

-1/N-

Diary No. 118 dated 8.8.2018

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

It is submitted that ESI Corporation in its 172nd meeting held on 6.12.2018, approved draft RRs for the post of Regional Director Grade 'A' / Director. Draft RRs, as approved by the ESI Corporation, were submitted to the Union Public Service Commission for approval under section 17(3) of the ESI Act, 1948 vide ESIC letter dated 30.1.2018 by hand under 'Single Window System'. However, the Commission vide their observation slip dated 30.1.2018 returned the proposal in original with some observations. After examination of the observations, the proposal was resubmitted to the Commission vide ESIC letter dated 21.2.2018 under intimation to the MoL&E. Thereafter Commission vide their letter No. 3/12(3)/2018-RR dated 22.3.2018 suggested removal of failing which clause and inclusion of deputation as method of recruitment to the post under failing clause which was accepted by the ESIC after due consideration vide ESIC letter dated 12.7.2018.

The UPSC vide their letter No. 3/12(3)/2018-RR dated 6.8.2018 (PUC) has sent the approved draft RRs for the aforesaid post for publication in the official Gazette.

Details of the changes carried out by the UPSC in the draft RRs as approved by the ESI Corporation in its 172nd meeting is as under:-

REGIONAL DIRECTOR GRADE 'A' / DIRECTOR			
Column No. & Heading of the Column.	As approved by the ESI Corporation in its 172 nd meeting.	As approved by the UPSC vide their letter No. 3/12(3)/2018-RR dated 6.8.2018 (PUC).	Remarks
(1)	(2)	(3)	(4)
(10) Method of recruitment whether by direct recruitment or by promotion or by deputation / absorption and percentage of the vacancies to be filled by various methods.	By Promotion	By promotion failing which by deputation including short-term contract.	'Failing which clause' for recruitment to the post i.e. 'by deputation including short-term contract' has been added by the UPSC in the approved draft as per their suggestion vide their letter No. 3/12(3)/2018-RR dated 22.3.2018 which was accepted by the ESIC vide letter dated 12.7.2018.
(11) In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<p>Promotion:</p> <p>Regional Director Grade 'B' or Joint Director in Level 12 in the Pay Matrix (Rs. 78,800-2,09,200) with five years of regular service in the grade failing which Regional Director Grade 'B' or Joint Director with combined regular service of fifteen years in the grade of Regional Director Grade 'B' or Joint Director and Deputy Director out of which two years regular service should be in the grade of Regional Director Grade 'B' or Joint Director.</p> <p>Promotion shall be subject to completion of Level 'C' training for Group 'A' Officers devised</p>	<p>Promotion:</p> <p>.....</p> <p>Regional Director Grade 'B' / Joint Director in Level 12 in the Pay Matrix (Rs. 78,800-2,09,200) with five years' regular service in the grade.</p> <p>Promotion shall be subject to completion of Level 'C' training for Group 'A' Officers devised by the Employees' State Insurance Corporation :</p> <p>Provided that those persons who have not completed training for promotion before the date of meeting of Departmental Promotion Committee will also be considered</p>	<p>ESI Corporation in its 172nd meeting approved combined service of Regional Director Grade 'B' / Joint Director under failing which clause in addition to the primary clause for promotion to the post of Regional Director Grade 'A' / Director. However UPSC vide their letter No. 3/12(3)/2018-RR dated 22.3.2018 suggested removal of failing which clause and inclusion of deputation as method of recruitment to the post under failing clause which was accepted by the ESIC</p>

