

RAJASTHAN CO-OPERATIVE DAIRY FEDERATION LTD.,  
15-UNIARA GARDENS, JAIPUR-302004.

No. RCDF/Estt./F.2(1)/80/8717-755.

Dated : 27-9-80

In exercise of the powers conferred by Section 21 of the Bye-Laws of Rajasthan Co-operative Dairy Federation Ltd., the Board of Directors of RCDF in their 15<sup>th</sup> meeting held on 20/21.6.80 have resolved to approve the Rajasthan Co-operative Dairy Federation Ltd. Employees (Supervisory) Recruitment and Promotion Regulations, 1980 vide Regulations No. 15(6). This resolution has further been confirmed in the 16<sup>th</sup> meeting of the Board held on 12<sup>th</sup> August, 1980.

This Service Regulation is hereby notified to come into force with immediate effect.

Sd/-

(N.R. Bhasin)  
Managing Director

Copy to :-

1. General Manager; JMSS/Dairy Plant, Jodhpur/Bikaner.
2. Manager, Dairy Plant, Alwar/Ajmer.
3. Dy. Manager, Cattle Feed Plant, Tabiji (Ajmer), Nadbai (Bharatpur).
4. Manager, Western/Uttari Rajasthan Milk Producers' Co-operative Union Ltd., Jodhpur/Bikaner.
5. Manager /Project Officer,  
District Milk Producers' Co-operative Union Ltd.,  
Ajmer/Alwar/Bhilwara/Jaipur/Sawai Madhopur/Udaipur/Kota/Bharatpur
6. Project Officer, Spear Head Team, Siker-Jhunjhunu/Hanumangarh Junction/Pali.
7. Project Officer, Exotic Cattle Breeding Farm/Semen Bank, Bassi.
8. Manager/Incharge, Chilling Centre, Bhilwara/Malpura/Dausa/Kotputali
9. Secretary/Director (T)/Comptroller/Manager (M)/Manager (SAHP)/Manager (Plant)/Project Analyst/IDO/T.O./XEN/Personnel Officer, RCDF, Jaipur.
10. Liaison Officer, New Delhi, (RCDF).

Managing Director

RAJASTHAN CO-OPERATIVE DAIRY FEDERATION LIMITED  
15-UNIARA GARDENS, JAIPUR-302004.

The Board of Directors of Rajasthan Co-operative Dairy Federation in their 15<sup>th</sup> meeting held on 20-21<sup>st</sup> June, 1980 constituted a sub-committee vide resolution No.15(6) for finalization and approval of the Rajasthan Co-operative Dairy Federation Employees (Supervisory) Recruitment and Promotion Rules, 1980.

In exercise of the powers conferred by the Board of Directors, the committee met on 17<sup>th</sup> July, 1980 and formulated and approved the RCDF Employees (Supervisory) & Promotion Rules, 1980 which are appended to herewith (pages-4) along with schedule I, II, III.

Sd/-

(N.R. Bhasin)  
MD, RCDF

Sd/-

(Miss A.K. Ahuja)  
DS (Finance)

RAJASTHAN CO-OPERATIVE DAIRY FEDERATION EMPLOYEES (SUPERVISORY) STAFF  
CONDITIONS OF RECRUITMENT AND PROMOTION  
REGULATION 1980.

## CHAPTER-I

- (1). These regulations may be called “The Rajasthan Co-operative Dairy Federation Employees (Supervisory Staff) conditions of Recruitment and Promotion Regulations, 1980.
- (2). These regulations shall apply to employees of the Federation other than the following :- a)  
Officers on deputation to the Federation, and  
b) Employees employed on contract or work charge basis.
- (3). The terms used in these regulations will bear the same meaning as is assigned to them in “The Rajasthan Co-Operative Dairy Federation Employees Service Regulations, 1980.
- (4). These regulations will come into force with immediate effect.

