

राजस्थान सरकार
कार्यालय रजिस्ट्रार सहकारी समितियां, राजस्थान, जयपुर
क्रमांक फा. 380(15) सविरा/उद्योग/उपनियम/सेवानियम/18/पार्ट-2 आदेश

दिनांक 11.09.2020

राजस्थान को-ऑपरेटिव डेयरी फेडरेशन एवं राज्य के जिला दुग्ध उत्पादक सहकारी संघों के कर्मचारियों के लिए पूर्व में जारी भर्ती नियम व उनके संबंध में समय समय पर जारी आदेश/परिपत्र/निर्देशों को अतिरिक्त करते हुए मैं मुक्तानंद अग्रवाल, रजिस्ट्रार, सहकारी समितियां, राजस्थान, जयपुर, राजस्थान सहकारी सोसायटी नियम 2003 के नियम 39 के अंतर्गत मुझमें निहित

शक्तियों का प्रयोग करते हुए “Recruitment Rules for direct recruitments for various posts/cadres in Rajasthan Cooperative Dairy Federation Ltd.(RCDF) & its affiliated Zila Dugdh Utpadak Sahkari Sangh (DUSS) Ltd., 2020” जारी करता हूँ। यह भर्ती नियम तत्कार प्रभाव से लागू होंगे।

इस संबंध में विभाग द्वारा जारी आदेश/परिपत्र/निर्देश इस आदेश के जारी होने के पश्चात निसस्त तो माने जायेंगे किन्तु पूर्व आदेश/परिपत्र/निर्देशों के तहत की गई प्रत्येक कार्यवाही विधिसम्मत मानी जावेगी।

संलग्न:- उपरोक्तानुसार भर्तीनियम

(मुक्तानंद अग्रवाल)
रजिस्ट्रार

प्रतिलिपि सूचनार्थ एवं आवश्यक कार्यवाई हेतु:-

1. निजी सचिव, माननीय सहकारिता मंत्री महोदय, राजस्थान सरकार, जयपुर।
2. निजी सचिव, प्रमुख शासन सचिव, सहकारिता विभाग, राजस्थान सरकार, जयपुर। 3. निजी सचिव, रजिस्ट्रार सहकारी समितियां, राजस्थान, जयपुर।
4. प्रबंध संचालक, राजस्थान को-ऑपरेटिव डेयरी फेडरेशन लि., जयपुर।
5. प्रबंध संचालक, जिला दुग्ध उत्पादक सहकारी संघ लि.।
6. फंक्शनल अधिकारी, प्रधान कार्यालय समस्त।
7. अतिरिक्त/संयुक्त रजिस्ट्रार, सहकारी समितियां, समस्त।
8. उप रजिस्ट्रार (नियम) प्रधान कार्यालय, जयपुर।
9. उप/सहायक रजिस्ट्रार, सहकारी समितियां, समस्त।
10. प्रचार अधिकारी, प्रधान कार्यालय, जयपुर को विभागीय वेबसाइट पर अपलोड कराने हेतु। 11. गार्ड पत्रावली।

(एम.पी.यादव)
अतिरिक्त रजिस्ट्रार (उद्योग)

Recruitment Rules for Direct recruitments for various posts/cadres in Rajasthan Cooperative Dairy Federation Ltd. (RCDF) & its affiliated Zila Dugdh Utpadak Sahkari Sangh (DUSS) Ltd., 2020

CHAPTER-I PRELIMINARY

1. Short Title, Commencement & Application
 - a) These rules may be called Recruitment Rules for the posts/ cadres of direct recruitment in Rajasthan Cooperative Dairy Federation Ltd. (RCDF) & its affiliated Zila Dugdh Utpadak Sahkari Sangh Ltd., 2020 and hereinafter Direct Recruitment Rules for RCDF & DUSS Ltd. and only Rules for the sake of convenience.
 - b) These rules shall come into force from the date of issue of order from the registrar, no change will be made in these Rules without prior approval of the Registrar.
 - c) These rules shall govern, define and ascertain the various criteria of age, educational qualifications, experience etc. and mode of recruitment for posts in various cadres of RCDF & DUSS Ltd. to be filled by the Direct Recruitment.
 - d) In accordance with the provisions of Rajasthan Cooperative Societies Act 2001 (as amended and updated), and rules 2003 (as amended updated) thereof, the recruitment for various posts in various cadres of RCDF & DUSS Ltd. to be filled by Direct Recruitment shall be made by Rajasthan Cooperative Recruitment Board only.
 - e) With the coming into force of these rules, the rules in force in RCDF & DUSS Ltd. for the

Direct Recruitment shall automatically cease to operate/have any effect.

2. DEFINITIONS

In these Rules, unless the context otherwise requires:-

- a) 'Act' means the Rajasthan Cooperative Societies Act 2001
- b) 'Registrar' means the Registrar, Cooperative Societies, Rajasthan.
- c) 'Byelaws' means the set of duly registered byelaws of the concerned institution, i.e. RCDF & DUSS Ltd.
- d) 'Appointing Authority' in relation to an employee means the Board of Directors/Administrator/CEO of that cooperative institution, as empowered and prescribed for the purpose of appointment in the Byelaws of that cooperative institution.
- e) 'Chairman/Administrator' means the Chairman/Administrator of RCDF/DUSS Ltd., as the case may be.
- f) 'Competent Authority' in relation to exercise of any powers means the Board of Directors or any other authority to whom powers are delegated under these Rules or by the Board of Directors subject to the provisions of the bye-laws of the RCDF/DUSS Ltd., as the case may be or the person or authority who has been conferred upon or delegated with powers/authority in concordance with the provisions of Rajasthan Cooperative Societies Act 2001 and Rajasthan Cooperative Societies Rules 2003.
- g) 'Probationer' means a newly appointed direct recruit in the service of RCDF/DUSS Ltd., as the case may be.
- h) 'State Government' means State Government of Rajasthan.
- i) 'TSP Area' means the area notified in the category of TSP area by the State Government.

3. CLASSIFICATION OF POSTS FOR DIRECT RECRUITMENT

- a) The Board of Directors shall from time to time determine the categories of staff and the strength of the staff of various cadres necessary for carrying out the functions of RCDF/DUSS Ltd., as the case may be, which will be as per the staffing pattern and staff strength approved by the Administrative Department of RCDF/DUSS Ltd., as the case may be.
- b) The Board of Directors/Administrator shall furnish information regarding vacant posts to be filled by Direct Recruitment in various cadres of RCDF/DUSS Ltd. as the case may be, with its resolution and requisition as the position of 1st of April of a particular financial year and as per cadre/post wise Roster Register.

4. CADRE/POST & QUALIFICATIONS OF EMPLOYEES

Cadre/Post of Employees shall be as prescribed in Annexures Tables-A,B,C,D,E.

5. GENERAL CONDITIONS RELATING TO DIRECT RECRUITMENT

The following general conditions shall apply to all direct recruitments for various cadres of RCDF & DUSS Ltd.

5.1 Age- The minimum and maximum age for applying to each post to be filled up by direct recruitment, giving relaxations to reserved categories/classes in maximum age, shall be as prescribed by the Government of Rajasthan unless there are specific provisions for a certain post. Age for the purpose of these rules shall be computed on the basis of date of birth as recorded in the matriculation/high school/secondary certificate, but in case where educational qualification for direct recruitment to a certain post is below matriculation/high school/secondary, the age may be computed as recorded in municipal/nagarpalika/gram panchayat Birth Certificate.

Relaxation in the upper age limit shall be given to the following:-

- (i) Age relaxation for special abled category shall be given to a candidate having a disability approved at the competent level, for which he/she will have to produce a Disability Certificate issued by a

Medical Board duly constituted by the Government. This certificate should have been issued before the date of registration of online application.

