

The Coconut Development Board Employees (Conditions of Service) Regulations, 2003

S.O.1318(E) dated the 18th November 2003 -In exercise of the powers conferred by Sub-section (1) read with clause (b) of Sub-section (2) of Section 20 of the Coconut Development Board Act, 1979 (5 of 1979), the Coconut Development Board, with the previous sanction of the Central Government, hereby makes the following Regulations, namely:-

1. Short title, commencement and application:-(1)These Regulations may be called the Coconut Development Board Employees (Conditions of Service) Regulations, 2003.

(3)They shall apply to all the employees of the Board, except the Chairman and other officers appointed by the Central Government under clause (a) of sub-section (4) of Section 4 and sub-sections (2) and (4) of Section 7 of the Coconut Development Board Act, 1979 (5 of 1979), and the persons employed by the Board on contract basis or on deputation, in respect of whom matters are regulated by the contract or by the terms of deputation, as the case may be.

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

(a)“Act” means the Coconut Development Board Act, 1979 (5 of 1979);

(b)“Appointing Authority”, in relation to an employee of the Board, means the authority empowered to make appointments or promotions in respect of various categories of posts referred to in Rules 16 and 19 of the Coconut Development Board Rules, 1981;

(2)The rules and orders for the time being in force, applicable to the offices and employees, holding posts of corresponding scales of pay under the Central Government, shall regulate the conditions of service in respect of probation, temporary service, seniority, confirmation, lien, termination of service, pay and allowances, house rent allowance, transport allowance, joining time, joining time pay, gratuity, age of superannuation, pensionary benefits, encashment of leave, medical facilities, leave travel concession, children’s educational allowance, bonus, and other conditions of service of the employees of the Board. **Provided that the pensionary benefits, if any, payable to the persons appointed after the date of commencement of these Regulations shall be regulated as per the instructions issued by the Ministry of Finance from time to time in respect of autonomous bodies under the Central Government.**

5. Leave Rules:- (1)The leave to the employees shall be regulated in accordance with the Central Civil Service (Leave) Rules, 1972, as amended from time to time and the instructions or orders issued by the Central Government in this regard.

(2)The authorities competent to grant various kinds of leave shall be as per Schedule I.

6. Posting and Transfers:- (1)The postings and transfers of all employees shall be made by the Chairman, who may, delegate this power to any other officer subject to such conditions as he thinks fit.

(2)All employees shall be liable to serve anywhere in India.

(3)The Chairman or any other officer duly authorized by him may, in public interest, transfer any employee from any post in any one unit to any other equivalent post in another unit or transfer any employee in one unit to another unit along with the post.

12.Matter with respect to which no provision has been made:- Matters relating to the conditions of service of employees of the Board with respect to which no provisions has been made in these Regulations, shall be referred to the Central Government for its decision.

13.Saving:- The Coconut Development Board Employees (Conditions of Service) Regulations, 2003 shall be without prejudice to the validity of anything previously done or omitted to be done



SCHEDULE - I
[See Regulation 5(2)]

Sl. No.	Category	Casual Leave/ Restricted Holiday	Earned Leave/ Half Pay Leave/ Commutated Leave/ Maternity/Paternity Leave and Quarantine Leave	Extraordinary/ Special Casual Leave/ Study Leave/ Leave not due/ Special Disability Leave/Hospital Leave
(1)	(2)	(3)	(4)	(5)
1.	Headquarters			
(i)	Group	Chairman	Chairman	Chairman
(ii)	Group	Secretary	Secretary	Chairman
(iii)	Group	Section Heads	Secretary	Chairman
(iv)	Group	Section Heads	Secretary	Chairman
2.				
(i)	Regional Offices			
(ii)	Group	Chairman	Chairman	Chairman
(iii)	Group	Director	Director	Chairman
(iv)	Group	Director	Director	Chairman
3.	Group	Director	Director	Chairman
(i)	State Centres			
(ii)	Group	Chairman	Chairman	Chairman
(iii)	Group	Deputy Director	Deputy Director	Chairman
(iv)	Group	Deputy Director	Deputy Director	Chairman
4.	Group	Deputy Director	Deputy Director	Chairman
(i)	Demonstration-cum-Seed Production Farms			
(ii)				
(iii)	Group	Director, Regional Office under whom the Farm is functioning	Director, Regional Office under whom the Farm is functioning	Chairman
(iv)				
	Group	Director, Regional Office, Deputy Director, State Centre under whom the Farm is functioning	Director, Regional Office under whom the Farm is functioning	Chairman

Group	Senior Farm Manager/ Farm Manager	Deputy Director State Centre controlling the Farm	Chairman
Group	Senior Farm Manager/ Farm Manager	Deputy Director State Centre controlling the Farm	Chairman

Note: In the event of absence of Chairman for a continuous period of 15 days and above, the powers for granting leave exercisable by him shall be exercised by the Chief Coconut Development Officer.