## CHAPTER-II

## CONDITIONS OF RECRUITMENT AND PROMOTION

- (5). The Board of the Federation shall prescribe the number of the posts, in each category, given in the schedule annexed to these rules, required for different unites under the control of the federation.
- (6). The posts created from time to time will be filledup in the following manner :-  
a) by direct recruitment  
b) by promotion  
c) by employing persons on deputation from the Central or State Government or any State or Public Sector Undertaking, and  
d) by contract  
e) by absorption of such employees who have worked at least for three years on any post on deputation in the Corporation/Federation.

If any employee working on deputation on any post desires his permanent absorption on that post in order to opt for the services of the Federation, the Establishment Committee of the Federation shall consider his claim keeping in view the record of service of the incumbent total number of posts created and vacant in that category and overall interest of the Federation. The Establishment Committee shall assign necessary seniority to such applicant after taking into consideration various aspects of the matter.

Provided further that such percentage of total number of posts in each category for direct recruitment and promotion shall be kept reserved for scheduled caste and scheduled tribe's candidates as are kept reserved by the Government of Rajasthan for its own employees from time to time.

- (7). The ratio of direct recruitment and promotion of employees in the service of the Federation and qualifications and experience required for various posts will be in accordance with the “Schedule” appended and modified from time to time.

- (8). Direct Recruitment

The age of the candidates for direct recruitment will be as per the schedule appended. Board of Federation will decide the age for direct recruitment for new posts as and when created.

- (9). (a) Promotion

In respect of first promotion to higher post promotion of eligible persons will be made on the basis of seniority cum merit. Second promotion shall be made purely on the basis of merit and performance.

- (b) Seniority lists for each category of employees will be prepared and maintained.

- (c) Merit of employees will be judged on the following basis:

- (i) Capacity to do hard work with sincerity, honesty, objectivity and result orientation.
- (ii) Originality of thinking to increase productivity and efficiency in the organization.
- (iii) Sense of alertness combined with courage, initiative and decision making power, tact and organising capacity.
- (iv) Previous record of service.

- (d) While considering promotions on the basis of merit with due regard to seniority, list of senior most employees eligible for promotion, not exceeding five times the number of vacancies, will be taken into consideration.

(e) The Departmental Promotion Committee to consider the cases of promotion of employees shall consist of three members comprising of two Directors of the Federation and Managing Director of the Federation in case of officers. For other categories, committee including Secretary of the Federation shall consider the cases of promotion.

(10). Probation

Persons recruited directly on any post and employees promoted from one post to any higher post shall be placed on probation for a period of one year from the date of such appointment which may be extended at the discretion of the appointing authority. The official/officer promoted to a higher post can be reverted under the order of the competent authority without notice or assigning any reasons thereof any time during the probationary period.

The Services of the candidates appointed through direct recruitment can be terminated during the period of probation without assigning reason if the work is not found satisfactory.

(11). Confirmation

A probationer shall be confirmed in his appointment at the end of his period of probation if :-

(a) He has undergone such training as the Board may from time to time specify.

(b) He has passed the departmental examination/test if so required.

(c) The Appointing Authority is satisfied that his integrity is unquestionable and that he is otherwise fit for confirmation.

(12). Seniority

Amongst the persons recruited in the same year, the promotees will rank senior to those who will be appointed by direct recruitment. Amongst the promotees those who are appointed on the basis of seniority cum merit will rank senior to those who are appointed on the basis of merit with due regard to seniority. The interse seniority of those appointed on the basis of merit will be in accordance with their relative seniority in the lower cadre.

(13). Age of Retirement

The age of retirement shall be 55 years.

### CHAPTER-III

#### Miscellaneous provisions

(14) Nothing contained in these Regulations shall invalidate any order made or action taken by the Board or any of its officers in accordance with any other provision of Law, Regulation, Office order or procedure prescribed by the Board or management prior to commencement of these rules.