Category	Relaxation in age (Years)
General	10 Years
OBC/MBC	13 Years
SC/ST	15 Years

(ii) Candidates seeking age relaxation are required to have necessary certificate before the date of registration of online application. No change in the category of any candidate shall be permitted after registration of online applications.

- a) In case of male candidates belonging to the Scheduled Castes / Scheduled Tribes / Other Backward Classes / MBC of Rajasthan, a relaxation of 5 years shall be given in the upper age limit;
- b) In case of women candidates of general category/EWS category, a relaxation of 5 years shall be given in the upper age limit; and
- c) In case of women candidates belonging to the Scheduled Castes / Scheduled Tribes / Other Backward Classes / Most Backward Classes of Rajasthan, a relaxation of 10 years shall be given in the upper age limit.
- d) Officers relieved from the Emergency Commission and the Short Service Commission shall be deemed to be in the age limit after they get relieved from the army, even if they have crossed the upper age limit at the time of registering online application for a vacant post of Direct Recruitment, provided they were eligible in respect of age limit at the time of their induction into the army. However, the upper age limit shall not be relaxed beyond 50 years of age for such candidates but it is further clarified that whatever may be provided in Rajasthan Civil Services (Absorption of Ex-Servicemen) Rules, 1988, any relaxation regarding age provided for the candidate of reserved categories in these rules shall be available for the Ex-servicemen candidate, if he/she belongs to that reserve category. Advantage of the provision of age relaxation meant more suitable for Ex-servicemen shall be available for them.

(iii) There shall be no upper age limit for widow and divorcee women candidates.

Explanation: A widow candidate shall be required to produce death certificate of her husband issued by a competent authority and in the case of a divorcee, she will be required to produce the termination of marriage certificate (decree passed by a competent court).

(iv) The upper age limit for the reservationist defense personnel and ex-army personnel kept in the reservationist list shall be 50 years. According to the Rajasthan Civil Services (Absorption of Ex-servicemen) Rules, 1988, such candidate should not have attained 50 years of age for the posts

reserved for Ex-Servicemen, but in case of a candidate having been conferred Military Cross / Veer Chakra or order gallantry awards, the upper age limit shall be relaxable up to two years.

(v) The upper age limit shall be relaxable by a period equal to the service rendered in the NCC in the case of Cadet Instructor and if the resultant age does not exceed the prescribed maximum age limit by more than 3 years, they shall be deemed to be within the prescribed age limit.

Note:

- (i) The provisions regarding relaxation in the upper age limit as mentioned in para (i) to (v) are non-cumulative, meaning thereby that a candidate will be given the benefit of relaxation in the maximum age limit only under any one of the above mentioned provisions. Cumulative benefit of more than one provision shall not be admissible. The minimum and maximum age shall be computed on 1st January of the next year if the advertisement for vacancies is made after 1st July of a calendar

year and the minimum and maximum age shall be computed on 1st July of a year if the advertisement for vacancies is made before 1st July of that calendar year.

(ii) If a candidate is eligible in respect of maximum age for the year in which no direct recruitment was made, he/she shall be considered eligible for the just ensuing direct recruitment, if he/she is not overage by more than three years.

(iii) Direct Recruitments of dependents of the deceased employees of RCDF/DUSS Ltd. shall be governed by the corresponding rules in force at the time.

5.2 Educational & Other Qualifications

The minimum educational, professional and other qualifications including experience etc., wherever necessary, in respect of each post shall be as per Tables-A,B,C,D&E.

5.3 Disqualification for Appointment-

- A. No person shall be eligible for appointment who has previously been dismissed from the service of any Co-operative institution or from the service of Central/State Government or from any other Government Institution or Public Sector organization.
- B. No person shall be eligible for appointment. who has been convicted in a court of law for any offence involving moral turpitude or any serious offence.
- C. No person shall be eligible against whom proceedings u/s. 57 of the Rajasthan Cooperative Societies Act, 2001 are pending or/and against whom an order u/s 57 of the said act has been passed.
- D. No person shall be eligible who is of unsound mind or lunatic.
- E. No person shall be eligible who has been declared insolvent by a court or law.
- F. No person shall be eligible who has been member of a political party.
- G. A candidate having more than one living spouse shall not be eligible for appointment in service save where the Government, after satisfying itself that there are special grounds for doing so, exempts him/her from enforcement of this rule.
- H. A candidate, who is married to a person who is already having a living spouse, shall not be eligible for appointment in service save where the Government, after satisfying itself that there are special grounds for doing so, exempts him/her from enforcement of this rule.
- I. No married candidate shall be eligible for appointment in service if he has accepted dowers at the time of his marriage.

Explanation: For the purpose of this rule, 'dowry' has the same meaning as given in the Prohibition of Dowry Act, 1961 (Central Act No. 28 of 1961).

- J. No candidate having more than two children on after 01-06-2002 shall be eligible for recruitment in service;

Provided that-

(I) The person having more than two children, who was not disqualified on June 1, 2002, shall not be considered disqualified for recruitment, unless there is an increase in the number of offspring's he/she had on June 1, 2002;

(II) Where a candidate has only one offspring from his/her earlier delivery but the number of offspring's born out of a subsequent delivery are more than one, the number of offspring's born such subsequent delivery shall be considered as a single entity for the purpose of calculating the number of offspring under this sub-rule;

(III) The disabled offspring of a candidate from one of his/her earlier delivery shall not be counted for the purpose of calculating the number of his/her offspring's under this sub-rule;

(IV) The candidate who has lawfully remarried and has offspring(s) from a single delivery from such remarriage shall not be considered disqualified under this sub-rule unless he/she had been disqualified for appointment before such remarriage;

(V) If a candidate has adopted a destitute Boy / girl child from a government orphanage following the necessary legal requirements, as a result of which the number of children he/she had on 01.06.2002 has increased above two, such adopted child shall not be counted while calculating his/her number of offspring's for the purpose of this sub-rule.

(VI) This sub-rule shall not be applicable to the appointment of a widow of a deceased employee of RCDF/District Cooperative Milk Unions of the State, if applied as the dependent under the rules.

6. PROVISIONS REGARDING RESERVATIONS

In making direct recruitment, the representation of reserved classes shall be given in such percentage of the total number of posts and in such manner as prescribed by the State

Government. The appointment authority shall ensure to maintain category wise roster register. In case of any contradiction in these rules and such similar provision as issued by the Government of Rajasthan, the provision regarding reservation as issued by the Government of Rajasthan shall prevail.

6.1 The vacancies to be filled up in RCDF/DUSS Ltd. shall have reservation for SC/ST/OBC/MBC/TSP/Saharia/Women (including widow and divorcee women)/Ex-servicemen/Specially abled/Economically Weaker Sections/Sports Persons in accordance with the reservation provisions applicable for recruitment of personnel's in the State Government.

6.2 Saharia Tribals of Kishanganj and Shahbad Tehsil of Baran district and TSP category candidates within the bonafide domicile Scheduled Areas will be entitled for reservation as per the Government rules applicable in the area concerned.

6.3 Candidates belonging to OBC/MBC category but falling in creamy layer are not entitled for reservation available to OBC/MBC candidates. Therefore, such candidates will be considered in the general category. Accordingly, candidates belonging to creamy layer of OBC/MBC should apply as general candidates. SC/ST/OBC/MBC/Women candidates belonging to States other than Rajasthan should apply as general category candidates.

6.4 SC/ST/OBC/MBC/EWS/Women candidates belonging to the state other than Rajasthan shall be treated as candidates of General category and examination fee shall also be charged accordingly.

6.5 If a candidate applies in a different category other than his/her own category, the candidate will be deemed to relinquish his/her right or relaxation or benefit available to that category.

