tribes or other backward classes and certain other categories as notified by the Commission for Civil Services Examination from time to time.

Schedule III

(See rule 5)

The method of recruitment, field of promotion and minimum qualifying service in the next lower grade for appointment of officers on promotion to the posts included in the various grades of the Indian Revenue Service (Customs and Central Excise) Group 'A'.

Sl. No.	Name of post.	Method of recruitment.	Field of selection, grade and the minimum qualifying service for promotion.
(1)	(2)	(3)	(4)
1	Principal Chief Commissioner or Principal Director General of Customs and Central Excise (Grade I) (Apex Grade).	Promotion on the basis of selection.	Officers in the Higher Administrative Grade+ (Grade II) in the scale of pay of Rs. 75500 – (annual increment @ 3%) 80000) with one year regular service in the grade.
2	Chief Commissioner or Director General of Customs and Central Excise (Grade II)	Promotion on the basis of selection.	Officers in the Higher Administrative Grade (Grade III) in the scale of pay of Rs. 67000 – (annual increment @ 3%) 79000)

	(Higher Grade+). Administrative		with one year regular service in the grade.
3	Principal Commissioner of Customs and Central Excise (Grade III) (Higher Administrative Grade).	Promotion on the basis of selection.	Officers in the Senior Administrative Grade (Grade IV) in the pay band-4, Rs. 37,600-67000 with grade pay of Rs. 10,000/- with three years regular service in the grade. or Officers with twenty five years regular service in Group 'A' posts in the Service, out of which one year shall be in the Senior Administrative Grade (Grade IV).
4	Commissioner of Customs and Central Excise (Grade IV) (Senior Administrative Grade).	Promotion on the basis of selection.	Officers in the Junior Administrative Grade (Grade VI) in the pay band-3, Rs. 15600-39100 with grade pay of Rs. 7600/- with eight years regular service in the grade including service, if any, rendered in the Non Functional Selection Grade (Grade V); or Officers with seventeen years regular service in Group 'A' posts in the Service, out of which four years regular service shall be in the Junior Administrative Grade (Grade VI), including services, if any, rendered in the Non Functional Selection Grade (Grade V).
5	Additional Commissioner of Customs and Central Excise Junior Administrative Grade (Grade V) (Non-Functional Selection Grade).	By placement on non-selection basis.	Officers in the Junior Administrative Grade (Grade VI) in the pay band-3, Rs. 15600-39100 with grade pay of Rs. 7600/- who have entered the fourteenth year in the regular service on the 1 st January of the year calculated from the year following the year of Examination on the basis of which the officer was recruited: Provided that the Junior Administrative Officers who entered the Service by the method of promotion in the Junior Time Scale (Grade VIII) shall also be considered eligible for appointment in the Non Functional Selection Grade of the Junior Administrative Grade, provided they have entered the fourteenth year of regular service in Group 'A' following the rules governing seniority along with officers who entered the fourteenth year of service through the method of direct recruitment.
6	Joint Commissioner of Customs and Central Excise (Grade VI) (Junior Administrative Grade).	Promotion on the basis of selection.	Officers in the pay band-3, Rs. 15600-39100 with grade pay of Rs. 6600/- with five years regular service in the Senior Time Scale (Grade VII).
7	Deputy Commissioner of Customs and Central Excise (Grade VII) (Senior Time Scale).	Promotion on the basis of selection.	Officers in the pay band-3, Rs. 15600-39100 with grade pay of Rs. 5400/- with four years regular service in Junior Time Scale (Grade VIII): Provided that an officer appointed to the Grade VIII of the Service shall not be

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			considered for promotion to Grade VII until he has successfully completed the period of probation.
8	Assistant Commissioner of Customs and Central Excise (Junior Time Scale) (Grade VIII).	Fifty per cent by direct recruitment through Civil Services Examination conducted by the Commission; Fifty per cent by promotion.	Fifty per cent of the vacancies in the Junior Time Scale (Grade VIII) shall be filled by promotion in accordance with sub-rule (3) of rule 5 and sub-rule (4) of rule 5 from amongst the following categories of Group 'B' officers in the Central Excise, Customs and Narcotics Department who have completed two years regular service in any of the following feeder Cadres, namely:- (a) Superintendents of the Central Excise in the Central Excise Department and District Opium Officer or Intelligence Officers or Superintendents (Executive) in the Narcotics Department in the pay band -2, Rs. 9300-34800 with grade pay of Rs. 4800; (b) Superintendents of Customs (Preventive) in the Customs Department in the pay band-2, Rs. 9300-34800 with grade pay of Rs. 4800; and (c) Appraisers of Customs in the Customs Department in the pay band -2, Rs. 9300-34800 with grade pay of Rs. 4800.

Note 1 : Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying /eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligible service.

Note 2: For the purpose of computing minimum qualifying service for promotion, the service rendered on a regular basis by an officer prior to the 1st January, 2006 or the date from which the revised pay structure based on the recommendations of the Sixth Central Pay Commission has been extended, shall be deemed to be service rendered in the corresponding grade pay or pay scale extended based on the recommendations of the said Pay Commission.

Schedule IV

(See sub-rule 6 of rule 5)

Composition of Departmental Promotion Committee or Departmental Confirmation Committee or Departmental Screening Committee for considering cases of promotion, confirmation and non-functional upgradation to the posts included in the various scales or grades of the service.