(15) If any doubt or difficulty arises in interpreting these regulations, or in giving effect to them or if any lacuna, inconsistency or anomaly is discovered in their application, it shall be open to the Board to issue general instructions for the purpose of removing such doubt, lacuna, inconsistency or anomaly.

#### SCHEDULE-I; EMPLOYEES WORKING AT HEADQUARTERS OF RCDF

| SI. NO. | Description of the post and pay scale | Source of recruitment               | Qualifications for Minimum experience & Direct recruitment | Post from which appointment by promotion is to be made | & q |
|---------|---------------------------------------|-------------------------------------|------------------------------------------------------------|--------------------------------------------------------|-----|
| 1       | 2                                     | 3                                   | 4                                                          | 5                                                      | 6   |
| Group-A |                                       |                                     |                                                            |                                                        |     |
| 1       | Comptroller (1500-1900)               | On deputation or direct recruitment | Accounts Service.                                          | ...                                                    | ... |
| 2       | Secretary (1500-                      | On                                  | ...                                                        | ...                                                    | ... |

|                                                                                                                                                                                                |                                        |                                                                                                                                                                                                 |     |  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|--|
| 1900)                                                                                                                                                                                          | deputation or<br>direct<br>recruitment |                                                                                                                                                                                                 |     |  |
| 3 Project Analyst<br>(1500-1900)<br>Administration.<br>Knowledge of<br>modern technique of<br>project                                                                                          | Direct<br>recruitment /Statistics      | Master's Degree in Economics<br>or Business                                                                                                                                                     | ... |  |
| modern technique of<br>project<br>analysis. Age :<br>Preferably<br>below<br>45<br>years                                                                                                        |                                        | analysis. Atleast 5 years<br>experience on a post<br>requiring application of                                                                                                                   |     |  |
| 1 2 3 4 5<br>4 Manager Project<br>(1550-1900)<br>or Dairy Technology.<br>At least<br>operation and<br>maintenance of<br>milk processing dairy<br>plant. Age :<br>Preferably<br>below 45 years. | Direct<br>Recruitment                  | Degree in Engineering,<br>preferably Machanical, Electrical<br>seven years experience of                                                                                                        | ... |  |
| 5 Manager<br>Marketing (1550-<br>1900)<br>preferably in the line of<br>dairy<br>industry and be<br>familiar with all<br>management including<br>demand                                         | Direct<br>recruitment                  | High Second class degree or a ...<br>post graduate in Arts /Science<br>/Commerce/Engineering. At ...<br>least 5 years experience<br>products and food processing<br>aspects of modern marketing | ... |  |

forecasting, marketing  
research,

sales development and

promotion etc.

Desirable: Post

Graduate degree or  
diploma in

Business Management.

Age :

Preferably  
below 45 years.

| 1 | 2                                                                            | 3      | 4                                                                                                                                                  | 5   |
|---|------------------------------------------------------------------------------|--------|----------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| 6 | Manager (Special<br>Animal Husbandry Recruitment<br>Program) (1550-<br>1900) | Direct | Post Graduate degree in Veterinary<br>Science, Animal Husbandry or Dairy<br>Science. Minimum 10 years experience<br>on posts connected with Animal | ... |

Husbandry or Dairy  
Dev. Programme.

Desirable :  
Experience of  
preparation of

Animal Husbandry Project. Age

preferab  
ly  
below  
45  
years.

|   |                                                                 |  |                                                                                                                         |     |
|---|-----------------------------------------------------------------|--|-------------------------------------------------------------------------------------------------------------------------|-----|
| 7 | Manager (Frozen Direct<br>Semen Bank)(1550-recruitment<br>1900) |  | Degree in Veterinary Science followed<br>by Masters Degree in Animal Breeding /<br>Artificial Insemination/Reproduction | ... |
|---|-----------------------------------------------------------------|--|-------------------------------------------------------------------------------------------------------------------------|-----|

physiology.