6.6 If a candidate belonging to reserved category (SC/ST/OBC/MBC/EWS) seeks a benefit of concession other than examination/application fee, he/she shall not be entertained against the vacancies for unreserved categories. Women, persons with disabilities, sportspersons and ex-servicemen shall be counted against their respective category, even if they are suitable for selection against non-reserved or open competition vacancy/post but it may be noted that if any remaining candidate of these category after providing the vacancies/posts reserved for them are more meritorious than the last person of the open competition category, such candidate will be selected even if it leads to selection of more candidates than that provided by virtue of reservation.

6.7 If eligible and suitable candidates of SC and ST categories are not found for the direct recruitment made in a particular year than the vacancies reserved for these categories shall be carried forward for the subsequent three years, but after the lapse of three years such forwarded vacancies shall be filled by normal procedure but if the direct recruitment has not taken place in a particular year than such particular year shall not be computed for these purpose and it is clarified further that it will, anyhow, not affect the reservation of posts on post based roster.

6.8 In the case of non-availability of eligible and suitable candidates for direct recruitment for the vacancies reserved for OBC/MBC/EWS candidates belonging to Rajasthan, these vacancies shall be filled by normal procedure as per rule.

6.9 There shall be a category wise horizontal reservation for women candidates. Reservation for women candidates shall be adjusted against the relevant category to which she belongs. If a women candidate secures merit in the general category and there is no seat reserved for women in general category in RCDF/District Cooperative Milk Unions of her preference, she will be allocated in the open

general category reason being that there is no reservation for the male candidates of the same category.

6.10 In the case of non-availability of eligible and suitable candidates for widow or divorced category, these vacancies shall be filled, first, by inter change i.e. vacancies meant for widow by divorced or vice versa. And in case of non-availability of a sufficient number of widows and divorced eligible candidates, the vacancies shall be filled by other women candidates of their respective categories.

Clarification: If eligible and suitable women candidates are not available for a post reserved for women in a category (General/SC/ST/TSP/Saharia/OBC/MBC/EWS), the post shall be filled with a male candidate of the same category. A married women belonging to OBC shall be required to produce the latest non-creamy layer OBC certificate in the name of her father on the basis of his residence and income. A certificate issued in the name of her husband and his income shall not be entertained.

6.11 The advertised posts have horizontal reservation for Ex-servicemen, meaning thereby that an Ex-servicemen candidate shall be accommodated in the same category (General/SC/ST/TSP/Saharia/OBC/MBC/EWS) to which he/she belongs. In case eligible candidates are not available for such a reserved post, the post shall be filled up by regular recruitment process as per the rules and such vacancy shall be carried forward for the following one year.

6.12 The candidate applying in the category of Ex-servicemen should have been retired before the last date fixed for submitting applications. Dependents of Ex-servicemen shall not be eligible for the posts reserved for Ex-servicemen.

6.13 The reservation for especially abled person shall be horizontal i.e. it shall be adjusted according to the respective categories of the especially abled persons. If a vacancy earmarked for specially abled categories remains unfilled due to non-availability of a benchmark disabled person or for any other reason, such vacancy shall be forwarded to next recruitment year and in case the benchmark disabled person is not available even in next year, the vacancy shall be filled, first, by interchange of various categories of specific disabled persons and in the non-availability of any disabled persons in the next year, such vacancy could be filled by the respective category of the disabled persons.

6.14 CERTIFICATES

i Caste certificated should be in the prescribed format issued by a competent authority

ii Women candidate belonging to SC/ST/OBC/MBC/EWS/TSP/Saharia category must have obtained the certificate issued in the name of her father at/or before registration of online application, otherwise she will not get the benefit under this category. The certificate issued in the husband's name shall not be considered.

iii The candidates seeking reservations for being bonafide resident of notified TSP/Saharia area must possess the bonafide certificate and the SC/ST candidates of notified TSP/Saharia area must possess caste certificate at/or before registration of online application otherwise his/her candidature shall be rejected.

iv The candidate belonging to OBC/MBC of the State of Rajasthan shall be required to furnish a relevant certificate regarding income of his/her father/mother in the prescribed format issued by a competent officer wherein there must be clear authentic entries regarding residence and creamy-layer/non-creamy layer. The certificate should have been issued in the period of one year prior to the date of registration of online application. A married women candidate of OBC/MBC will have to submit the

certificate issued on the basis of income of her father / mother. The certificate issued on the basis of husband's name and income will not be entertained.

v The candidates claiming reservation in the category of EWS must be a bonafide resident of Rajasthan and must possess income & assets certificate in prescribed format issued as per rules by the competent authority before registration of online application.

vi The candidates claiming reservation in the category of sports person must be a bonafide resident of Rajasthan and have fulfilled the criteria for being considered in the category of sports persons as prescribed in the notification issued by the State Government on 15.03.2013 and amendment thereupon vide notification dated 21.11.2019 and circular dated 21.01.2020 of Department of Personnel, Govt. of Rajasthan. Reservation of vacancies for outstanding sports persons shall be 2% of total vacancies earmarked for Direct Recruitment. In the event of non-availability of the eligible and suitable sports persons in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure and such vacancies shall not be carried forward to the subsequent year. The reservation for sports person shall be treated as horizontal reservation and it shall be adjusted in the respective category to which the sportspersons belong.

vii A candidate seeking reservation in specially abled category must possess certificate of this effect issued by the competent authority and showing benchmark disability.

PROCEDURE FOR DIRECT RECRUITMENT

As per the provisions of Rajasthan Cooperative Societies Act 2001 and Rajasthan Cooperative Societies Rules 2003, Rajasthan Cooperative Recruitment Board shall function as a Nodal Agency for the selection against vacancies of direct recruitment on various posts in different cadres of the RCDF & DUSS Ltd. The procedure of selection for direct recruitment shall be made according to the rules for direct recruitment in the RCDF & DUSS approved by the Registrar, Cooperative Societies, Rajasthan.

EXAMINATION / APPLICATION FEE

The application / examination fee shall be decided by the Rajasthan Cooperative Recruitment Board with the prior approval of Registrar, Cooperative Societies, Rajasthan. In the event of expenditure for direct recruitment exceeding the total amount of application fee charged from the applicants, the residual amount of expenditure shall be borne by RCDF and DUSS Ltd in proportion to the appointments made in these cooperative institutions. The examination fee from the applicants shall be charged in the following manners:-

A. Full examination fee shall be charged from the applicants belonging to general category, EWS candidates and the applicants belonging to the creamy layer of OBC/MBC and women candidates of these categories.

B. 50% examination fees shall be charged from the applicants belonging to SC/ST Candidates/ SC and ST candidates belonging to TSP area / Saharia candidates of Kishanganj and Shahbad Tehsil of Baran district / All specially abled candidates and OBC / MBC applicants belonging to non-creamy layer.

C. SC/ST/OBC/MBC/EWS/Women candidates belonging to the state other than Rajasthan shall be treated as candidates of General category and examination fee shall also be charged accordingly.

9. INVITATION OF APPLICATIONS / ADVERTISEMENT

After having decided the cadre wise/post wise vacancies of direct recruitment in various DUSS and RCDF, the Rajasthan Cooperative Recruitment Board shall invite applications from the eligible candidates for filling up cadre wise/post wise vacancies through direct recruitment by making advertisement in at least two esteemed daily newspapers of wide circulation. It shall also be clearly mentioned in the advertisement that the detailed information regarding the total number of cadre wise/post wise, institution wise, cadre wise/post wise and institution wise vacancies reserved categories, various criteria of age, qualifications, experience, examination centers, examination fee, scheme of examinations, documents for proving identity etc. is available on the official website of Rajasthan Cooperative Recruitment Board and RCDF.

10. APPLICATION FORM

Eligible and willing candidates will have the option to apply against the post/posts in certain cadre/cadres for which they fulfill the various criteria as mentioned in the advertisement showing their preference for the cooperative institution i.e. RCDF and various DUSS Ltd. In case a candidate wishes to apply for more than a post/cadre, he/she will have to apply separately for each post/cadre and examination fee will also be paid separately for each post/cadre.