SCHEDULE - II

[See Regulation 9(2)]

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11. $\text{Ê} \text{ÉÊiÉ} \pm \text{É Eò} \text{úxÉä EòÒ} \text{ÉÊHò} \text{:} - \text{VÉ} \frac{1}{2} \text{pÉÆ} \alpha \text{ÉÉäbÇ} \div \text{EòÉ}^{\circ} \text{É} \frac{1}{2} \text{p Ê'ÉSÉÉ} \text{ú} \frac{1}{2} \text{èp ÊÉò Bä}^{\circ} \text{ÉÉ Eò} \text{úxÉÉ} + \text{É'É}^{\text{a}} \text{ÉÉò}^{\circ} \text{ÉÉ}^{\circ} \text{É} \text{ÉÒSÉÒxÉ} \frac{1}{2} \text{èp, iÉä} \text{'É} \frac{1}{2} \text{pEäòxpù}^{\circ} \text{É} \text{úEòÉ} \text{ú Eäò} \{ \text{É} \text{úÉ} \text{É} \text{ÉÇ}^{\circ} \text{Éä,} + \text{Énà} \text{É} \text{uùÉ} \text{úÉ} + \text{Éè} \text{ú Ê} \pm \text{ÉÊJÉiÉ} \text{Éä EòÉ} \text{úhÉÉä EòÉ} = \pm \text{ÉäJÉ Eò} \text{úEäò, 'aÉÉHò}^{\text{a}} \text{ÉÉä Eäò ÊÉò}^{\circ} \text{ÉÒ} \text{'ÉMÉÇ}^{\circ} \text{ÉÉ, ÉähÉÒ Eäò Ê'É}^{\text{a}} \text{É} \text{Éä} < \text{xÉ Ê'ÉÊxÉ}^{\text{a}} \text{É} \text{Éä Eäò ÊÉò}^{\circ} \text{ÉÒ |ÉÉ'ÉvÉÉxÉ EòÉäÊ} \text{ÉÊiÉ} \pm \text{É Eò} \text{ú}^{\circ} \text{ÉÉòiÉÉ} \frac{1}{2} \text{èp}^*$

12. "ÉÉ"É±Éä ÊVÉxÉEäò Ê'É'ÉªÉ "Éå EòÉä<Ç |ÉÉ'ÉvÉÉxÉ xÉ½pÓ ÊEòªÉÉMÉªÉÉ ½èp:- òÉÉäbÇ÷ Eäò Eò"ÉÇSÉÉÊ®úªÉÉå EòÒ °Éä'ÉÉ EòÒ ¶ÉiÉÉç °Éä°ÉÆòÉÆÊvÉiÉ "ÉÉ"É±Éä ÊVÉ°ÉÉäò Ê'É'ÉªÉ "Éå <xÉ Ê'ÉÊxÉªÉ"ÉÉå "Éå EòÉä<Ç|ÉÉ'ÉvÉÉxÉ xÉ½pÓ ÊEòªÉÉ MÉªÉÉ ½èp; <°ÉÉäò ÊxÉhÉÇªÉ Eäò Ê±ÉB Eäòxpù

13. ªÉÉ'ÉPÊkÉ:- xÉÉÊ®úªÉ±É Ê'ÉEòÉ°É òÉÉäbÇ÷ Eò"ÉÇSÉÉÊ®úÒ (°Éä'ÉÉEòÒ ¶ÉiÉç) Ê'ÉÊxÉªÉ"É, 2003 òÉÉäbÇ÷ Eäò Eò"ÉÇSÉÉÊ®úªÉÉå Eäò °ÉÆòÉÆvÉ"Éå xÉÉÊ®úªÉ±É Ê'ÉEòÉ°É òÉÉäbÇ÷ ÊxÉªÉ"É, 1981 +Éè®ú xÉÉÊ®úªÉ±ÉÊ'ÉEòÉ°É òÉÉäbÇ÷ Ê'ÉÊxÉªÉ"É, 1982 Eäò |ÉÉ'ÉvÉÉxÉÉå Eäò +ÆiÉMÉÇiÉBª°Éä ÊxÉªÉ"ÉÉå, Ê'ÉÊxÉªÉ"ÉÉå, +Énäù¶ÉÉå, +xÉÖnäù¶ÉÉå VÉè°ÉÉ ÊEò EäòxpùÒª°É®úEòÉ®ú Eäò =xÉ °iÉÉxÉÉå {É®ú Î°iÉ Eò"ÉÇSÉÉÊ®úªÉÉå Eäò °ÉÆMÉiÉOÉäb÷ +iÉ'ÉÉ °iÉ®ú Eäò °É"ÉxÉÖ°ü{É ±ÉÉMÉÚ ½pÉäiÉÉ ½pÉä, Eäò +xÉÖ°ÉÉ®úòÉÉäbÇ÷ uùÉ®úÉ ÊEò°ÉÒ {É½p±Éä ÊEòB MÉB +iÉ'ÉÉ ±ÉÉä{É ÊEòB VÉÉxÉä'ÉÉ±Éä +iÉ'ÉÉ ÊEòB VÉÉxÉä EòÒ 'ÉèvÉiÉÉ Eäò {ÉÚ'ÉÉÇOÉ½p Eäò ÊòÉxÉÉ