Thorough  
knowledge of  
frozen semen  
technology. At  
least 7

years experience of  
working in A.I. and

frozen  
semen  
technology.  
Age

preferab  
ly  
below  
45  
years.

|   |                    |        |                               |     |
|---|--------------------|--------|-------------------------------|-----|
| 8 | Institutional Dev. | Direct | A Veterinary degree in Animal | ... |
|---|--------------------|--------|-------------------------------|-----|

Officer (1550-1900) recruitment or  
Services of Jt.

deputation.

Husbandry/Dairy Science/ Agriculture Cooperative

followed by Masters Degree in Registrar status.

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### Group-B

1 Animal Nutritionist

Doctorate degree in Animal Nutrition. 5

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... ..

(1150-650)

Direct years experience of research in Animal  
Recruitment Nutrition including period spend in

research for the degree.

Age : Preferably

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2 Animal Breeder

Doctorate degree in Animal Breeding 5

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... ..

(1150-1650)

Direct years experience in research/field work  
recruitment involving animal genetics including period

spent in research  
for the degree.

Age

preferab  
ly  
below  
40  
years.

3 Fodder Agronomist

Masters degree in Agronomy. Minimum 5 ...

...

...

Direct

(1150-1650) years experience of fodder development

recruitment work. Age : Preferably below 40 years.

|   |                                                   |                                                 |                                          |
|---|---------------------------------------------------|-------------------------------------------------|------------------------------------------|
| 4 | Project Officer                                   | Direct                                          | Degree in Veterinary Science, Animal ... |
|   | ...                                               | ...                                             |                                          |
|   | (Exotic Cattle                                    | recruitment Husbandry or Dairy Science. 5 years |                                          |
|   | Breeding experience in the management of cattle   |                                                 |                                          |
|   | Farm)(1150-1650) breeding farm/cattle development |                                                 |                                          |

|   |   |         |   |
|---|---|---------|---|
| 1 | 2 | 3 4 5 6 | 7 |
|---|---|---------|---|

work. Desirable : Post  
Graduate degree in  
Animal breeding.  
Experience of  
managing  
exotic cattle. Age :  
preferably below 40

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|   |                                                                        |        |                                            |
|---|------------------------------------------------------------------------|--------|--------------------------------------------|
| 5 | Project Officer                                                        | Direct | Degree in Veterinary Science, or Dairy ... |
|   | ... ..                                                                 |        |                                            |
|   | (Frozen Semen Bank) recruitment Science or equivalent qualification. 5 |        |                                            |
|   | (1150-1650) years experience in cattle development                     |        |                                            |

work including A.I.  
programme. Desirable  
: Post  
Graduate  
degree in  
Animal

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and A.I. Age :  
Preferably below 40  
years.

|   |                    |                          |     |
|---|--------------------|--------------------------|-----|
| 6 | Executive Engineer | Deputation or ...        | ... |
|   | ...                | P.W.D. or Housing Board. |     |
|   | (Civil             | direct                   |     |
|   | Engineer)(1150-    | recruitment              |     |
|   | 1650)              |                          |     |

|   |                                                  |                         |                                    |
|---|--------------------------------------------------|-------------------------|------------------------------------|
| 7 | Dy. Manager                                      | direct                  | Degree in Mechanical or Electrical |
|   | ...                                              | ...                     | ...                                |
|   | (Projects)(1150-                                 | recruitment Engineering | with at least 5 years              |
|   | 1650) experience of erection and installation of |                         |                                    |

dairy plants. Age :  
Preferably below 40

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| 1 | 2 | 3 | 4 5 6 |
|   | 7 |   |       |

### Group-C

|   |                                  |        |                                         |
|---|----------------------------------|--------|-----------------------------------------|
| 1 | Asstt. Project Officer           | Direct | Degree in Veterinary Science. Two years |
|   | ...                              | ... .. |                                         |
|   | (Animal Health) (750-Recruitment |        | experience of preferably on the post of |
|   | 1350)                            |        | Veterinary Assistant Surgeon. Age :     |