11. CONDUCT OF EXAMINATION

An online examination and interview/skill test, if provided in these recruitment rules, shall be held to select candidates for various post/cadres. The number of candidates called for skill test shall be thrice the number of vacancies.

12. PANEL OF INTERVIEWERS

For a certain post in a cadre or for a cadre, if provided in these recruitment rules, an interview shall be held for the qualifying candidates in the online examination. Total number of qualifying candidates for interview shall be three times of the vacancies in a cadre or for a post, for which interview is being held and the number of candidates declared qualified for interview accordingly. The interview board shall consist of 3 persons and shall be presided by a member of Rajasthan Cooperative Recruitment Board; the other two members on the board shall be a nominee of Administrative Department (Gopalan Department, Government of Rajasthan) and a subject expert (a veteran in the field of cooperative dairy/Veterinary Science).

EXCEPTION : (i) If the number of vacancies to be filled up through direct recruitment for a certain post/position/cadre is up to 10 or less than 10 and number of applicants applying for the post/position/cadre is up to five times or less than five times or in any case where total number of applications received for vacancies against certain post/cadre are up to 50 or less than 50, in such a situation, whatever may be provided elsewhere in these Rules, no online examination shall be conducted and all the applicants shall be called for personal interview and/or skill test.

(ii) It is clarified further that after being interviewed/skill tested, 1.5 times candidates of the vacancies shall be called for verifying their documents on the ground of marks achieved by them at the interview. Having verified the documents of such candidates, a list of finally selected candidates out of these candidates equal to the number of vacancies shall be made available on the website of Rajasthan cooperative Recruitment Board.

13. DOCUMENT VERIFICATION AND DECLARATION OF FINAL RESULT

Candidates equal to 1.5 times of the vacancies of each post/cadre shall be called for document verification on the basis of marks achieved by them in the online examination or (and successful qualification of skill test where skill test is mandatory) or interview (where selection is being made on the basis of interview only) or online examination and interview as the case may be, out of which, candidates equal to the number of vacancies shall be recommended on the basis of merit for final selection. The final result will be made available on the website of Rajasthan cooperative Recruitment Board.

14. ONLINE EXAMINATION FOR THE SELECTION OF CANDIDATES

For the selection of candidates, an online examination shall be conducted through Rajasthan cooperative Recruitment Board. Paper/Papers and syllabus/syllabi for online examination for each cadre/post shall be decided by Rajasthan cooperative Recruitment Board.

15. QUALIFYING MARKS

There shall be minimum qualifying marks in the online examination will be 33% of the total marks for General/OBC/MBC candidates and 28% of the total marks for SC/ST candidates. A category wise list shall be prepared on the basis of marks obtained in the online examination or (and out of those candidates who have qualified skill test where skill test is mandatory) or on the basis of total marks obtained, aggregating marks obtained in the online examination and marks obtained in interview (where provision for interview is also made in these rules) or interview (where selection is being made on the basis of interview only), as the case may be. Where one or more candidates have obtained equal marks selection process, the candidate whose date of birth is falling previously, shall be given preference and in the event where one or

more candidates have same date of birth and equal marks in selection process, the candidate having higher academic qualifications shall be preferred. It is further clarified that where one or more candidates have same date of birth, same academic qualifications and equal marks in selection process, the candidate having secured higher percentage of marks in the last required degree for being qualified only, shall be preferred.

16. SELECTION AND ALLOTMENT

The selection in direct recruitment shall be made on the basis of marks secured in online examination or (and out of those candidates who have qualified skill test where skill test is mandatory) or interview (where selection is being made on the basis of interview only) or merit prepared on the basis of total marks obtained, aggregating marks obtained in online examinations and marks obtained in interview, if there is a provision for interview in the selection criteria of a certain post. The selected candidates shall be recommended for recruitment to a certain DISS OR RCDF on category wise vacant post on the basis of his/her merit and merit wise allotted category and on the basis of his/her preference of options for various DUSS or RCDF.

17. APPOINTMENT

Rajasthan cooperative Recruitment Board shall recommend the list of selected candidates, showing their respective categories and merit number to the RCDF/DUSS Ltd., as the case may be and the CEO or appointing authority for making appointment shall issue orders for appointment adhering to the corresponding rules.

Newly appointed employees through direct recruitment shall draw minimum salary as per rules for the first two years. No other remunerations and allowances shall be given to them, but the deduction for the contribution to employees provident fund shall be made as per rules.

18. LETTER OF APPOINTMENT

Every person to be appointment under these Rules will be given a letter of appointment stating his/her post, monthly pay, scale of pay and other emoluments, if any and period of probation etc.

19. JOINING TIME

Any person to whom a letter of appointment has been issued, shall report himself/herself for duty at the place prescribed in the appointment letter within 15 days of the issue of the appointment letter and in any case not later than a month.

20. MEDICAL EXAMINATION ON FIRST APPOINTMENT

No person shall be appointed by direct recruitment unless he/she has been certified by a Chief Medical & Health Officer (CMHO) or a Medical Officer not in the rank below to CMHO and medically found fit to discharge his/her duties and also having sound mind. The fee, if any, for such medical certificate shall be paid by the employee concerned.

21. VERIFICATION OF CHARACTER

No person recruited directly shall be appointed to any post under RCDF & DUSS unless his/her character and antecedent have been verified to the satisfaction of the Appointing Authority. For the purpose of verification of character of the person recruited directly, a prescribed format as provided in the Annexure-1 shall be provided to the candidate and the candidate shall have to get the authentication/verification of character by the Thana of due jurisdiction, in which his/her residence is situated. In the event of any emergency or for the sake of expediting the appointments, the candidate recommended for direct recruitment may be offered appointment by the concerned employer, but he/she (the candidate) shall have to furnish an affidavit to the effect that he/she does not have a criminal record/case that makes him/her ineligible for the job of RCDF/DUSS. But he/she shall have to submit the police verification report in favor of his/her sound moral character as soon as it is possible for him/her to do so but not later than 3 months of date of appointment.

22. FURNISHING OF BOND BY EMPLOYEES

A person to be given appointment through direct recruitment shall furnish a bond worth Rs. 25,000/- for appointment in non-officer cadre and a bond worth Rs. 50,000/- for appointment in officer cadre to the effect that he/she shall not on his/her own motion resign/quit the job of RCDF/DUSS Ltd. before completion of probation. In the event of resigning/quitting the job of RCDF/DUSS Ltd. willfully without completion of probation, the probationer shall have to deposit with the employer the monetary amount equal to the amount of the bond.

23. PROBATION

The person appointed through direct recruitment shall be on probation for a period of two years. Such period can further be extended for a period of one year at the discretion of the Appointing Authority. The person shall be confirmed or deemed confirmed on satisfactory completion of the probation period.

24. CONFIRMATION

After successful completion of probation period extended probation period, as the case may be, an employee appointed through direct recruitment shall be deemed confirmed.

25. ORDER OF SENIORITY

The persons appointed in the same calendar year through direct recruitment shall have to seniority in the order of merit as described in their selection list and the persons submitting their joining report in stipulated time of joining period or permissible extended time of joining period shall have the same seniority order as mentioned in their selection list and in this manner the date of joining in stipulated or extended permissible joining period shall not affect the original seniority.

26. If there arises any need/dispute regarding the interpretation of any rule/rules of these rules or any part of any rule of these rules, the interpretation made by Registrar, Cooperative societies, Rajasthan shall be final.

Enclosed: Table A,B,C,D,E & F and Annexure-1.

