



**THE KERALA PUBLIC SERVICE COMMISSION
(Consultation by Corporations and Companies) RULES, 1971***

(Incorporating subsequent Amendments)

S.R.O. No. 145/71. – In exercise of the powers conferred by section 4 of the Kerala Public Service Commission (Additional Functions as Respects certain Corporations and Companies) Act, 1970 (19 of 1970) the Government of Kerala hereby make the following rules:-

1. These rules may be called the Kerala Public Service Commission (Consultation by Corporations and Companies) Rules, 1971.
2. In these rules, unless the context otherwise requires-
 - (a) ‘Act’ means the Kerala Public Service Commission (Additional Functions as Respects Certain Corporations and Companies) Act, 1970;
 - (b) ‘Commission’ means the Kerala Public Service Commission;
 - (c) ‘Corporation’ means any of the Corporation specified hereunder, namely:-
 - (i) The Kerala State Financial Corporation,
 - (ii) The Kerala State Warehousing Corporation, and
 - (iii) The Kerala Khadi and Village Industries Board;
 - (d) ‘Government Company’ means any of the Companies specified hereunder, namely:-
 - (i) The Kerala State Industrial Development Corporation
 - (ii) The Plantation Corporation of Kerala
 - (iii) The Kerala State Small Industries Corporation
 - (iv) The Kerala Fisheries Corporation
 - (v) The Trivandrum Spinning Mills Limited,
 - (vi) The Trivandrum Rubber Works Limited,
 - (vii) The Kerala Soaps and Oils Limited,
 - (viii) The Kerala Ceramics Limited,
 - (ix) The Travancore Plywood Industries Limited,
 - (x) The Kerala Premo Pipe Factory Limited,
 - (xi) The Kerala Electrical and Allied Engineering Company Limited,
 - (xii) The Kerala Tourism Development Corporation Limited,
 - (xiii) The Handicrafts Development Corporation of Kerala Limited,
 - (xiv) The Kerala State Cashew Development Corporation
 - (xv) The Travancore-Cochin Chemicals Limited,
 - (xvi) The Transformers and Electricals Kerala Limited,
 - (xvii) The Agro Industries Corporation,

- (xviii) The Travancore Titanium Products Limited,
- (xix) The Traco cables Limited,
- (xx) The United Electrical Industries Limited,
- (xxi) The Pallathara Bricks and Tiles Limited,
- (xxii) The Forest Industries (Travancore) Limited,
- (xxiii) The Chalakudy Potteries Limited,
- (xxiv) The Kerala Handloom Finance Corporation,
- (xxv) Kerala Coir Corporation Limited,
- (xxvi) Keralal State Financial Enterprises Limited,
- ¹{xxvii) The Kerala Urban Development Finance Corporation Limited,
- ²{xxviii) The Kerala Minerals and Metals Limited,
- ³{xxix) The Kerala Land Development Corporation Limited,
- ⁴{xxx) The Kerala State Drugs and pharmaceuticals Limited
- {xxxix) The Kerala State Electronics Development Corporation Limited,
- {xxxi) The Kerala State Industrial Enterprises Limited,
- {xxxiii) The State farming Corporation of Kerala Limited,
- ⁵{xxxiv) The Kerala Forest Development Corporation Limited,
- {xxxv) The Travancore Sugars and Chemicals Limited,
- {xxxvi) The Steel Industrials Kerala Limited
- ⁶{xxxvii) Kerala State Small Industries Development and Employment
- ⁷{xxxviii) Corporation Limited),
- ⁸{xxxix) The Kerala State Development Corporation for Scheduled Castes and Scheduled Tribes Limited },
- ⁹{xl) The Kerala State Construction Corporation Limited },
- ¹⁰{xli) The Overseas Development and Employment Promotion Consultant Limited },