Preferabl  
y below  
35 years.

|   |                         |        |                                         |
|---|-------------------------|--------|-----------------------------------------|
| 2 | Asstt. Project Officer  | Direct | Degree in Veterinary Science Preference |
|   | ...                     | ... .. |                                         |
|   | (A.I./Semen recruitment |        | Masters Degree in Animal Breeding /     |
|   | Bank)(750-1350)         |        | Gynaecology / A.I. Two years experience |

preferably in A.I. age  
preferably below 35

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|---|------------------------|--------|-----------------------------------------|
| 3 | Assistant Agronomist   | Direct | Masters degree in Agronomy with two     |
|   | ...                    | ...    | ...                                     |
|   | (750-1350) recruitment |        | years experience of Fodder development. |

Age :  
preferably  
below 35  
years.

|   |                                  |                                         |                                           |     |
|---|----------------------------------|-----------------------------------------|-------------------------------------------|-----|
| 4 | Asstt. Engineer                  | 50%Direct                               | A First Class Degree in Civil Engineering | Jr. |
|   | Engineer                         | Degree in Civil P.W.D. or Housing Board |                                           |     |
|   | (Civil)(750-1350) recruitment or |                                         | with 2 years experience in design and or  |     |
|   | on deputation.                   |                                         | construction work. Age : Preferably below |     |
|   | 50% promotion                    |                                         | 35 years.                                 |     |
|   |                                  |                                         | Engineering with 7                        |     |
|   |                                  |                                         | years experience                          |     |

APPENDIX-I



## SCHEDULE-II : Employees working in Units of RCDF-Dairy Plant, Chilling Centre and Feed Mills.

| S. NO.         | Description of the post and pay scale | Source of recruitment   | Qualifications for Direct recruitment                                                                                                                                                                                                                                                                          | Post from which appointment by promotion is to be made | Ministry & department |
|----------------|---------------------------------------|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|-----------------------|
| 1              | 2                                     | 3                       | 4                                                                                                                                                                                                                                                                                                              | 5                                                      | 6                     |
| <u>Group-A</u> |                                       |                         |                                                                                                                                                                                                                                                                                                                |                                                        |                       |
| 1              | General Manager (1700-2600)           | 100% Direct recruitment | Degree in Dairy Science (Dairy Technology) or a degree in Engineering preferably in Mechanical, Electrical, or Dairy Engineering with atleast 10 years experience in the operation of a dairy plant out of which 3 years experience should as Chief Executive of a large liquid Milk dairy or product factory. | ...                                                    |                       |



APPENDIX-II





|                                                                           |                                       |                                                                                                                                                                                    |                                                                            |
|---------------------------------------------------------------------------|---------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| Officer (1150-1650)                                                       | Promotion Assistant.<br>75%<br>Group- | Dairy Chemistry / Bio Technical<br>Dairy Chemistry/ Bio-chemistry / Dairy Micro (Quality Control<br>Chemistry/ Dairy biology with minimum 5 years C)<br>experience in sampling and | Micro<br>exper                                                             |
| analysis of milk and milk products. Age :<br>Preferably                   |                                       |                                                                                                                                                                                    |                                                                            |
| Below 40 years                                                            |                                       |                                                                                                                                                                                    |                                                                            |
| 1 2 3 4 5 6 7                                                             |                                       |                                                                                                                                                                                    |                                                                            |
| 4 Dy. Manager, Feed Mixing Plant (1150-1650)                              | Direct Recruitment 100%               | Degree in Engineering or Master degree in Business Administration, or Animal                                                                                                       | ...                                                                        |
| Nutrition. 5 years experience in Food or Animal feed                      |                                       |                                                                                                                                                                                    |                                                                            |
| processing Plant. Age :                                                   |                                       |                                                                                                                                                                                    |                                                                            |
| Preferably Below 40 years                                                 |                                       |                                                                                                                                                                                    |                                                                            |
| <b><u>Group-C</u></b>                                                     |                                       |                                                                                                                                                                                    |                                                                            |
| 1 Accounts Officer (750-1350)                                             | Direct 100%                           | An Associated Chartered / Cost Accountant. Preferably 2                                                                                                                            | ...                                                                        |
| years experience of handling                                              |                                       | financial account, internal                                                                                                                                                        |                                                                            |
| audit, taxation, costing. Age :                                           |                                       |                                                                                                                                                                                    |                                                                            |
| Preferably below 35 years.                                                |                                       |                                                                                                                                                                                    |                                                                            |
| 2 Asstt. Engineer (Mechanical) / Refrigeration Engineering (Rs.1000-1860) | Direct 50%<br>Promotion 50%           | Degree in Mechanical Engineering or Master's Degree in Dairy Engineering                                                                                                           | Dairy Technician / Diploma Refrigeration Operator<br>Foreman. with 7 years |
| Experience of                                                             |                                       | preferably with 2 years working experience. Age : below 35 mentioned in column 6.                                                                                                  | on the                                                                     |

