



भारत सरकार / GOVERNMENT OF INDIA
रक्षा मंत्रालय / MINISTRY OF DEFENCE
आयुध निर्माणा बोर्ड / ORDNANCE FACTORY BOARD
10 ए, एस.के.बोस रोड / 10A, S. K. BOSE ROAD
कोलकाता - 700 001 / KOLKATA - 700 001
स्वास्थ्य विभाग / MEDICAL DIVISION



TEL : (033) 2248 0714,
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No. 198/RR/Vol. 12/Per/M

Dated: - 29-01-2016

Sub: Revision of Recruitment Rules (SRO) in respect of the Nursing & Para Medical Staff in the DGOF Organization;

Ref: MOD ID No. 10(2)/2010-03(Ey-1) dated 12-01-2016;

A copy of the above referred MOD ID which is self explanatory, is enclosed herewith.

In this context, it may be noted that the proposal for revision of SRO is currently pending at the DOP&T and will be actioned upon further after receipt of feedback/input as specified vide DOP&T OM No. AB-14017/61/2008-Estt.(RR) dated 13-10-2015.

In view of the same, a copy of the proposed (draft) Recruitment Rules is enclosed herewith for the perusal of all concerned.

Feedback/Comments may be faxed across to 033-22486514 latest by the 29th of February, 2016.

(डॉ) रोशा कंवर / DR. ROJASH KANWAR

निदेशक स्वास्थ्य सेवाएं / DHS

कृते महानिदेशक एवं अध्यक्ष आयुध निर्माणां / FOR DGOF & CHAIRMAN

To.

- 1) Senior General Manager/General Manager
All Factories
- 2) Medical Officers In-Charge
All Hospitals & Independent Health Clinics

Copy To.


- 1) Director/IT: with a request to publish the same on the OFB Official Website (www.ofbindia.gov.in).

MINISTRY OF DEFENCE
DEPARTMENT OF DEFENCE PRODUCTION
D(Estt/NG)/Sena Bhawan

Subject: Revision of Recruitment Rules in respect of Nursing & Paramedical staff of Ordnance and Ordnance Equipment Factories.

Refer MoD ID of even No. dated 05.10.2015 & OFD ID NO. 198/RR/Vol 12/Per/M dated 09.10.2015 on the subject noted above.

2. Proposed RR for the post of Medical Laboratory Technologist has been finalised & frozen by DoP&T online vide their Diary No. 1911/35/2015-Estt.(RR) dated 04.01.2016.
3. DoP&T has observed that the pay scale of the feeder grade is to be mentioned and the provisions of DoP&I OM dated 13.10.2015 is to be complied with.
4. As such, OFB is requested to mention the pay scale of the feeder grade in column 11 of the proposed RR for the post of Medical Laboratory Technologist and to comply provisions of DoP&T OM dated 13.10.2015, the proposed amendments/revision in the RR for all posts may be put up on the OFB website for 30 days for inviting comments from the stakeholders. Taking into account the comments so received, the proposal may be sent to MoD for further processing.


 { Anjan Das }
 Under Secretary to the Govt. of India

✓ Dr.S.K.Sachind,
 DDHS(SG),
 Ordnance Factory Board
 10-A, S.K.Bose Road
 Kolkata-700 001.

MOD ID No. 10(2)/2010-DIFy I) Dated 12.01.2016

DHS	
ADD. CHS/OSD (S. ESTT. ADMIN)	
DDP&T(SG)	
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No.AB-14017/61/2008-Estt.(RR)
Government of India
Ministry of Personnel P.G.& Pensions
Department of Personnel & Training

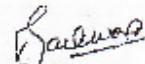
North Block, New Delhi
Dated: 13/10/2015

OFFICE MEMORANDUM

Attention is invited to this Department's O.M. No. AB.14017/48/2010-Estt (RR) dated 21st December, 2010 vnda which Guidelines on framing / amendment/relaxation of Recruitment Rules and Service Rules were issued.

2. In this context it has been decided that before referring any proposal for framing/amendment in the Recruitment Rules of any post in Ministries/Departments and their subordinate and attached office, the proposed amendments/revision in the Recruitment Rules would be put up on the website of respective Ministries/Departments for 30 days for inviting comments from the stakeholders. Thereafter, taking into account the comments so received, the proposal would be sent to DoPT, UPSC and Ministry of Law for finalisation.