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S.No.	Description of Post	Source of recruitment	Minimum qualification & experience required for direct recruitment	Post from which promotion is to be made	Minimum qualification & experience required for promotion
1	2	3	4	5	6

1	General Manager (Personal & Admin)	50%direct 50% promotion	MBA or equivalent/Post Graduate Degree in Personnel/Management & IR/HRD with 10 year's experience in responsible position in P&A/HRM function or as Head of an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Upper Age Limit : Upto 45 years with due age relaxation for reserved	Manager	Manager having a post qualification experience 15 years and an experience of at least 10 years on the post of Manager shall be eligible for promotion to the post of General Manager
2	General Manager (Finance & Accounts)	On deputation (from Finance Dept)	...	...	...
3	General Manager (Marketing)	50%direct 50% promotion	MBA/ equivalent degree/ Diploma with 10 years experience in responsible position in marketing function of FMCG/ Cooperative Concern having an annual turnover of Rs. 25 crore or more. Upper Age Limit : Up to 45 years with due age relaxation for reserved	Manager	Managers having a post qualification experience 15 years and an experience of at least 10 years on the post of Manager shall be eligible for promotion to the post of General Manager
4	General Manager (FO & AH)	50%direct 50% promotion	Degree in Animal Husbandry or Veterinary Science with 10 years experience in responsible position in organization cattle development programs / milk collection/farmers Co-operations / dairy development. Upper Age Limit : Upto 45 years with due age relaxation for reserved categories as per Govt. Rules	Manager	Managers having a post qualification experience 15 years and an experience of at least 10 years on the post of Manager shall be eligible for promotion to the post of General Manager.

5	General Manager (QC)	50%direct 50% promotion	Degree in PG in Dairy Science/Micro Biology or equivalent with 10 years experience in responsible position of production and quality control of dairy equipment and service units of a dairy having and annual turnover of Rs. 25 crore or more. Should also have experience in education of milk/food processing plant, knowledge of ISO /HACCP concepts essential. Upper Age Limit : upto 45 years with due age relaxation for reserved categories as per Govt. Rules	Manager	Managers having a post qualification experience 15 years and an experience of at least 10 years on the post of Manager shall be eligible for promotion to the post of General Manager
6	General Manager (Dairy Plant Management)	50%direct 50% promotion	Degree Mechanical / Electrical / Dairy Engg / DT or equivalent with 10 years experience in responsible position of maintenance, operations, production of Dairy Equipment and Service unit of a dairy plant having an annual turnover of Rs. 25 Crore or more.	Manager	Managers having a post qualification experience 15 years and an experience of at least 10 years on the post of Manager shall be eligible for promotion to the post of General Manager
			Should also have experience in planning, designing, execution of milk / food processing plant Upper Age Limit : Up to 45 years with due age relaxation for reserved categories as per Govt. Rules		

7	General Manager (Purchase)	50%direct 50% promotion	Degree in Engineering / Dairy Technology or equivalent of PG Diploma in Materials Management with 10 years experience in responsible position in materials management / commercial logistics operation in an FMCS Organization or a large dairy plant having an annual turnover of Rs. 25 crore or more. Upper Age Limit : Up to 45 years with due age relaxation for reserved categories as per Govt. Rules	Manager	Managers having a post qualification experience 15 years and an experience of at least 10 years on the post of Manager shall be eligible for promotion to the post of General Manager
8	General Manager (posted as MD of Union)	50%direct 50% promotion	Degree in Animal Husbandry or Veterinary Science with 10 years experience in responsible position or organizing cattle development programs / milk collection / farmers Co-operations / Dairy development in an Institution / Company / Dairy Plant having an annual turnover of Rs.25 crore or more. Upper Age Limit : Up to 45 years with due age relaxation for reserved categories as per	Manager	Managers having a post qualification experience 15 years and an experience of at least 10 years on the post of Manager shall be eligible for promotion to the post of General Manager

			Govt. Rules OR Degree in Engineering / Dairy Tech / Dairy Science with 10 years experience of working in responsible position in Dairy Plant having an annual turnover of Rs.25 crore or more. Upper Age Limit : Up to 45 years with due age relaxation for reserved categories as per Govt. Rules		
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Note : For the selection against the vacancy/vacancies of Direct Recruitment for the post of

General Manager, 85% weightage shall be given to written/online examination and 15% weightage shall be given to interview.

Table "B"

S.N o.	Description of Post	Source of recruitment	Minimum qualification & experience required for Promotion	Post from which promotion is to be made
1	2	3	4	5
1	Manager (P&A)	100% Promotion	Dy. Manager (Pers./ Administration) having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager / (Pers.)/ Admn.	Dy. Mgr. (Pers.) Dy. Mgr. (Administration)
2	Manager (F&A)	100% Promotion	Dy. Manager (F&A) having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager (F&A)	Dy. Mgr. (F&A)
3	Manager (Mktg)	100% Promotion	Dy. Manager (Mktg) having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager (Mktg)	Dy. Mgr. (Mktg)

4	Manager (Inputs)	100% Promotion	Dy. Manager/Project Officers having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager/ Project Officer shall be eligible for the post of Manager	Dy.Mgr (P&I)/ Project Officer
5	Manager (ENF/FSB)	100% Promotion	Dy. Manager/Project Officer having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager/ Project Officer shall be eligible for the post of Manager	Dy.Mgr (P&I)/ Project Officer
6	Manager (QC)	100% Promotion	Dy. Manager (QC) having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager (QC)	Dy. Mgr (QC)
7	Manager (Projects)	100% Promotion	Dy. Manager (Projects) having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager (Projects) shall be eligible for the post of Manager	Dy. Mgr (Projects)
8	Manager (Cattle Feed Plant)	100% Promotion	Dy. Manager (AN) having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager (AN) shall be eligible for the post of Manager	Dy. Mgr (AN)
9	Manager (Monitoring & Planning)	100% Promotion	Dy. Manager (M&P)/System having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager (M&P)/System shall be eligible for the post of Manager	Dy. Mgr (M&P)/System
10	Manager (Systems)	100% Promotion	Dy. Manager (System) having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager (System) shall be eligible for the post of Manager	Dy. Mgr (System)
11	Manager (Dairy Plant Mgmt)	100% Promotion	Dy. Manager (Plant) having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager (Plant) shall be eligible for the post of Manager	Dy. Mgr (Plant)
12	Manager (P&I)	100% Promotion	Dy. Manager (P&I)/Project Officer having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager (P&I)/Project Officer shall be eligible for the post of Manager	Dy. Mgr (P&I)/Project Officer

13	Manager (Plant)	100% Promotion	Dy. Manager (Plant) having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager (Plant) shall be eligible for the post of Manager	Dy. Mgr (Plant)
14	Manager (Engg)	100% Promotion	Dy. Manager (Engg/Project/Civil) having a post-qualification experience of 10 years and an experience of at least 7 years on the post of Dy. Manager (Engg/Project/Civil) shall be eligible for the post of Manager	Dy. Mgr (Engg/Project/Civil) / DPM
15	Manager (Co-operatives)	On deputation		

Table "C"

S.No.	Description of Post	Source of recruitment	Minimum qualification & experience required for direct recruitment	Post from which promotion is to be made	Minimum qualification & experience required for promotion
1	2	3	4	5	6
1	Deputy Manager (Personnel) Deputy Manager (Admn & HRD)	25%direct 75% promotion	MBA or equivalent/Post Graduate Diploma or Degree Personnel management & IR/HRD. 5 year's of working experience in supervisory position in the P&A/HRM function in an Institution/ Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Age Limit : As per Govt. Rules.	AM (Pers) or AM (Legal) or AM (Admn/HRD) or Private Secretary	Min 7 yrs experience on post mentioned in Col.
2	Deputy Manager (Finance & Accounts)	25%direct 75% promotion	CA/ICWA with 5 years of working experience in supervisory position in Finance/Accounts function in an Institution / Company /Dairy Plant having an annual turnover of Rs. 25 crore or more. Age Limit : As per Govt. Rules.	AM (Fin/Accts)	Min 7 yrs experience on post mentioned in Col.