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| 1 | 2                                                                  | 3                                                | 4             | 5                                                                                                                              | 6                  | 7                                         |
|---|--------------------------------------------------------------------|--------------------------------------------------|---------------|--------------------------------------------------------------------------------------------------------------------------------|--------------------|-------------------------------------------|
| 3 | Asstt. Engineer Diploma                                            | Direct in                                        | 50% Promotion | Degree in Electrical Engineering                                                                                               | in ... or Master's | Dairy Technician / Refrigeration Operator |
|   | (Electrical) (Rs. 1000-1860) / Engineering with 7 years working on |                                                  |               | Degree in Dairy Engineering Foreman. experience of preferably with 2 years the post of mentioned in experience. Age : below 35 |                    | column 6.                                 |
| 4 | Quality Control Officer (Gr. II) (750-1350)                        | Direct Recruitment 100%                          |               | Masters Degree in Dairy Chemistry or Dairy Microbiology / Biochemistry preferably with 2 years                                 |                    | ...                                       |
|   | experience. Age : Preferably below 35 years.                       |                                                  |               |                                                                                                                                |                    |                                           |
| 5 | Technical Asstt (750-1350)                                         | Direct Recruitment 100%                          |               | Degree in Dairy Science (Technology) preferably with 2 years experience. Age :                                                 |                    | ... ..                                    |
|   | Preferably below 35 years.                                         |                                                  |               |                                                                                                                                |                    |                                           |
| 6 | Manager, Chilling Centre (750-1350)                                | Direct Recruitment 100%                          |               | Degree in Dairy Technology with 1 year experience in milk processing plant or IDD with 5                                       |                    | ... ..                                    |
|   | years practical experience of                                      |                                                  |               | milk Processing. Age :                                                                                                         |                    |                                           |
|   | Preferably below 35 years.                                         |                                                  |               |                                                                                                                                |                    |                                           |
| 7 | Production Direct Engineer (750-1350)                              | B.E. in Mechanical / Electrical Recruitment 100% |               | Engineering, 2 years operational experience in a                                                                               |                    | ...                                       |
|   | factory. Age : below 35 years.                                     |                                                  |               |                                                                                                                                |                    |                                           |
| 8 | Animal Nutrition Direct Officer (750-1350)                         | M.V.Sc. in Animal Nutrition. Recruitment 100%    |               | Age : Preferably below 35 years.                                                                                               |                    | ... ..                                    |

(750-1350)



SCHEDULE-III : Employees working in Milk Producers Co-operative Unions

| S.<br>NO. | Description of the<br>Post from which<br>recruitment<br>required for promotion | Source of<br>Minimum qualification<br>Direct recruitment appointment by<br>promotion is to be made | Qualifications for |   |
|-----------|--------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|--------------------|---|
| 1         | 2                                                                              | 3                                                                                                  | 4                  | 5 |