4. All the Ministries/Departments are, therefore, requested to adhere to these instructions scrupulously. **Proposal referred to this Department without following the aforesaid procedure, would not be entertained.**


(Jitendra R. Gaikwad)
Under Secretary (RR)

To

All Ministries/Departments of Government of India

Copy to:

1. The President's Secretariat, New Delhi.
2. The Prime Minister's Office, New Delhi.
3. The Cabinet Secretariat, New Delhi.
4. The Rajya Sabha Secretariat, New Delhi.
5. The Lok Sabha Secretariat, New Delhi.
6. The Comptroller and Auditor General of India, New Delhi.
7. The Union Public Service Commission, New Delhi.
8. The Staff Selection Commission, New Delhi.
8. All Attached Offices under the Ministry of Personnel, Public Grievances and Pensions
10. Establishment Officer and Secretary, ACC
11. All Officers and Sections in the Department of Personnel
12. Secretary, Staff Side, National Council (JCM), 13-C, Farozeshah Road, New Delhi
13. All Staff Members of National Council (JCM)
14. All Staff Members of the Departmental Council (JCM),
15. Ministry of Personnel, PG and Pensions
16. Establishment (RR Division) (20 copies)
17. NIC for uploading on the Department's website.

(To be published in part II section 4 of the Gazette of India)

Ministry of Defence

(Department of Defence Production)

New Delhi, the _____ 2015

Notification

S.R.O. _____ :- In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules to amend the Ordnance and Ordnance Equipment Factories Group B, Group C and Group D Non-industrial (Para-Medical) posts (Recruitment and Conditions of Service) Rules, 2005 & 2008 namely :-

1. **Short title and commencement-**(1) These rules may be called the Ordnance and Ordnance Equipment Factories Non-industrial (Nursing & Para-Medical) posts (Recruitment and Conditions of Service) Rules, 2015.
(2) They shall come into force on the date of their publication in the Official Gazette.
2. **Number of posts, classification and scale of pay-** The number of posts, their classification and the scale of pay attached thereto shall be as specified in columns (2) to (4) of the said Schedule.
3. **Method of recruitment, age limit, other qualifications, etc-** The method of recruitment to the said posts, age limits, qualifications and other matter connected therewith shall be as specified in columns (5) to (13) of the Schedule aforesaid.

4. Disqualifications.- No person,-

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who having a spouse living, has entered into or contracted a marriage with a person,

shall be eligible for appointment to any of the said posts:

Provided that the Central Government may, if satisfied that the marriage is permissible under the Personal Law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of these Rules.

5. Power to Relax- Where the Central Government is of the opinion that it is necessary or expedient so to do, may, by order for reasons to be recorded in writing, and in consultation with the Union Public Service Commission (only in case of Group A & B posts) relax any of the provisions of these rules with respect to any class or category of persons.

6. Saving- Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes, Ex-servicemen and special categories of person in accordance with the order issued by the Central Government from time to time in this regard.

SCHEDULE

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
1.MATRON	45* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services, Group - 'A', Gazetted (Non Ministerial)	Rs. 15600-39100 in PB-3 with Grade Pay of Rs. 5400	Selection	Not applicable
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
Not applicable.	No.	Two years	By promotion only	By promotion from Senior Nurse Grade-I, Public Health Nurse and Staff Nurse all in Pay Band-2 (Rs 9300-34800) with Grade Pay of Rs 4800 with two years of regular service in the grade in the ratio of 10:2:1	

				respectively.
If a Departmental Promotion Committee exists, what is its composition		Circumstances in which UPSC is to be consulted in making recruitment		
(12)		(13)		
<p>Composition of Group 'A' Departmental Promotion Committee: (for promotion) consisting of :</p> <p>(a) Chairman/Member, UPSC - Chairman</p> <p>(b) Addl. Director General, Ordnance Factories & Member, Ordnance Factory Board - Member</p> <p>(c) Director Health Services/ Additional Director Health Services, Ordnance Factory Board - Member</p> <p>(d) Joint Secretary/ Director/Deputy Secretary, Dept of Defence Production, Ministry of Defence - Member.</p> <p>Composition of Group 'A' Departmental Confirmation Committee: (for confirmation and completion of probation) consisting of :</p> <p>(a) Addl. Director General, Ordnance Factories & Member, Ordnance Factory Board - Chairman</p> <p>(b) Director Health Services/ Additional Director Health Services, Ordnance Factory Board - Member</p> <p>(c) Deputy Director Health Services, Ordnance Factory Board - Member</p>		<p>Consultation with the Commission is necessary for amending/ relaxing any provision of the rules.</p>		
<p>Note: Where juniors have completed their qualifying/ eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.</p>				