3	Deputy Manager (Mktg)	25%direct 75% promotion	MBA/ equivalent degree/ Diploma 5 year's experience in supervisory position in marketing function of FMCG/ Cooperative Concern having an annual turnover of Rs. 25 crore or more. Age Limit : as per Govt. Rules	AM (Mktg)	Min 7 yrs experience o post mentioned in Col.
4	Deputy Manager (Inputs) Deputy Manager (P&I) DM FO & SS DM SPP+Rojhari DM, ENF/FSB/Dy. Manager (FO)	25%direct 75% promotion	Degree in Animal Husbandry or Veterinary Science. 5 years of working experience in supervisory position of organizing farmers cooperations / cattle development programs / dairy development / AI / Frozen Semen production farm OR Post Graduate in Agriculture / Fodder Production / Farm Management with 5 years of working experience in supervisory position of large fodder / frozen semen production farm. Age Limit : as per Govt. Rules	AM (P&I) AM Fodder AM Livestock	Min 7 yrs experience post mentioned in Col
5	Deputy Manager (QC)	25%direct 75% promotion	PG in Dairy Science / Microbiology / Chemistry, Dairy Technology or equivalent with 5 years of working experience in supervisory position of production and quality control in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more.	AM (QC) AM (Plant)	Min 7 yrs experience post mentioned in Col

6	Deputy Manager (Projects)	25%direct 75% promotion	Degree in Engineering (Ele/ Mech/Civil) with 5 years experience in supervisory position in maintenance / projects execution work in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Age Limit : as per Govt. Rules	AM (Projects/Plant/Engg.)	Min 7 yrs experience post mentioned in Col
7	Deputy Manager (Dairy Plant Management)	25%direct 75% promotion	Degree in Engineering (Ele/ Mech/Civil) with 5 year's experience in supervisory position in dairy / cattle feed plant operation in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Age Limit : as per Govt. Rules	AM (Plant/Engg.)	Min 7 yrs experience post mentioned in Col
8	Deputy Manager (Animal Nutrition)	25%direct 75% promotion	PG Degree/Diploma in Animal Nutrition with 5 year's experience in supervisory position in animal feed manufacturing plant/ research lab. in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or	AM (AN)	Min 7 yrs experience post mentioned in Col
9	Deputy Manager (System)	25%direct 75% promotion	MCA or MBA / equivalent degree / diploma with System Management specialization, with 5 year's of working experience OR Post Graduate with PGDCS & 7 years of work experience in EDP/ Systems Management function of an organization having an annual turnover of Rs. 25 crore or more. Age Limit : as per Govt. Rules	AM (System)	Min 7 yrs experience post mentioned in Col

10	Resident Manager	25%direct 75% promotion	MBA/equivalent degree / diploma with 5 years of work experience in supervisory position in the market function of an FMCG / Cooperative Concern having crore or more. Age Limit : as per Govt. Rules	AM (Marketing)	Min 7 yrs experience post mentioned in Col
11	Dy. Manager (M&P)	25%direct 75% promotion	A First or Second class Masters degree in Economics / Statistics / Mathematics with Statistics and Economics as optional subject in BA from a recognized University or a First or Second class M.Com degree with Statistics from a recognized University with at	AM (M&P)/AM (Statistics)	Min 7 yrs experience post mentioned in Col
12	Dy. Manager (PR)	25%direct 75% promotion	2 nd Division MA with a Diploma in Journalism of a University established by law in India or qualification recognized equivalent to it by Government in consultation with the Commission and must have at least 7 years Journalist experience of A Class paper as certified by Registrar of Newspaper in India or in public Relation Department of any State Govt. or Government of India OR First Class Masters degree in Journalism, and Mass Communication with at least 7 years supervisory experience including Public Relation job and responsibility to bring out organizational bulletins and public literature.	Asstt Managers	Min 7 yrs experience post mentioned in Col

Table "D"

S.No.	Description of Post	Source of recruitment	Minimum qualification & experience required for direct recruitment	Post from which promotion is to be made	Minimum qualification & experience required for promotion
1	2	3	4	5	6
1	Assistant Manager (Personnel)	75%direct 25% promotion	MBA or equivalent/Post Graduate Diploma or Degree in Personnel management & IR/HRD with 2 years of working in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more.	Office Superintendent	Min 8 yrs experience in post mentioned in Col
	Assistant Manager (Legal)	75%direct 25% promotion	Degree in Law or PG degree / Diploma in Personnel management & IR/HRD with 2 years of working in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more.	Office Superintendent	Min 8 yrs experience in post mentioned in Col
	Assistant Manager (Admn/HRD)	75%direct 25% promotion	PG Diploma/Degree in Human Resource Development / Personnel management with 2 years of working in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Age Limit : as per Govt. Rules	Office Superintendent	Min 8 yrs experience in post mentioned in Col
2	Assistant Manager (Finance & Accounts)	75%direct 25% promotion	CA / ICWA / M.Com or Commerce graduate having passed Intermediate examination for CA/ICWA with 3 years of working in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Age Limit : as per Govt. Rules	Assistant Accounts Officer/Sr. Accountant	Min 8 yrs experience in post mentioned in Col

3	Assistant Manager (Marketing)	75%direct 25% promotion	MBA/equivalent Diploma or Degree with specialization in Marketing management with 2 years of working in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Age Limit : as per Govt. Rules	Sales Supervisor	Min 8 yrs experience post mentioned in Col
4	Assistant Manager (P&I) – Fodder/ Livestock	75%direct 25% promotion	Degree in Animal Husbandry or Veterinary Science Or Post Graduate degree in Agriculture/fodder Production/Farm management with 2 years of working in an Institution / Company / Dairy Plant having an annual turnover of	AEO/Agri. Asst./Fodder Asst./Sr. Agri Asst.	Min 8 yrs experience post mentioned in Col
5	Assistant Manager (QC)	75%direct 25% promotion	PG Degree in Dairy Science / Microbiology / Chemistry, Dairy Technology or equivalent with 2 years of working in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Knowledge of ISO/HACCP	Tech Asst (QC)/Asst. Dairy Chemist	Min 8 yrs experience post mentioned in Col
6	Assistant Manager (Projects) Electrical Mechanical/ Civil	75%direct 25% promotion	Degree in Engg (Ele/Mech/ Civil) with 2 years of working in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Age Limit : as per Govt. Rules	Junior Engineering (Civil)/DT/RO/ Shift Supervisor	Min 8 yrs experience post mentioned in Col
7	Assistant Manager (Plant)	75%direct 25% promotion	Degree in Dairy Technology / Food Technology with 2 years of working in an Institution / Company / Dairy Plant having an annual	Junior Engineering (Civil)/DT/RO/ Shift Supervisor	Min 8 yrs experience post mentioned in Col
			more. Age Limit : as per Govt. Rules		

8	Assistant Manager (Engineering)	75%direct 25% promotion	Degree in Engg (Ele/Mech/ Civil) with 2 years of working in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Age Limit : as per Govt. Rules	Junior Engineering (Civil)/DT/RO/ Shift Supervisor	Min 8 yrs experience post mentioned in Col
9	Assistant Manager (Statistics)	75%direct 25% promotion	Post Graduate Degree in Statistics/Economics/ Econometrics with 2 years of working in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Age Limit : as per Govt. Rules	Statistical Asstt.	Min 8 yrs experience post mentioned in Col
10	Assistant Manager (Systems)	75%direct 25% promotion	CA or MBA/Equivalent degree/ diploma with Systems Mgmt Specialization or post Graduate with PGDCS & with 2 years of working in an Institution / Company / Dairy Plant having an annual turnover of	Programmer	Min 8 yrs experience post mentioned in Col
11	Assistant Manager (Purchase)	75%direct 25% promotion	Commerce Graduate with Diploma in Material Management/LLB with 2 years of experience in purchase function and procedures working in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or	AAO-I/Store Supdt.	Min 8 yrs experience post mentioned in Col
12	Assistant Manager (COOP)	On Deput. From Cooperative	...	...	...
13	Private Secretary	100% Promotion	...	Sr. PA/APS	Min 8 yrs experience on post mentioned in
					Col. 5

14	AM (Liaison)	75%direct 25% promotion	CA/ICWA/M.Com or Commerce Graduate having passed Intermediate examination for CA/ICWA. The candidate should have 2 years of working in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Age Limit : as per Govt. Rules	Sales Supervisor/ AAO-I	Min 8 yrs experience on post mentioned in Col. 5
15	Assistant Manager (Instrumentati on)	100% Direct	Degree in Engineering (Electronics Instrumentation Control) with 2 years of working in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Age Limit : as per Govt. Rules	...	...
16	Assistant Manager (Animal Nutrition)	100% Direct	M.V.Sc/PG degree in Animal Nutrition with 2 years of working in an Institution / Company / Dairy Plant having an annual turnover of Rs. 25 crore or more. Age Limit : as per Govt. Rules	...	...