**Group-A**

|   |                                                                      |                                                                                                                                                                                                                                                                                                                               |  |  |
|---|----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| 1 | Manager<br>Project Officer<br>(Procurement and<br>Input) (1550-1900) | Direct Degree in Dairy Science /Vety. Science or<br>Degree in Veterinary Science /<br>recruitment Animal Husbandry or equivalent<br>50% qualification. At least 7 years experience<br>Promotions of working in a program dealing with<br>50% cattle development organization of milk<br>collection in a responsible position. |  |  |
|---|----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|

*Desirable:* Post Graduate Degree in  
Dairy  
Science or Animal Husbandry.  
Experience

of organizing milk producers co-  
operative societies and providing

technical inputs for milk production  
enhancement on co-operative basis.

Age:

Preferably below 45  
years.

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

**Group-A**

|   |                                                                      |                                                                                                                                                                                                                                                                                                                               |  |  |
|---|----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| 1 | Manager<br>Project Officer<br>(Procurement and<br>Input) (1550-1900) | Direct Degree in Dairy Science /Vety. Science or<br>Degree in Veterinary Science /<br>recruitment Animal Husbandry or equivalent<br>50% qualification. At least 7 years experience<br>Promotions of working in a program dealing with<br>50% cattle development organization of milk<br>collection in a responsible position. |  |  |
|---|----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|

*Desirable:* Post Graduate Degree in  
Dairy  
Science or Animal Husbandry.  
Experience

of organizing milk producers co-  
operative societies and providing

technical inputs for milk production  
enhancement on co-operative basis.

Age:

Preferably below 45  
years.

**Group-B**

2 Project Officer Direct Degree in Veterinary Science / Animal  
 Asstt. Project Officer Degree in Veterinary Science /  
 (Farmers recruitment Husbandry or Dairy Science. 5 years  
 (Farmers Organization)  
 Animal Husbandry or Dairy  
 Organization) 50% experience in the organization of  
 (1150-1650) Promotions livestock and farmers Co-operatives  
 50% Desirable: Experience of organization of  
 milk producers co-operatives Age :  
 Preferably below 40  
 years.

1 2 3 4 5

3 Project Officer Direct Degree in Vety. Science. 5 years  
 Asstt. Project Officer Degree in Veterinary 5 years  
 (Input & Semen recruitment experience in cattle development work.  
 (A.I./ Animal Health.)  
 experience in A.I. /Animal  
 Bank) (1150-1650) 50% Desirable: (1) Post Graduate Degree in  
 Promotions Animal Husbandry (2) Experience of  
 50% managing exotic cattle. Age: Preferably  
 below 40  
 years.

4 Project Officer Direct Degree in Veterinary Science / Animal  
 Asstt. Project Officer Degree in Veterinary Science /  
 (Training) (1150- recruitment Husbandry or Dairy Science or equivalent (Training)  
 1650) 50% qualification. 5 years experience of  
 Promotions training and VEWs. Age : Preferably  
 50% below 40 years.

5 Project Officer Direct Degree in Veterinary Science or Animal Asstt. Project Officer  
 (SAHP) (1150- recruitment Husbandry and 5 years experience in  
 1650) 50% Animal Husbandry or Dairy Development  
 Promotions Programme involving contacts with  
 50% farmers. Age: Preferably below 40 years.

### Group-C

6 Asstt. Project Direct 100% Degree in Veterinary Science with 2 years ...  
 Officer (Animal experience on the post of Veterinary  
 Health) (750-1050) Assistant Surgeon or Stipendiary

Graduate with one year experience. Age:  
 Preferably below 40  
 years.