S. No.	Scale or grade.	Departmental Promotion Committee for considering Promotion or Departmental Screening Committees for considering non-functional selection grade.	Departmental Confirmation Committee for considering confirmation.	Departmental Screening Committee for considering non functional up-gradation.
(1)	(2)	(3)	(4)	(5)
1.	Principal Chief Commissioner or Principal Director	1. Chairman or Member, Union Public Service Commission – Chairman	Not applicable.	Not applicable.

	General of Customs and Central Excise (Grade - I) (Apex Grade).	<ol style="list-style-type: none"> 2. Secretary (Revenue) - Member 3. Chairman, Central Board of Excise and Customs - Member 4. Senior-most Member, Central Board of Excise and Customs - Member 		
2.	Chief Commissioner or Director General of Customs and Central Excise (Grade - II) (Higher Administrative Grade+).	<ol style="list-style-type: none"> 1. Chairman or Member, Union Public Service Commission - Chairman 2. Secretary (Revenue) - Member 3. Chairman, Central Board of Excise and Customs - Member 4. Senior-most Member, Central Board of Excise and Customs - Member 	Not applicable.	Not applicable.
3.	Principal Commissioner of Customs and Central Excise (Grade - III) (Higher Administrative Grade).	<ol style="list-style-type: none"> 1. Chairman or Member, Union Public Service Commission - Chairman 2. Secretary (Revenue) - Member 3. Chairman, Central Board of Excise and Customs - Member 4. Senior-most Member, Central Board of Excise and Customs - Member 	Not applicable.	<ol style="list-style-type: none"> 1. Secretary (Revenue) - Chairman 2. Chairman, Central Board of Excise and Customs - Member 3. Member (Personnel and Vigilance), Central Board of Excise and Customs - Member 4. Senior-most Member, Central Board of Excise and Customs [other than Member (Personnel and Vigilance)] - Member
4.	Commissioner of Customs and Central Excise (Grade - IV) (Senior Administrative Grade).	<ol style="list-style-type: none"> 1. Chairman or Member, Union Public Service Commission - Chairman 2. Secretary (Revenue) - Member 3. Chairman, Central Board of Excise and Customs - Member 4. Senior-most Member, Central Board of Excise and Customs - Member 	Not applicable.	<ol style="list-style-type: none"> 1. Secretary (Revenue) - Chairman 2. Chairman, Central Board of Excise and Customs - Member 3. Member (Personnel and Vigilance), Central Board of Excise and Customs - Member 4. Senior-most Member, Central Board of Excise and Customs [other than Member (Personnel and Vigilance)] - Member
5.	Additional Commissioner of Customs and Central Excise	<ol style="list-style-type: none"> 1. Chairman, Central Board of Excise and Customs - Chairman 	Not applicable.	<ol style="list-style-type: none"> 1. Secretary (Revenue) - Chairman 2. Chairman, Central

	(Grade - V) (Non-Functional Selection Grade of Junior Administrative Grade).	2. Senior most Member, Central Board of Excise and Customs – Member 3. Joint Secretary (E), Department of Personnel and Training – Member		Board of Excise and Customs – Member 3. Member (Personnel and Vigilance), Central Board of Excise and Customs – Member 4. Senior-most Member, Central Board of Excise and Customs [other than Member (Personnel and Vigilance)] – Member
6.	Joint Commissioner of Customs and Central Excise (Grade - VI) (Junior Administrative Grade).	1. Chairman or Member, Union Public Service Commission – Chairman 2. Chairman, Central Board of Excise and Customs – Member 3. Senior-most Member, Central Board of Excise and Customs – Member	Not applicable	1. Secretary (Revenue) – Chairman 2. Chairman, Central Board of Excise and Customs – Member 3. Member (Personnel and Vigilance), Central Board of Excise and Customs – Member 4. Senior-most Member, Central Board of Excise and Customs [other than Member (Personnel and Vigilance)] – Member
7.	Deputy Commissioner of Customs and Central Excise (Grade - VII) (Senior Time Scale).	1. Chairman, Central Board of Excise and Customs – Chairman 2. Member (Personnel and Vigilance), Central Board of Excise and Customs – Member. 3. Senior-most Member, Central Board of Excise and Customs [other than Member (Personnel and Vigilance)] – Member	Not applicable.	1. Secretary (Revenue) – Chairman 2. Chairman, Central Board of Excise and Customs – Member 3. Member (Personnel and Vigilance), Central Board of Excise and Customs – Member 4. Senior-most Member, Central Board of Excise and Customs [other than Member (Personnel and Vigilance)] – Member

8.	Assistant Commissioner of Customs and Central Excise (Grade - VIII) (Junior Time Scale).	<ol style="list-style-type: none"> 1. Chairman or Member, Union Public Service Commission - Chairman 2. Chairman, Central Board of Excise and Customs - Member 3. Senior-most Member, Central Board of Excise and Customs - Member 	<ol style="list-style-type: none"> 1. Senior most Member, Central Board of Excise and Customs - Chairman 2. Joint Secretary (Admn.), Central Board of Excise and Customs - Member 3. Director or Deputy Secretary (Admn.), Central Board of Excise and Customs - Member 	Not applicable.
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[F. No. 12018/3/2014-Ad.II]

JOSEPH ANTONY, Under Secy.

HIERARCHY CHART

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