Table "E"

S.No.	Description of Post	Source of recruitment	Minimum qualification & experience required for direct recruitment	Post from which promotion is to be made	Minimum qualificati & experience requir for promotion
1	2	3	4	5	6
1	Class IV (Including Peon, Cycle Sawar)	100% Direct	At least 8 th class passed	...	...
2	Jr. Assistant /Clerk / Typist/Clerk Gr.-II	75% direct 25% promotion	At lease second class Senior Secondary or with minimum speed of typing 30 words per minute in English or 20 words per minute in Hindi.	Class IV/ Helpers/Peon	Confirmed Class IV (Helpers/Peons) who h put in al least 3 years service and who secondary pass and w qualify prescribed typi test as for direct recruitment.

3	Assistant / Estt Asstt. / Time keeper / UDC/Clerk Gr.-I	25% direct 75% promotion	At least second class graduate with 2 years experience om similar post in government deptt./Public Sector Undertaking /	Jr. Asstt / Clerk /LDC/Typist/ Clerk Gr.-II	5 years experience f undergraduates and years experience fo graduates on the post Jr. Asstt.
4	Sr. Assistant / ASO	100% promotion	...	Assistant / Estt Asstt. / Time Keeper / UDC / Clerk Gr.-I	6 years experience f undergraduates and years experience fo graduates
5	Office Superintende nt	100% promotion	...	Sr. Assistant / ASO	Only graduates with years experience.
6	Computer	50% direct 50% promotion	Al least Second class graduate in Commerce / Science with statistics as one of the subjects	Jr. Assistant	Graduates with statistics as one of th subjects in graduatio on completion of 3 year service
7	Statistical Asstt.	50% direct 50% promotion	First or second class Post Graduate degree in Statistics or Economics with statistics or commerce with statistics	Computer	Graduate with Statistics as a subject with 3 years experien
8	Statistician	25% direct 75% promotion	First or second class Post Graduate degree in Economics with statistics or Commerce with statistics or Statistics.	Statistical Asstt.	
9	Computer Operator / Asstt. Programmer	100% direct recruitment	At least graduate or equivalent and certificate course (RSCIT or Equivalent/ Higher Certificate / Course in Computer Application). with a minimum of 8000 KDPH. for the employees of RCDF/ District Unions at least graduate or equivalent with English typing speed of 30 wpm.		

10	Programmer	50% direct 50% promotion	(i)B.Tech/BE (Computer Science , IT, Electronics, Electronics and Telecommunication, Electronics and Communication, Electronics and instrumentation / MCA / M.Sc. (Computer Science) / M.Sc. (IT); OR (ii)One year post Graduate Diploma in Computer Applications (PGDCA)with M.Sc.; OR (iii)A Graduate Degree in Commerce / Economics / Science / Maths / Statistics from a recognized University / Board with a Diploma (3year) in Computer Engineering. OR (iv)A Graduate Degree in Commerce / Economics / Science / Maths / Statistics from a recognized University/ Board with a Post	Computer Operator	Minimum 7 years experience on the post Computer Operator w Diploma / Certificate course in computer language with knowledge of computer programming
			M.Sc. (Computer Science) / M.Sc. (IT)		
11	Cooperative Inspector	On deputation	...	...	...
12	Fieldman	100% Direct	Senior Secondary with Agriculture with 1 year experience in Agriculture Operation on organized Farm/ Institution	...	Selection grade of Rs 610-1900 on completion of 7 year experience
13	AEO	75% direct 25% promotion	Graduate in Agriculture Science	...	5 years experience for Agriculture Science Graduates and 10 year experience for Hr. Secondary (Agr.), Sr. Secondary (Agr.)
15	PA	100% promotion	...	Stenographer	The Bod in its 29 th meeting held on

16	APS/Sr. PA	100% promotion	...	PA	30.06.83 had changed nomenclature, pay scale and qualification and mode of recruitment for the posts of Stenographer, Gr. III, PA Gr. II and I. Gr. I Should be mutatis- Mutandis as per Secretariat pattern. in the year 1986 Administrator, RCDF vide Resolution No. 1 dated 25.04.86 had changed the nomenclature, pay scales and qualification and mode of recruitment for the above posts to Stenographer. PA & S PA
17	Driver	50% direct 50% promotion	8 th class pass holding driving license for heavy and light vehicles	Helpers	Literature having one year experience having driving license and after passing trade test
18	Selection Grade Driver	100%	...	Drivers	One completion of 1
		promotion			years service
19	Accounts Asstt / Store Keeper / Cashier	25% direct 75% promotion	B.Com with at least 2 years experience on similar post in Govt. deptt. or Public Sector undertaking / cooperative Institution	Jr. Assistant	Jr. Asstt. who are Commerce Graduate with 3 years experience Higher Secondary in Commerce with 5 years experience Stores / Accounts.
20	Jr. Accountant / Stores Supervisor / Purchase Supervisor	50% direct 50% promotion	At least second class Commerce Graduate or post graduate in Commerce with 3 years of experience.	Accounts Asstt. / Store Keeper / Cashier	3 years experience for Commerce graduates & years others
21	Accounts / Sr. Store & Sr. Purchase	25% direct 75% promotion	At least 2 nd class post graduate in Commerce (with Accountancy as one of the papers in B.Com or M.Com) with 5 years of experience on similar post.	Jr. Accountant / Stores / Purchase Supervisor	3 years experience Non-Commerce graduates will not be eligible for promotion Acctt /AAo, but may be considered for Store & purchase side.
22	AAO-I/ Store / Purchase Supdt.	100% promotion	...	Accountant / Sr. Store / Purchase Supervisor	3 Years experience

23	Caretaker	100% Direct	As per Govt. Deptt	...	...
24	Ferroman	100% Direct	Passed 8 th Standard with one year experience of handling ammonia machine	...	...
25	Milk Recorder / Milk Tester / Lab Asstt.	100% Direct	Graduate in Science with Chemistry as a subject with 2 years experience	...	...
26	Asstt. Dairy Chemist	50% direct 50% promotion	M.Sc. in Chemistry with 2 years experience in laboratory	Lab Asstt. / Milk Recorder / Milk Tester	Lab Asstt. who are graduate in Science with Chemistry with 2 years experience of dairy laboratory or graduates with Science without Chemistry with 2 years experience of dairy laboratory or milk recorder / Milk tester, who are graduates in science with 5 years experience of dairy laboratory .
27	Sr. Machineman/ Mechanic / Plumber / Pump Operator / Ferroman	100% promotion	...	Machineman / Mechanic / Plumber / Pump Operator / Ferro-man	On completion of 10 years service as Sr. Machine-man / Mechanic / Plumber / Pump Operator / Ferroman
28	Jr. Draftsman	100% promotion	...	Tracer	7 years experience as Tracer
29	Draftsman	100% promotion	...	Machineman / Mechanic / Plumber/ Pump operator / Ferroman	10 years experience
30	Jr. Engineer (Civil)	100% direct or on deputation from PWD	Must hold a degree or Diploma in Civil Engineering	...	...
31	Worker & Helper including Dairy worker and Laboratory	100% direct	Literate	...	...
32	Dairy / Plant worker Gr.I	100% promotion	8 th Standard pass	Worker/ Helper	Literate with 7 years experience in plant and passing trade test.