°É®úEòÉ®ú EòÉä |ÉäVÉ ÊnùªÉÉ VÉÉBMÉÉ* ½pÉäMÉÉ*

+xÉÖ°ÉÚSÉÒ -I

[ÊxÉªÉ"É 5(2) näùJÉå]

Gò. °É.	'É MÉ Ç	+ÉEòÎ°ªÉEò + 'ÉEòÉ¶É/ ÉÊiÉòÉÊvÉi É + 'ÉEòÉ¶É	+ÎVÉiÉ +vÉÇ 'ÉèiÉÊxÉEò ÉªªÉ'ÉiÉiÉ É°ÉÚÊiÉ/{ÉèiÉPi'É iÉiÉÉ °ÉÆMÉ®úÉävÉ	+ÊiÉÊ®úHò/Ê'É +ÉEòÎ°ªÉEò +vªÉªÉxÉ +näùªÉ Ê'É¶Éä'É +°{ÉiÉÉ±É
(1)	(2)	(3)	(4)	(5)

1. "ÉÖJªÉÉ±ÉªÉ

- | | | | | |
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| (i) | °É"ÉÚ½ | +vªÉiÉ | +vªÉiÉ | +vªÉiÉ |
| (ii) | °É"ÉÚ½ | °ÉÊSÉ'É | °ÉÊSÉ'É | +vªÉiÉ |
| (iii) | °É"ÉÚ | +xÉÖ ÉÉMÉ | °ÉÊSÉ'É | +vªÉiÉ |
| (iv) | °É"ÉÚ | +xÉÖ ÉÉMÉ | °ÉÊSÉ'É | +vªÉiÉ |

2. ΙΕäjäÉÒªÉ ΕðÉªÉÉÇ±ÉªÉ

- | | | | | |
|-------|--------|------------|------------|--------|
| (i) | °ÉªÉÚ½ | +vªÉÍÉ | +vªÉÍÉ | +vªÉÍÉ |
| (ii) | °ÉªÉÚ½ | ÊxÉnäù¶ÉEò | ÊxÉnäù¶ÉEò | +vªÉÍÉ |
| (iii) | °ÉªÉÚ | ÊxÉnäù¶ÉE | ÊxÉnäù¶ÉEò | +vªÉÍÉ |
| (iv) | °ÉªÉÚ | ÊxÉnäù¶ÉE | ÊxÉnäù¶ÉEò | +vªÉÍÉ |

3. ®úÉVªÉ Εäòxpù

- | | | | | |
|-------|--------|--------|--------|--------|
| (i) | °ÉªÉÚ½ | +vªÉÍÉ | +vªÉÍÉ | +vªÉÍÉ |
| (ii) | °ÉªÉÚ½ | = {É | = {É | +vªÉÍÉ |
| (iii) | °ÉªÉÚ | = {É | = {É | +vªÉÍÉ |
| (iv) | °ÉªÉÚ | = {É | = {É | +vªÉÍÉ |

4. |Énäù¶ÉEÇxÉ-°É½p-αÉÖVÉ

- | | | | | |
|-----|--------|------------|------------|--------|
| (i) | °ÉªÉÚ½ | ÊxÉnäù¶ÉEò | ÊxÉnäù¶ÉEò | +vªÉÍÉ |
|-----|--------|------------|------------|--------|
- ´É½p ΙΕäjäÉÒªÉ ΕðÉªÉÉÇ±ÉªÉ ÊVÉªÉΕäò
+ÆiÉMÉÇiÉ ;òÉªÉÇ ΕðÉªÉÇ®úiÉ ½èp*

´É½p ΙΕäjäÉÒªÉ ΕðÉªÉÉÇ±ÉªÉ ÊVÉªÉΕäò
+ÆiÉMÉÇiÉ ;òÉªÉÇ ΕðÉªÉÇ®úiÉ ½èp*

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| (ii) | °ÉªÉÚ½ | ÊxÉnäù¶ÉEò, | ÊxÉnäù¶ÉEò | +vªÉÍÉ |
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- = {É ÊxÉnäù¶ÉEò, ®úÉVªÉ Εäòxpù
ÊVÉªÉΕäò +ÆiÉMÉÇiÉ ;òÉªÉÇ
ΕðÉªÉÇ®úiÉ ½èp*

