



**GOVERNMENT OF KERALA**

**Abstract**

Labour and Rehabilitation Department – Rehabilitation Plantations Limited, Punalur – Recruitment Rules of the Company – Amendment – Approved – Orders issued.

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**LABOUR AND REHABILITATION (R) DEPARTMENT**

G.O (MS) No.108/05/LBR.

Dated, Thiruvananthapuram 31/12/2005

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Read: 1. G.O (Rt) No.1848/97/LBR dated: 18/06/1997  
2. G.O (MS) No.15/2001/LBR dated: 24/02/2001  
3. G.O (Rt) No.641/2002/LBR dated: 27/03/2002  
4. G.O (MS) No.36/2002/LBR dated: 15/06/2002  
5. Letter No.RPL/PD/1/82/3094 dated: 17/08/2004 from the Managing Director, Rehabilitation Plantation Ltd, Punalur

**ORDER**

As per the G.O read as first paper above, Government have issued orders approving the recruitment rules of the Rehabilitation Plantations Ltd, Punalur, which was later amended as approved by the G.O read as 3<sup>rd</sup> paper above. On receiving representations forms Officers, Staff, Unions etc for modifications/amendments of these rules, the Board of Directors of the Rehabilitation Plantations Ltd, Punalur at its meeting held on 28.12.2002 constituted a Sub-committee consisting of the Managing Director and Directors, representing the Finance and Labour Departments to consider these demands. The Committee, after necessary interactions with the unions and others concerned, made its recommendations. The Board of Directors of the Company at its meeting held on 20.3.2004 considered these recommendations in detail and finalised the draft amendments. Accordingly, the Managing Director, Rehabilitation Plantations Ltd submitted a proposal to Government for approving the proposed amendments of the existing rules of the Company.

2. Government, having examined the matter in detail, are pleased to approve the proposal to amend further the Recruitment Rules of the Rehabilitation Plantations Ltd, Punalur as detailed in the Appendix to this Order.

By Order of the Governor

**C. MOHANAN**  
Additional Secretary to Government

To

The Managing Director, Rehabilitation Plantations Limited, Punalur-691 305  
The Secretary to Government of India, Ministry of Home Affairs, Department of Internal Security (Rehabilitation Division), Jaisalmer House, Mansingh Road, New Delhi (with C.L)  
The Accountant General (A&E/Audit/D.B Cell), Kerala, Thiruvananthapuram.  
The Planning & Economic Affairs [BPE] Department (vide U.O No.11462/BPE 2/05/Plg Dated: 26/11/2005)  
The P.S to Minister (Labour & Rehabilitation)  
The PA to Secretary to Government, Labour & Rehabilitation Department  
The Nodal Officer, Government Web Site, Secretariat Annexe  
The Director, Information & Public Relations Department  
Stock File / Office copy.

Copy to the disposals:      1. G.O (Rt) No.1848/97/LBR dated: 18/06/1997  
   2. G.O (MS) No.15/2001/LBR dated: 24/02/2001  
   3. G.O (Rt) No.641/2002/LBR dated: 27/03/2002  
   4. G.O (MS) No.36/2002/LBR dated: 15/06/2002

Forwarded/By Order

Section Officer

**MODIFICATIONS IN THE APPENDIX TO THE G.O (Rt) NO.641/2002/LBR  
DTD: 27.3.02**

1. Item No.29 in the Appendix

<b>Recruitment Rule – Existing</b>					
<b>Name of post</b>	<b>Age limit for D.R</b>	<b>Required qualification</b>	<b>Required experience</b>	<b>Promotion criterion</b>	<b>Remarks</b>
Peon/Peon-cum- stretcher bearer/ gardener- cum- watcher/ hospital attendant / creche attendant	35 years	Attended 8 <sup>th</sup> Standard or equivalent schooling and efficiency in riding bicycle for all posts except hospital and creche posts for which other approved qualification as per rules are also necessary		Worker/part time sweeper possessing the required qualification & 7 years experience in RPL. NOTE: 1) option to be exercised by the PTS regarding the retirement at 58 years of age. 2) Selection for appointment by transfer will be based on test and interview.	
<b>Recruitment Rule – modified</b>					
As above	As above	As above	As above	Worker/part time sweeper possessing the required qualification & 7 years experience in RPL. Note: 1. Selection for appointment by transfer will be based on test and interview. 2. 1/4 <sup>th</sup> posts of peon shall be filled up by tapalman from among the category of workers. 3. 1/10 <sup>th</sup> of posts in the last grade cadre to be filled up from part time sweepers. 4. Option to be exercised by PTS regarding the retirement at 58 years of age.	