- (1) Inserted by G.O.MS, 238/72/P.D. dated 16th June 1972 published as S.R.O. 322/72/ in K.G. No. 26 dated 27th June 1972.
- (2) Inserted by G.O.MS. 84/73/P.D. dated 23rd March 1973 published as S.R.O. 8246/73/ in K.G. No. 15 dated 10th April 1973.
- (3) Inserted by G.O.MS, 238/72/P.D. dated 16th June 1974 published as S.R.O. 88/74/ in K.G. No. 6 dated 5th February 1974.
- (4) Items 30 to 33 added by G.O. (MS) 97/75/P.D. dated 13th May 1975 published as S.R.O. 474/75/ in K.G. No. 23 dated 10th June 1975.
- (5) Items 34 to 36 added by G.O. (MS) 246/76/P.D. dated 30th July 1976 published as S.R.O. 746/76 in K.G. No. 33 dated 17th August 1976.
- (6) Item 37 added by G.O. (MS) 158/77/G.A.D. dated 1st June 1977 published as S.R.O. 522/77/ in K.G. No. 25 dated 21st June 1977.
- (7) Item 38 added by G.O. (MS) 176/77/G.A.D. dated 7th June 1977 published as S.R.O. 531/77/ in K.G. No. 26 dated 28th June 1977.
- (8) Item 39 added by G.O. (MS) 373/77/G.A.D. dated 7th November 1977 published as S.R.O. 1127/77/ in K.G. No. 49 dated 6 the December 1977.
- (9) Item 40 added by G.O. (MS) 408/78/G.A.D. dated 25th August 1978 published as S.R.O. 953/78/ in K.G. No. 41 dated 10th October 1978.
- (10) Item 41 added by G.O. (MS) 27/79/G.A.D. dated 5th January 1979 published as S.R.O. 123/79 in K.G. No. 5 dated 30th January 1979.

- 1{(xlii) The Kerala State Film Development Corporation Limited },

- 2{(xliiii) The Kerala Inland Navigation Corporation Limited },
- 3{(xliv) The Kerala State engineering Works Limited},
- 4{(xlv) The Kerala Fishermen's Welfare Corporation Limited },
- {(xlvi) The Kerala Livestock Development and Milk Marketing Board Limited },
- 5{(xlvii) The Kerala Shipping Corporation Limited },
- 6{(xlviii) The Pharmaceutical Corporation (Indian Medicines) Kerala Limited},
- 7{(xlix) The Kerala State Cocount Development Corporation Limited},
- 8{(1) The Kerala State Development Corporation for Christian Converts from Scheduled Castes and Recommended Communities Limited).

(e) 'Service' means service under any of the Corporations/ Government Companies.

⁹{(2A. No appointment to posts brought under the purview of the Public Service Commission shall be made except on the advice of the Commission:

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- (¹) Item 42 added by G.O.(MS) 50/79/G.A.D. dated 17th January 1979 published as S.R.O. 167/79 in K.G. No. 6 dated 6th February 1979.
- (²) Item 43 added by G.O. (MS) 144/79/G.A.D. dated 6th March 1979 published as S.R.O. 374/79 in K.G. No. 14 dated 3rd April 1979.
- (³) Item 44 added by G.O. (MS) 252/79/G.A.D. dated 12th April 1979 published as S.R.O. No. 522/79/ in K.G.No. 21 dated 22nd May 1979
- (⁴) Item 45 and 46 added by G.O. (MS) 419/79/G.A.D. dated 25th July 1979 published as S.R.O. 1078/79/in K.G. No. 38 dated 25th September 1979.
- (⁵) Item 47 added by G.O. (MS) 471/79/G.A.D. dated 17th August 1979 published as S.R.O. 1086/79/in K.G. No.38 dated 25th September 1979.
- (⁶) Item 48 added by G.O. (MS) 630/79/G.A.D. dated 1st December 1979 published as S.R.O. 1389/79/in K.G. No. 51 dated 25th December 1979.
- (⁷) Item 49 inserted by G.O. (MS) 70/86/G.A.D. dated 10th March 1986 published as S.R.O. 477/86/in K.G. No. 11 dated 18th March 1986.
- (⁸) Item 50 inserted by G.O. (MS) 418/86/G.A.D. dated 28th October 1986 published as S.R.O. 1806/86/in K.G. No. 46 dated 25th November 1986.

(⁹) Rule 2A added by G.O. (MS) 320/73/P.D. dated 19th December 1973 published as S.R.O. 33/74/in K.G. No. 3 dated 15th January 1974.

¹{Provided that it shall not be necessary to consult the Commission regarding the appointment of a person temporarily for a total period not exceeding 180 days in the case of each individual to a post in a Corporation/Government Company to which appointment has to be made on the advice of the Commission:

Provided further, that, no appointment shall be made as above without first reporting the vacancy to the Commission for regular appointment}.

²{Provided also that it shall not be necessary to consult the Commission for the appointment of relatives/dependents of the employees in a Corporation/Government Company dying in harness who satisfy all the conditions prescribed by Government from time to time for appointment to Government service under the scheme and who possess the qualifications prescribed for appointment to the who possess the qualifications prescribed age limit}.