1 2 3 4 5 6

7 Asstt. Project Direct 100% Degree in Veterinary Science Preference ...  
 Officer (A.I.) (750- Masters Degree in Animal Breeding /  
 1050) Gynecology / A.I. 2 years experience in

A.I. or Stipendiary Graduate with 1 year  
 experience. Age: Preferably below 35

year

s.

|                                                                               |                                                                |                                                                                                                                                                    |
|-------------------------------------------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8 Asstt. Project<br>Agriculture Assistant /<br>years                          | Direct 75%<br>Graduate with                                    | Degree in Veterinary Science / Animal<br>5                                                                                                                         |
| Officer (Farmers<br>Supervisor<br>Organization) (750-<br>1050)                | Promotions<br>experience of working on the<br>25%              | Husbandry or Dairy Science with 2 years Dairy<br>experience or Stipendiary Graduate with<br>1 year experience. Age : Preferably<br>below 35 years.                 |
| 9 Asstt. Project<br>Agriculture Assistant<br>Officer (Training)<br>(750-1050) | Direct 90%<br>Agriculture Graduate with 5<br>Promotions<br>10% | Degree in Veterinary Science / Animal<br>Husbandry or Dairy Science with 2 years<br>experience or Stipendiary Graduate with<br>1 year experience. Age : Preferably |

below 35

years.

|                                                                         |                                                           |                                                                                                                                                                 |
|-------------------------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10 Asstt. Fodder<br>Agriculture Assistant<br>(Agronomist)(750-<br>1350) | Direct 75%<br>M.Sc. (Agriculture) in<br>Promotions<br>25% | M.Sc. (Agriculture) in Agronomy or<br>Forage production. Experience : 2 years<br>experience in fodder production. Age :<br>Preferably below 35 years. Assistant |
| 11 Stipendiary<br>Graduate                                              | Direct 100%                                               | Degree in Veterinary Science / Animal<br>Husbandry / Dairy Science / Dairy<br>Technology with 60% marks or                                                      |

...

equivalent. Age : Preferably below 28

year

s.

## SCHEDULE-II

| S. NO.                | Description of the post and pay scale                                                                                                                             | Source of recruitment | Qualifications for Direct recruitment                                       | Post from which appointment by promotion is to be made | Ministry & q |
|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------------------------------------------------------------|--------------------------------------------------------|--------------|
| 1                     | 2 3                                                                                                                                                               | 4                     | 5                                                                           | 6                                                      |              |
| <b><u>Group-A</u></b> |                                                                                                                                                                   |                       |                                                                             |                                                        |              |
| 1                     | Director On deputation Administration                                                                                                                             | ...                   | ...                                                                         | ...                                                    |              |
| 2                     | Head, Division of Animal Husbandry (1700-2200) in any branch of Animal Husbandry at least 10 years                                                                | ...                   | Degree in Veterinary Science or Animal Husbandry followed by Masters Degree | Managers                                               |              |
|                       | programme in a responsible capacity Desirable : Doctorate Degree in Animal Breeding.                                                                              |                       | experience of organizing cattle development                                 |                                                        |              |
|                       | programme through Farmers                                                                                                                                         |                       | Experience of organizing cattle development                                 |                                                        |              |
| 1                     | 2                                                                                                                                                                 | 3 4 5 6               | 7                                                                           |                                                        |              |
| 3                     | Head, Division of Projects (1700-2000) experience in designing/erection /maintenance of dairy plants or similar food processing plants in a responsible capacity. | ...                   | Degree in Electrical or Mechanical or Marine Engineering. At least 10 years | Managers ...                                           |              |
| 4                     | Head, Division of Production (1700-                                                                                                                               | ...                   | Degree in Dairy Science / Dairy Technology. At least 10                     | Managers ...                                           |              |

2200) years experience of working  
in responsible  
position in  
large size composite  
Dairy  
Plants in production  
and  
qualit  
y  
contro  
l.

\*The posts will be filled by promotion/selection on the  
basis of Seniority cum-maritform amongst officers  
possessing the requisite qualification (Column 4) failing  
which these would be filled through direct  
recruitment.