33	Operator Gr.II	50% direct 50% promotion	ITI	Helper/Worker Gr.I	ITI or literate with 3 years experience on passing literacy or trade test
34	Operator Gr.I	100% promotion	...	Operator Gr.II	5 years experience
35	Electrician	50% direct 50% promotion	ITI (Electric) with 2 years practical experience	Operator Gr.II	ITI (Electrician) with 2 years experience
36	Welder	50% direct 50% promotion	ITI (Welder) with 2 years practical experience	Operator Gr.II	ITI (Welder) with 2 years experience
37	Fitter	50% direct 50% promotion	ITI (Fitter) with 2 years practical experience	Operator Gr.II	ITI (Fitter) with 2 years experience
38	Turner	50% direct 50% promotion	ITI (Turner) with 2 years practical experience	Operator Gr.II	ITI (Mechanist) with 2 years experience
39	Sr. Electrician	100%	...	Electrician / Fitter /	
	/ Fitter / Turner	promotion		Welder / Turner / Operator Gr.I	
40	Boiler Operator Gr.II	100% direct	Should have B grade Certificate with 2 years experience	...	...
41	Boiler Operator Gr.II (Selection Gr.)	100% promotion	...	Boiler Attn. Gr II	On Completion of 1 years service as Boiler Attendant Gr.II
42	Boiler Operator Gr.I	50% direct 50% promotion	"A" Grade Certificate with 2 years experience	Boiler Attn. Gr II	A Grade certificate holder with 2 years experience
43	Trace	100% promotion	...	Ferroman	Secondary pass with drawing or passing a qualifying test conducted by at least Sr. Architect level officer.
44	Operator Gr.II / Auto Mech / Auto Elect. Transport	75% direct 25% promotion	ITI in Automobile/Auto Elec. / Engg.	Literate helpers	Literate helpers in transport workshop with 3 years experience and passing Trade test
45	Operator Gr.I /Sr. Auto Mech / Sr. Auto	100% promotion	...	Operator Gr.II / Auto Mech / Auto Elect.	5 years experience of the post mentioned in Column No.5
46	Senior Operator	100% promotion	...	Operator Gr.I	7 years experience
47	Workshop Supervisor	100% promotion	...	Operator Gr.I / Sr. Auto Mech / Sr. Auto Elect.	5 years experience of the post mentioned in Column No.5

48	Refrigeration Operator	75% direct 25% promotion	Diploma in Engineering / Refrigeration or ITI with 4 years experience in Ammonia Refrigeration plant in dairy	Operator Gr.I	ITI in Refrigeration and AC with 4 years experience
49	Dairy Technician / Foreman	100% direct	Diploma in Mechanical / Electrical Engineering or Indian Dairy Diploma (Dairy Technology)	...	...
50	Shift Supervisor	100% direct	Diploma in Mechanical / Electrical Engineering	...	...
51	Selection Grade to Dairy Technician /	100% promotion	...	Dairy Technician / Foreman / BA Gr.I/	10 years exp. on the post mentioned in
	Fore-man/ boiler Attendant Gr.I/Sr. Operator / Dairy Supervisor / Shift Supervisor/ Refrigeration Operator / Sr. Electrician, Fitter /			Dairy Supervisor/ RO/ Sr. Ele., Fitter/ Welder, Turner	column No.5
52	LSS	100% direct	Secondary on Science with 1 year certificate course for stockman / compounders from Animal Husbandry School	...	...
53	VEW	100% direct	Secondary with 3 years experience of working as secretary of Dairy cooperative Society	...	...
54	Dairy Supervisor	100% direct	Graduate in Agriculture/ commerce or Science	...	...
55	Helper Gr.I	100% promotion	...	Helper / Class IV / Attendant	On completion of 7 years service
56	Salesman / Sales Clerk/ Cash Collector/ Distribution Asstt.	100% direct	Graduate in Commerce / Science with 2 years experience of sales and marketing in public limited company of repute for consumer products.	...	...

57	Sales Inspector	25% direct 75% promotion till existing Salesmen are promoted after this 100% direct recruitment	Graduate in Science or Commerce with 2 years experience	Salesman / Sales Clerk/ Collection/ Distribution Asstt./Van Attendant	Graduate with 3 years experience Higher Secondary with 5 years experience. Secondary with 6 years experience on the post mentioned in Column No.5
58	Sales Representative	25% direct 75% promotion	Second class Commerce graduate with 3 years experience on sales marketing of an organization of repute engaged in consumer products.	Sales Inspector	With 5 years experience for non-graduates and 3 years for graduates mentioned in Column No.5
59	Sales Supervisor	100% promotion	...	Sales Representative	Graduate with 5 years experience on the post mentioned in Column No.5

Note:- Selection against the vacancy/vacancies of Direct Recruitment for the post of junior Assistant/Clerk/Typist/Clerk Grade-II/Steno/Computer Operator/ Assistant Programmer shall be made on the basis of online written examination but it is further provided that the candidate shall have to qualify skill test also. the number of candidates called for skill test shall be thrice the number of vacancies.

ANNEXTURE "I"

Police Verification Report

It is certified that Mr./Mrs./Miss.....S/o or D/o
..... age is resident
..... of
..... district
..... State

..... and according to police record of this Thana, he/she bears no criminal record which makes him/her ineligible for a reputable job.

Seal and Signature of the
Competent Police Officer or Thana

Date:

Place:

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Present Provisions	Proposed Provisions
5.1(ii)(a) In case of male candidates belonging to the Scheduled Castes/Schedule Tribes/Other Backward Classes/MBC of Rajasthan, a relaxation of 5 years shall be given in the upper age limit	5.1(ii)(a) Incase of male candidates belonging to Scheduled Castes/Scheduled Tribes/Other Backward Classes/MBC/EWS of Rajasthan, a relaxation of 5 years shall be given in the upper age limit.
5.1(ii)(b) In case of women candidates of general category/EWS category a relaxation of 5 years shall be given in the upper age limit.	5.1(ii)(b) In case of women candidates of general category , a relaxation of 5 years shall be given in the upper age limit.
5.1(ii)(c) In case of women candidates belonging to the Scheduled Castes/ Scheduled Tribes/ Other Backward Classes/Most Backward Classes of Rajasthan, a relaxation of 10 years shall be given in the upper age limit	5.1(ii)(c) In case of women candidates belonging to the Scheduled Castes/ Scheduled Tribes/ Other Backward Classes/Most Backward Classes/EWS of Rajasthan, a relaxation of 10 years shall be given in the upper age limit
8(A) Full examination fee shall be charged from the applicant's belonging to general category. EWS Candidates and the applicants belonging to the creamy layer of OBC/MBC and women candidates of these categories.	8(A) Full examination fee shall be charged from the applicant's belonging to general category. and the applicants belonging to the creamy layer of OBC/MBC and women candidates of these categories.
8(B) 50% examination fees shall be charged from the applicants belonging to SC/ST Candidates/ SC and ST candidates belonging to TSP area/ Saharia Candidates of Kishanganj and Shahbad Tehsil of Baran district/All specially abled candidates and OBC/MBC applicants belonging to non-creamy layer.	8(B) Concession in the examination fees should be decided by the Rajasthan Cooperative Recruitment Board from the applicants belonging to SC/ST Candidates/ SC and ST candidates belonging to TSP area/ Saharia Candidates of Kishanganj and Shahbad Tehsil of Baran district/All specially abled candidates and OBC/MBC applicants belonging to non-creamy layer and EWS.

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