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
2. SENIOR NURSE GRADE-I	90 * (2015) *Subject to variation dependent on workload.	Civilians in Defence Services, Non Industrial Group - 'B', Gazetted (Non Ministerial)	Rs. 9300-34800 in PB-2 with Grade Pay of Rs. 4800	Selection	Not applicable
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	

Not applicable.	No	Not applicable	By Promotion only	By promotion from Senior Nurse Grade-II in Pay Band-2 (Rs. 9300-34800) with Grade Pay of Rs. 4600 with two years regular service in the grade.
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If a Departmental Promotion Committee exists, what is its composition	Circumstances in which UPSC is to be consulted in making recruitment
(12)	(13)
Composition of Group 'B' Departmental Promotion Committee: (for promotion) consisting of : (a) Director Health Services/Additional Director Health Services, OFB: Chairman. (b) Deputy Director Health Services, OFB: Member. (c) Deputy Secretary/ Under Secretary, Ministry of Defence: Member.	Consultation with the Commission is necessary for amending/ relaxing any provision of the rules.
Note: Where juniors have completed their qualifying/ eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.	

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
3. STAFF NURSE	9 * (2015) *Subject to variation dependent on workload.	Civilians in Defence Services, Non Industrial Group - 'B', Gazetted (Non Ministerial)	Rs. 9300-34800 in PB-2 with Grade Pay of Rs. 4800	Selection	Not applicable
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	

			be filled by various methods	
(7)	(8)	(9)	(10)	(11)
Not applicable.	No.	Not applicable	By Promotion only	By promotion from Senior Nurse Grade-II in Pay Band-2 (Rs. 9300-34800) with Grade Pay of Rs. 4600 with two years regular service in the grade.

If a Departmental Promotion Committee exists, what is its composition	Circumstances in which UPSC is to be consulted in making recruitment
(12)	(13)
Composition of Group 'B' Departmental Promotion Committee: (for promotion) consisting of : (a) Director Health Services /Additional Director Health Services, OFB: Chairman. (b) Deputy Director Health Services, OFB : Member. (c) Deputy Secretary/Under Secretary, Ministry of Defence: Member.	Consultation with the Union Public Service Commission is necessary for amending or relaxing any provision of the rules.
Note: Where juniors have completed their qualifying/ eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.	

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
4. PUBLIC HEALTH NURSE	17 * (2015) *Subject to variation dependent on workload.	Civilians in Defence Services, Group - 'B', Gazetted (Non Ministerial)	Rs. 9300-34800 in PB-2 with Grade Pay of Rs. 4800	Selection	Not applicable
Educational and other qualifications required for direct	Whether age and educational qualification prescribed for direct recruits will apply in the	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	

recruits	case of promotees		and percentage of posts to be filled by various methods	
(7)	(8)	(9)	(10)	(11)
Not applicable.	No.	Not applicable	By Promotion only	By promotion from Senior Nurse Grade-II in Pay Band-2 (Rs. 9300-34800) with Grade Pay of Rs. 4600 with two years regular service in the grade.

If a Departmental Promotion Committee exists, what is its composition	Circumstances in which UPSC is to be consulted in making recruitment
(12)	(13)
Composition of Group 'B' Departmental Promotion Committee: (for promotion) (a) Director Health Services /Additional Director Health Services, OFB: Chairman. (b) Deputy Director Health Services, OFB : Member. (c) Deputy Secretary/Under Secretary, Ministry of Defence: Member.	Consultation with the commission is necessary for amending/ relaxing any provision of the rules.
Note: Where juniors have completed their qualifying/ eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher	

grade along with their juniors who have already completed such qualifying/ eligibility service.

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
5.SENIOR NURSE GRADE-II	191 * (2015) *Subject to variation dependent on workload.	Civilians in Defence Services, Group - 'B', Gazetted (Non Ministerial)	Rs. 9300-34800 in PB-2 with Grade Pay of Rs. 4600	Not applicable	Not exceeding 30 years (Relaxable for Government servants upto 5 years in accordance with the instructions or orders issued by the Central Government)
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
<u>Essential :</u> (i)Passed 10+2 or equivalent examination with	No.	Two years	By absorption of Midwife with qualification	By absorption of Midwife with qualification in Column 7, failing which by direct recruitment.	