³{2B. Notwithstanding anything contained in these rules the Corporation or the Board of Directors of a Government company may, by order, regularize the services of any person appointed under the first and second provisos to rule 2A if such person had two years' continuous service the 22nd December, 1973 or such person is

(¹) Substituted for the existing provisos in rule 2A by G.O. (MS) No. 87/84/GAD dated 20th March 1984 published as S.R.O. No. 388/84 in K.G.No. 16 dated 17th April 1984. Explanatory Note to the Notification indicates that it is intended to amend the provision relating to temporary appointment,. The Provisos ran as follows:- "Provided that-

(i) it shall not be necessary to consult the Commission regarding the appointment of a person temporarily for a total period not exceeding three months in the case of each individual to a post in Corporation/Government Company to which appointment has to be made on the advice of the Commission;

(ii) A temporary employee appointed under clause (i) may be allowed to continue for a further period of three months or until the candidate recruited by the Commission joins duty on any day before the expiry of the further period of three months, whichever earlier}.

Provided further that-

(i) the concurrence of the Commission shall be obtained for the continuance of the temporary appointment of a person beyond three months;

(ii) a second concurrence of the Commission shall be obtained sufficiently in advance if in any individual case, it becomes essential to continue such appointment beyond six months.

(iii) no appointment shall be made as above without first reporting the vacancy to the Commission for regular appointment: }

(²) inserted by G.O. M.S. 36/74/P.D. dated 8th February 1974 published as S.R.O. 166/74/In K.G. No. 10th dated 5th March 1974.

(³) Rules 2B inserted by G.O. (P) 197/76/P.D. dated 25th June 1976 published as S.R.O. 724/76 in K.G. No.28 dated 13th July 1976. This amendment shall be deemed to have come into force on the 24th March, 1974 physically handicapped and had been in service on any day during the period commencing on and from the 22nd December, 1973 and ending with the 1st January, 1974.

Explanation.- For the purpose of this rule physically handicapped includes the blind, the deaf and the orthopaedically handicapped as explained below:-

- (a) The Blind.- The blind are those who suffer from the following conditions:
 - (i) Total absence of sight.
 - (ii) Visual acuity not exceeding 3/60 or 10/200 (snellen) in the better eye with correcting lenses.
- (b) The deaf.- The deaf are those in whom the sense of hearing is non-functional for the ordinary purpose of life
- (c) The Orthopaedically Handicapped .- The orthopaedically handicapped are those who have physical defect or the deformity which causes adequate interference to significantly impede normal functioning of the bones, muscles and joints}.

3. The following procedure shall be observed by every Corporation/Government Company in referring any matter to the Commission:-

- (i) All references to the Commission shall be addressed to the Secretary to the Commission by the Managing Director or Secretary or General Manager of the Corporation or Government Company, as the case may be, in the form of an official letter with which shall be forwarded all papers or copies of papers relevant to the matter referred.
- (ii) Note files of the Corporation or Government Company shall on no account form part of the records sent to the Commission.
- (iii) When the Commission has arrived at a conclusion, it will communicate its advice to the Managing of the Corporation or the Government Company, as the case may be.
- (iv) Where it is proposed not to accept the advice of the Commission for reasons not before the Commission at the time of making the advice, the Commission shall be consulted again.

Note:- Special care should be taken to ensure that until the Commission's advice has been obtained and a decision has been reached by the Corporation or Government Company in the light of such advice, no language is used in any communication issued in connection with the case which is capable of being interpreted as implying that the Corporation or Government Company has formed a settled opinion on the merits of any part of the case.

4. In any case in which the advice tendered by the Commission, is rejected or deviated from, the Corporation or Government Company shall communicate the reasons for such rejection or deviation to the Commission.

5. Where it is proposed to reject or to deviate from the advice of the Commission, the matter shall be placed in a meeting of the Board of Directors of the Corporation or Government Company and orders taken. The Corporation or Government thereon shall be final:

Provided that the Government, before taking a decision against the advice of the Public Service Commission, shall refer the matter to the Commission.

6. Copies of the orders of appointment of candidates selected in consultation with the Commission shall be sent to the Commission by the Corporation or Government Company.