´É½p ΙΕäjäÉÒªÉ ΕðÉªÉÉÇ±ÉªÉ ÊVÉªÉΕäò
+ÆiÉMÉÇiÉ ;òÉªÉÇ ΕðÉªÉÇ®úiÉ ½èp*

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| (iii) | °ÉªÉÚ½ | ´ÊÊ®ú¹`ò ;òÉªÉÇ | = {É ÊxÉnäù¶ÉEò | +vªÉÍÉ |
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- ;òÉªÉÇ |ÉαÉÆvÉEò Εò®úxÉä ´ÉÉ±ÉÉ ®úÉVªÉ Εäòxpù
- | | | | | |
|------|--------|-----------------|-----------------|--------|
| (iv) | °ÉªÉÚ½ | ´ÊÊ®ú¹`ò ;òÉªÉÇ | = {É ÊxÉnäù¶ÉEò | +vªÉÍÉ |
|------|--------|-----------------|-----------------|--------|
- ;òÉªÉÇ |ÉαÉÆvÉEò Εò®úxÉä ´ÉÉ±ÉÉ ®úÉVªÉ Εäòxpù

xÉ 15ÊnäùxÉ+Éè®ú<°ÉªÉä+ÊvÉEòΕòÖÊxÉ®ÆúiÉ®ú+´ÊÊvÉEäòÊ±ÉB+vª

=°ÉÊäò uùÉ®úÉ |ÉªÉÊäMÉ ÊòÒ VÉÉ ®ú½ÞÒ ¶ÉÊHòªÉÊä ÊòÉ |ÉªÉÊäMÉ ¨ÉÖJªÉ xÉÉÊ®úªÉ±É Ê´ÉÊòÉ°É
+ÊvÉÊòÉ®úÒ uùÉ®úÉ ÊÊòªÉÉ VÉÉBMÉÉ*

+xÉÖ°ÉÚSÉÒ - II

°É¨ÉÚ½ ´PÉ´

	Ê ÊH x ò É Êò a É® É úÒ É) É b ¢É	nÆùb ÷ Éäb÷- vªÉIÉ - ªÉIÉ	ÉnùÉ xÉ Êò®ú x - °É ÉÒ nÆùb	É ´ÉÉ± ÉÉ °É Eäòx pùÒª É ±É	+xÉ¶ xÉªiÉ ÉÉ °É xÉ IÉ¨É	(Ê xÉªiÉ lÉÉ ªÉÉÊ SÉ òÉ®ú Ò iÉIÉÉ	É´É 9(2) ÊòÉ Êò =qù ùb÷ ÊòÒ lÉÉ	näùJÉ ªªÉÉl É °ÉIÉ¨ ÞòÊiÉ lÉÉ	+{ÉÒ±ÉÒªÉ (4) °ÉÊSÉ´É, ÊÞòÊ´É Ê´É ÉÉMÉ ªÉÉäbÇ÷ Ê´É ÉÉMÉ	{ÉÖxÉ:ªÉÉÊSÉÊòÉ (5) ÊÞòÊ´É B´ÉÆ ¨ÉÆjÉÒ °ÉÊSÉ´É, ÊÞòÊ´É Ê´É ÉÉMÉ
	ªbÇ÷ É ÉªÉ + vªÉIÉ +	Éäb÷- vªÉIÉ - vªÉIÉ -	ªÉÉ ÊxÉª Ê´É, 19 Êäòx pùÒª É ±É ÊxÉª	ÊxÉª Ê´É, 19 Êäòx pùÒª É ±É ÊxÉª	65 Êò ÊxÉ ÊÉò °É´ÉÉ (65 Êò ÊxÉ	ªÉ¨É (I) °Éä (i ÊxÉª v)] ÉjÉhÉ iÉ (I) °Éä (i	v)] lÉÉ v)] iÉ (I) °Éä (i	v)] lÉÉ v)] iÉ (I) °Éä (i	°ÉÊSÉ´É, ÊÞòÊ´É Ê´É ÉÉMÉ ªÉÉäbÇ÷ ªÉÉäbÇ÷ +vªÉIÉ ªÉÉäbÇ÷ +vªÉIÉ	ÊÞòÊ´É B´ÉÆ ¨ÉÆjÉÒ °ÉÊSÉ´É, ÊÞòÊ´É Ê´É ÉÉMÉ °ÉÊSÉ´É, ÊÞòÊ´É Ê´É ÉÉMÉ ªÉÉäbÇ÷ °ÉÊSÉ´É, ÊÞòÊ´É Ê´É ÉÉMÉ ªÉÉäbÇ÷

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Ë°É½b, +vªÉIÉ,
xÉÉÊ®úªÉ±É Ê'ÉEòÉ°É
ªÉÉäbÇ÷