<p>science subjects. (ii) Candidates should possess Certificate as Registered Nurse having passed B.Sc(Basic)Nursing (4 years course) from a school of Nursing or other Institution recognized by the Indian Nursing Council</p> <p><u>OR</u></p> <p>Candidates should possess Certificate as Registered Nurse & Midwife having passed General Nursing and Midwifery course (3.5 years course)from a school of Nursing or other Institution recognized by the Indian Nursing Council.</p> <p>(iii)Minimum 2 years experience in a recognized hospital out of which 1 year in Operation Theatre.</p> <p>(iv) Must have</p>			<p>in Column 7, failing which by direct recruitment.</p>	
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<p>working knowledge of computers Desirable: (i) Possessing additional Nursing qualifications like BSc(post basic/MSc Nursing). (ii) Knowledge of Hindi and local language. Preference may be given to Ex-Army Medical Corps officers if suitably qualified.</p>				
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<p>If a Departmental Promotion Committee exists, what is its composition</p>	<p>Circumstances in which UPSC is to be consulted in making recruitment</p>
<p>(12)</p>	<p>(13)</p>
<p>Composition of Group 'B' Departmental Confirmation Committee: (for considering confirmation and completion of probation) consisting of: (a) Chief Medical Officer/ Sr Specialist - Chairman; (b) Jt. General Manager - Member (c) Principal Medical Officer/ Senior Medical Officer - Member</p>	<p>Consultation with the Union Public Service Commission is necessary for amending/ relaxing any provision of the rules.</p>

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
6.MEDICAL LABORATORY TECHNOLOGIST.	43* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services Non-Industrial, Group - 'B', (Non-Gazetted)	Rs. 5200-20200 in PB-1 with Grade Pay of Rs. 4200	Selection	Not exceeding 30 years (relaxable upto 40 years in case of departmental candidates)
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
Essential : (i)Passed B.Sc. with Biochemistry/ Microbiology/Life Science or equivalent from a recognized Institution. (ii)Candidate should	No.	Two years for direct recruits and Nil for promotees	By promotion failing which by direct recruitment.	By promotion from Blood Transfusion Assistant with thirteen years regular service in the grade in Ordnance Factory Organisation. By absorption of persons with qualification in Col.7. Note: The eligibility service shall continue to be five	

<p>possess Diploma in Medical Laboratory Technology (DMLT) from a recognized Institution.</p> <p>(iii) Must possess at least one year experience in Medical Laboratory.</p> <p>(iv) Must have working knowledge of Computers.</p>				<p>years for persons holding the post of Blood Transfusion Assistant on regular basis on the date of notification of the said rules.</p>
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<p>If a Departmental Promotion Committee exists, what is its composition</p>	<p>Circumstances in which UPSC is to be consulted in making recruitment</p>
<p>(12)</p>	<p>(13)</p>
<p>Composition of Group 'C' Departmental "Promotion" Committee: (a) Chief Medical Officer/Principal Medical Officer-in-Charge of Hospital; (b) Additional General Manager/Jt.General Manager (Administration) (c) Principal Medical Officer/Senior Medical Officer</p> <p>Composition of Group 'C' Departmental Confirmation Committee: (for considering confirmation and completion of probation) consisting of: (a) Chief Medical Officer/ Sr Specialist - Chairman; (b) Jt. General Manager - Member (c) Principal Medical Officer/ Senior Medical Officer - Member</p>	<p>Not applicable</p>

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
7. RADIOGRAPHER	34* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services, Non-Industrial, Group - 'B', Non-Gazetted (Non Ministerial)	Rs. 9300-34800 in PB-2 with Grade Pay of Rs. 4200	Not applicable.	Not exceeding 30 years (Relaxable for Government servants upto 5 years in accordance with the instructions or orders issued by the Central Government)
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
For Non Ex-Service Person Passed 10+2 or equivalent with Science subjects with	No	Two years.	By direct recruitment.	By direct recruitment.	