**General Conditions for Direct Recruitment through the
Public Service Commission for Appointment to the Service
of the**

Candidates for appointment by direct recruitment should comply with the following conditions:-

1. (a) Must be Citizens of India;
OR
- (b) Subjects of Nepal;
OR
- (c) Subjects of Bhootan;
OR
- (d) Tibetans who have migrated to India before 1st January 1962 with the intention of permanently settling in India;
OR
- (e) Persons of Indian origin who have migrated from Pakistan, Burma, Srilanka and East African Countries of Kenya, Uganda and United Tanzanian Republic (erst-while Takanika and Sansibar) with the intention of permanently settling in India.
- (f) Shall be of good character (and the appointment to the service of the Corporation will be subject to verification of character and antecedents of the candidate by the Police Department).
- (g) Unless otherwise exempted by the Government, a candidate if male shall not have more than one wife living and if female shall not have married a person who has a wife living.

Note:- Person mentioned in (b), (c), (d) and (e) above shall obtain certificate eligibility from Government of India. They will be allowed to sit for the examination and appear for the interview and in case they are appointed to any post their appointment will be only provisional till they produce the certificate of eligibility.

2. Special concessions in upper age limits:-

The following concessions in upper age limits are available subject to the condition that the maximum age limit shall in no case exceed 50 (Fifty) years.

- Note.- (i) The upper age limit prescribed shall be raised by five years in the case of Candidates belonging to any of the Scheduled Castes or adult members of such castes and their children when such adult members are converted to other religions or Scheduled Tribes and by three years in the case of candidates belonging to any of the Other Backward Classes.
- (ii) Maximum age limit laid down for appointment to any post shall not apply in the case of candidates belonging to any of the Scheduled Castes or adult members of such to castes and their children when such adult members are converted to other religions or Scheduled Tribes, if the qualification prescribed for the post is lower than a degree of a recognized University, and if such candidates possess an educational qualification higher than that prescribed for the post, if they are otherwise qualified for appointment
- (iii) The maximum age limit shall not apply to the appointment of candidates belonging to any of the Scheduled Castes or adult members of such castes and their children when such adult members are converted to other religions or Scheduled Tribes, if the minimum qualification prescribed for the post is a degree and if the candidates hold a degree which is not lower than the qualification prescribed for the post, provided they are otherwise qualified for appointment.

Note- The words educational qualification mentioned in Paras 2(ii) and 2 (iii) refer to technical qualification in the case of technical posts and general educational qualification in the case of non-technical posts.

- (iv) Where age alone stands in the way of recruitment of candidates belonging to any of the Scheduled Castes/ Scheduled Tribes or adult members of the Scheduled Castes converted to other religions and their children or Scheduled Tribes converted into other religions the upper age limit may be relaxed to fill up the quota reserved for them.
- (v) The maximum age limit prescribed for appointment to a post will be relaxed in the case of Ex-servicemen, to the extent of the period of servife put in by them in the Defence Forces and the period of unemployment on discharge upto a maximum of five years. The relaxation on upper age limit allowed to Ex-servicemen will be extended to Ex-G.R.E.F. Personnel, reservists, retired defence service personnel disembodied Territorial Army Personnel, those who have rendered service in the erstwhile Travancore Cochin Labour Units, N.C.C. Cadet Instructors who have been retrenched after a specified period of service and the retrenched whole time N.C.C. Instructors who have put in a minimum period of service of six months before retrenchment. Copies of discharge certificate and the certificate obtained from the Secretary, D.S.S. and A Board shall be produced in proof of service in the defence forces and the period of unemployment respectively.
- (vi) Physically handicapped persons (the blind, the deaf and dumb and the orthopaedically handicapped) may also apply if they satisfy all the prescribed qualifications except age. The case of each such applicant will be considered on merit, if he is found to be otherwise suitable and provided he can discharge the duties attached to the posts satisfactorily. Age concession upto 15 years will be granted to the blind and the deaf and dumb and 10 years to the orthopaedically handicapped persons. They shall produce a certificate from a Medical Officer in Government service not below the rank of Civil Surgeon Grade II to prove that they are physically/handicapped. The term physically handicapped includes the following categories:-