<p>by the Employees' State Insurance Corporation :</p>	<p>subject to the condition that the required training will be completed within one year of the date of meeting of Departmental Promotion Committee.</p>	<p>after due consideration vide ESIC letter dated 12.7.2013</p>
<p>Provided that those persons who have not completed training for promotion before the date of meeting of Departmental Promotion Committee will also be considered subject to the condition that the required training will be completed within one year of the date of meeting of Departmental Promotion Committee.</p>	<p>Those persons who are due to retire within two years will be exempted from completion of such training for promotion.</p>	<p>Accordingly, the Commission, in approved RRs has removed the falling which clause for promotion to the post and also provided provisions for recruitment to the post by deputation (including short-term contract) under this column.</p>
<p>Note (1) Those persons who are due to retire within two years will be exempted from completion of such training for promotion.</p>	<p>Note : Where juniors who have completed their qualifying/eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying / eligibility service by more than half of such qualifying / 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 / eligibility service.</p>	<p>Proposed Note (1) has been provided under paragraph 4. Hence proposed Note (2) is now only Note in the approved RRs.</p>
<p>Note (2) Where juniors who have completed their qualifying/eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying / eligibility service by more than half of such qualifying / 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 / eligibility service.</p>	<p>Deputation (Including short-term contract):</p>	<p>Since "falling which clause" for promotion has been removed in the approved RRs, the proviso clause below Note (2) of proposed RRs has been removed by the Commission.</p>
<p>Provided the seniors should have completed not less than two years regular service in the grade of Regional Director Grade 'B' Joint Director.</p>	<p>Officers under Government/State Governments/Union Administrations/Public Undertakings/Statutory Autonomous Bodies:</p>	<p>Central Territory Sector and</p>
	<p>(a) (i) holding analogous post on regular basis in the parent cadre / department; or</p>	
	<p>(ii) with five years service in the grade rendered after appointment thereto on a regular basis in posts in Level -12 in Pay Matrix (Rs. 78,500- 2,09,200) or equivalent in the parent cadre or department; and</p>	
	<p>(b) possessing bachelor's degree of a recognised university with ten years' experience in financial or administrative matters or dealing with social security scheme or labour laws.</p>	
	<p>Note: The departmental officers in the feeder category who are in direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p>	
	<p>(Period of deputation (ISTC) in another ex-cadre post held immediately preceding this appointment in the same or some other organization / department of the Central Government shall ordinarily not to exceed five years. The maximum age limit for appointment by deputation (ISTC) shall be not exceeding fifty-six years as on the closing date of the receipt of applications).</p>	

-3/18-

We may send draft RRs for the post of Regional Director Grade 'A' Director in ESI Corporation, as approved by the UPSC to MoL&F for approval of the Government and also request the Ministry to get the revised draft RRs for the posts vetted from the Ministry of Law & Justice so that the same may be got notified in the Gazette of India.

Accordingly, a draft is put up for approval please.

854
9/6/18

~~DD (DPC)~~
30/09/18

~~DD (DPC)~~
30/9/18

~~DD (E-1)~~

The Sub-Committee on restructuring has met on a couple of occasions the last month and the DG has directed to submit the gist of the report in a presentation on next Monday. The restructuring includes creation of separate cadre for finance. The consensus arrived during the discussions was to merge finance and the admin cadres at the level of Director. If so the RR, which has been vetted by UPSC, needs to be resubmitted to UPSC as the feeder cadre for promotion to the post of Director would comprise 3/4 Directors from finance cadre as well as admin cadre.

Therefore, we may await a couple of weeks, awaiting the report of the restructuring Sub-Committee on creation finance cadre so that the RR for the post of Director could be amended suitably before submitting the same to the Ministry for seeking necessary approval.

Submitted for kind approval.

~~AC (PMA)~~

DG man (andly) see
P.B. man
stall

30/9/18

~~DD~~

30/9/18

~~AC (PMA)~~

30/9/18

30/9/18



~~SMASHY~~

~~DD~~

- 4 -

F.No. A-12(11)3/2015-E.I. (Vol. II)

-4/N-

Reference Note on pre-page:-

It is submitted that UPSC vide their letter No. 3/12(3)/2018-RR dated 6.8.2018 (PUC) approved draft RRs for the post of Regional Director Grade 'A' Director in ESIC. As the approved draft RRs for the post is to be sent to the MoL&E for approval of the Government and legal vetting from the Ministry of Law & Justice, a proposal to this effect was put up on pre-page.

1385
15/10/18

However as per approval on pre-page, the proposal was kept in abeyance for couple of weeks in anticipation of report of the restructuring Sub-Committee on creation of finance cadre so that the RRs for the post of Director could be amended suitably before submitting the same to the Ministry for seeking necessary approval.

The said report has not been issued/received so far.

As the period of two weeks has already passed, the matter is put up for further order please.

Am
4/10/2018
DD (DPC)
DD (ET)

(N) Dept
4/10/18

Serial No./Dy. No. 933
Page/Date 15/10/18

As per the order of DG, the finance cadre has to be created separately. The feeder cadre of Director would get changed as the specialised Finance Cadre is proposed only up to DD level. Therefore, we may have to get the RR vetted by UPSC again.



Ac. (A)

DA may kindly see for pl. discuss approval.
16/10/18
J. B. Khan
15/10/18

Discussed with Dh The file is put
up for information only

P.B. Mani
22/10/18

~~Dh~~
22 x 1/18

~~Dh~~
22/10/18

~~Dh~~
22/10

~~Dh~~

Sr. Rm
22/10/18