2. Item No.18 in the Appendix

<b>Recruitment Rule – Existing</b>					
<b>Name of post</b>	<b>Age limit for D.R</b>	<b>Required qualification</b>	<b>Required experience</b>	<b>Promotion criterion</b>	<b>Remarks</b>
Foreman (Electrical)	45 years	Degree in Electrical Engg. recognised by Government of Kerala  OR Diploma in Electrical Engg. recognised by Government of Kerala	Degree holders should possess atleast 2 years experience with processing or manufacturing unit having modern electrical installations. Diploma holders should possess atleast 5 years experience as a Supervisor in a processing or manufacturing unit having modern electrical installations.		Direct recruitment
<b>Recruitment Rule – modified</b>					
Senior Electrician	35 years	1) Diploma in Electrical Engineering recognized by State / Central Government OR Certificate in Electrical Engineering approved by State / Central Government OR I.T.I certificate as Electrician 2) Supervisory license from KSEB	Experience in handling electrical installations in a processing / manufacturing unit having modern electrical installations for 5 years for Diploma holders and 10 years for certificate holders	10 years experience as electrician in RPL	1. By promotion 2. If no suitable candidates are available for promotion, by direct recruitment

3. Item No.27 in the Appendix

<b>Recruitment Rule – Existing</b>					
<b>Name of post</b>	<b>Age limit for D.R</b>	<b>Required qualification</b>	<b>Required experience</b>	<b>Promotion criterion</b>	<b>Remarks</b>
2 <sup>nd</sup> Grade Assistant	35 years	Degree in any discipline or its equivalent with 50% marks.		SSLC or its equivalent with at least 10 years experience as Tapping / General work Supervisor / Peon/ Attendant RPL	
Clerk typist Gr. II	-do-	Degree in any discipline or its equivalent with 50% marks and type writing Lower (Eng) KGTE or its equivalent		SSLC or equivalent and typewriting Lower (Eng) with at least 10 years experience as Tapping / General work Supervisor / Peon / Attendant at RPL. <b>NOTE:</b> 10% of the total posts to be filled by transfer based on test and interview.	
<p>Note: An integrated seniority list of the two categories at different levels ie 2<sup>nd</sup> Gr. Assistant / Clerk Typist Gr. II, I Gr. Assistant / Clerk Typist Gr. I, Selection Grade Assistant / Selection Gr. Clerk typist will be maintained in the ratio 3:3:1. Clerk typist Gr. II will exercise option to this effect within 6 months of joining duty.</p>					
<b>Recruitment Rule – modified</b>					
As above	As above	<p><b>For 2<sup>nd</sup> gr. Asst</b> Degree in any discipline or its equivalent with 50% marks. (aggregate) 2) Computer literacy (atleast a certificate course of one year duration approved by Govt/ Govt.agencies)</p> <p><b>For Clerk typist Gr.II</b> Degree in any discipline or its equivalent with 50% marks (aggregate) and type writing Lower (Eng) KGTE or its equivalent 2) Computer literacy (atleast a certificate course of one year duration approved by Govt/ Govt.agencies)</p>		As above	

4. Item No.30 in the Appendix

<b>Recruitment Rule – Existing</b>					
<b>Name of post</b>	<b>Age limit for D.R</b>	<b>Required qualification</b>	<b>Required experience</b>	<b>Promotion criterion</b>	<b>Remarks</b>
General work Supervisor / Tapping Supervisor	45 years	SSLC or its equivalent with a certificate of tapping course conducted by Rubber Board	Should possess atleast 5 years experience in large company/ estate	A worker who has passed 8 <sup>th</sup> Std and having 10 years experience in tapping in RPL NOTE: Appointment by transfer based on test and interview will be limited to 50% of the arising vacancies	
<b>Recruitment Rule – modified</b>					
As above	As above	As above	As above	A worker who has passed 8 <sup>th</sup> Std and having 10 years experience in tapping in RPL NOTE: Appointment by transfer based on test and interview will be limited to 50% of the cadre strength	

5. A new item to be included as per G.O (MS) No.15/2001/LBR dated 24.2.2001

<b>Name of post</b>	<b>Age limit for D.R</b>	<b>Required qualification</b>	<b>Required experience</b>	<b>Promotion criterion</b>	<b>Remarks</b>
Asst. Engineer (Electrical)	35 years	Degree in Electrical Engineering recognized by State/ Central Government	Should possess at least 5 years experience in the operation and maintenance of 11 KV and above capacity sub station and allied switch gears; captive generation equipments of capacity 200 KVA and above; and operation and maintenance of power and lighting network in a factory.		Direct recruitment