- “(1) *the blind* :- The Blind are those who suffer from any of the following conditions:
- (a) Total absence of sight.
 - (b) Visual acuity not exceeding 6/60 or 20/200 (Snellen) in the better eye with correcting lenses.
 - (c) Limitation of the field of vision subtending an angle of 20 degree or worse”.
- (2) *the deaf* :- The deaf are those in whom the sense of hearing is fully non-functional for the ordinary purpose of life.
- (3) *the dumb* :- The term dumb means one in whom the power of speech is non-functional for the ordinary purpose of life.
- (4) *the orthopaedically handicapped* :- The Orthopaedically handicapped are those who have a physical defect or deformity which cause adequate interference to significantly impede normal functioning of the bones, muscles and joints.
- (vii) Repatriates from Burma and Sri Lanka shall be exempted from the rule regarding upper age limit upto a maximum of 45 years. This concession shall be available to persons migrated to India after acquiring Indian Citizenship on the basis of India – Sri Lanka Agreement in 1964. Repatriates from Sri Lanka shall produce certificate from the High Commissioner of India in Sri Lanka along with the application to prove that they are repatriates. Repatriates from Burma should produce eligibility certificate from the Indian Embassy at Rangoon or from the District. Magistrate of the District in which they reside. Those who have not obtained identity card from the Indian Embassy at Rangoon should produce the following documents:-
- (a) Passport or Emergency Certificate or travel documents containing the date on which they came to India.
 - (b) letter given or countersigned by the All Burma Indian Congress with Headquarters at Rangoon
- (viii) The upper age limit shall be relaxed upto 45 years in the case of refugees from East Pakistan who have migrated to India during the period from 1st January 1964 to 25th March 1971. Scheduled Caste/Scheduled Tribe candidates belonging to this category shall be eligible for relaxation of age limit upto 50 years. The above concessions will be applicable only to those who produce proper proof of the fact that they are refugees from East Pakistan migrated to India on or after 1st January 1964. Certificates issued by the following authorities will be accepted as sufficient proof for this purpose.
- (1) Commandant of the Transit Centres of the Dandakaranya Project.
 - (2) Camp Commandant of the Relief Camp in various States.
 - (3) The District Collectors of the areas where the candidates may for the time being be resident.
- (ix) The Upper age limit will be relaxed upto 45 years in the case of Indian Nationals migrated from East African Countries of Kenya, Uganda, and Tanzania. Repatriates from Zambia, Malawi, Zaire and Ethiopia are also entitled to this concession. Such candidates shall produce along with their application certificate of eligibility obtained from the Collectors of the Districts where they reside.
- This benefit will not be admissible to persons who are not actually repatriates to India and were living in this country prior to the repatriation of their parents/guardians.

- (x) The upper age limit will be relaxed upto 45 years for the persons of Indian Origin who have migrated from Vietnam to India due to constitutional changes, for admission to the competitive examinations conducted by the Kerala Public Service Commission or any other authority for recruitment to the Civil Service/posts under the State Government for appointment to services/posts under the State Government which are filled on the basis of selection/interview by the Kerala Public Service Commission.

The above concession will be applicably to repatriates (either as individuals or as families) who are Indian Nationals (Indian passport holder) as also those holding Emergency Certificates issued to them by the Indian Embassy in Vietnam and who arrived in India from Vietnam not earlier than July, 1975.

In order to qualify for the above concessions the persons concerned will have to produce satisfactory evidence about their being bonafide repatriates from Vietnam, from the District Magistrates of the areas in which they may be residing for the time being.

The concessions contemplated in paras (vii) to (x) will be available only upto “31st December 1984”.

- (xi) “The crucial date for determining the upper age limit of trained apprentices to all appointment in non-gazetted/Class III and Class IV posts in Government and to equivalent posts in Government owned/controlled Companies, Boards, Corporations, will be determined by deducting from his age the period of apprenticeship/training undergone by him as prescribed under the Apprentices Act, 1961, subject to the condition that the apprenticeship/training is in the same organization or in the same line of work/Trade”.

3. Selected candidates shall produce before the appointing authority before they are admitted to duty necessary medical certificate in the prescribed form and the documents in original in proof of age, qualifications, experience etc., together with a proforma furnishing details enabling the verification of character and antecedents of the candidates.

4. Advice on recruitment of candidates will be made on the basis of the rank secured by them in the ranked list prepared pursuant to this notification, in accordance with the rules of reservation prescribed in Rules 14 to 17 of Part II of the Kerala State and Subordinate Service Rules, 1958 and in accordance with the rules made for the purpose from time to time.

5. The seniority of candidates advised for appointment by the Public Service Commission will be governed by Rule 27(c) of the Kerala State and Subordinate Service Rules.

6. The appointment to the service of the Corporation will be subject to the rules and regulations, the Corporation may make from time to time.

Note:- The Kerala Public Service Commissions shall have the power to cancel the advice for appointment if it is found subsequently that such advice was made under some mistake, provided such cancellation and subsequent termination of service by the appointing authority shall be made within the period of probation or 240 days from the date of joining duty whichever is earlier.