<p>Three years Diploma/Certificate in Radiography from a recognized Institution <u>Desirable</u> : At least 6 months experience in Radiography in a Hospital or under any qualified Radiologist and working knowledge of computers. OR For Ex-Service Personnel who has worked as Radiographer after qualifying as Radiographer under Group (A) Class-I and Class-II as defined under AI 39/S/47 as amended up-to- date.</p>				
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<p>If a Departmental Promotion Committee exists, what is its composition</p>	<p>Circumstances in which UPSC is to be consulted in making recruitment</p>
<p>(12)</p>	<p>(13)</p>
<p>Composition of Group 'B' Departmental Confirmation Committee: (for considering confirmation and completion of probation) consisting of: (a) Chief Medical Officer/ Sr Specialist- Chairman, (b) Jt. General Manager - Member, (c) Principal Medical Officer/ Senior Medical Officer - Member.</p>	<p>Consultation with the Union Public Service Commission is necessary for amending/ relaxing any provision of the rules.</p>

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
8. AMBULANCE DRIVER (Special Grade)	10* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services, Non-Industrial, Group - 'B', Non-Gazetted (Non Ministerial)	Rs. 9300-34800 in PB-2 with Grade Pay of Rs. 4200	Selection	Not applicable
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
Not applicable	No	Two years	By promotion.	By promotion from a combined seniority list of Ambulance Driver Grade-I with six years regular service in the grade of Ordnance Factory Organisation. By absorption on passing trade test.	

If a Departmental Promotion Committee exists, what is its composition	Circumstances in which UPSC is to be consulted in making recruitment
(12)	(13)
<p>Composition of Group 'B' Departmental Promotion Committee: (for promotion) consisting of :</p> <p>(a) Director Health Services/Additional Director Health Services - Chairman (b) Deputy Director Health Services, OFB - Member (c) Deputy Secretary/Under Secretary, Dept. of Defence Production, Ministry of Defence - Member</p> <p>Composition of Group 'B' Departmental Confirmation Committee: (for considering confirmation and completion of probation) consisting of:</p> <p>(a) Chief Medical Officer/ Sr Specialist - Chairman; (b) Jt. General Manager - Member (c) Principal Medical Officer/ Senior Medical Officer - Member</p>	<p>Consultation with the Union Public Service Commission is necessary for amending/ relaxing any provision of the rules.</p>

Notes below SRO

Note 1	The number of posts indicated on Col. 2 in above schedule are all subject to variation dependent on work load.
Note 2	Save where otherwise indicated the age limits under Col. 7 are all relaxable for Government Servants, upto 35 years in accordance with the instructions or orders issued by Government of India.
Note 3	Wherever the words 'adjustment of surplus' occurs in Col. 11 of this schedule it shall mean appointment in public interest by the Management, of persons already holding posts in the same or identical or nearly equivalent scale of pay in any factory or office or anywhere in the Ordnance Factories Organisation whom it is necessary to adjust in the posts in the exigencies of service consequent on the persons or the posts held by them being found surplus by the management.
Note 4	Wherever the word 'absorption' occurs in Col. 11 or Col. 12 of this schedule it shall include transfer in public interest by the Management, of persons (already holding posts in the same or identical or nearby equivalent scale of pay) to posts in factories or offices in the same Station in the Ordnance Factories Organisation and also transfer within the same factory or office at the request of the persons concerned where agreed to by the Management. The transfer in public interest will also include filling of posts by transfer of persons holding posts from which there is no promotion to any other post or grade whether or not such posts are declared equivalent posts and such appointments by transfer may be made prior to filling of posts by direct recruitment.

Note 5	The term 'deputation' shall mean deputation for specified period in accordance with orders of the Government in force from time to time and in the exigencies of service, the Ordnance Factories Board or the General Manager of the Factory may, in the public interest, take suitable persons from outside the Ordnance Factories Organisation on deputation in any of the posts specified in the aforesaid schedule.
Note 6	Wherever 'trade test' is laid down in Col.12 of this schedule or anywhere else in these rules such trade test shall be prescribed by the General Manager of Factory or the Ordnance Factories Board. The term 'trade test' will include written, oral and practical examination and aptitude test and interview and any other qualification test including physical standards test and statutory qualification test.
Note 7	Wherever the words 'panel prepared by relevant Departmental Promotion Committee occurs in Col. 11 and recruitment is to be made by selection the words shall mean preparation of panel purely on the basis of merit, by reference to confidential reports and by reference to results of a trade test wherever such trade test is considered by the General Manager of the Factory or Ordnance Factories Board to be desirable in the interest of selection.
Note 8	Promotions indicated in Col. 12 of this schedule will normally be from feeders grade indicated in Col. 12. But where two or more feeder grades are declared to be 'allied grades' by the General Manager of the Factory or Ordnance Factories Board, selection for promotion will be made from common seniority list of eligible persons in the allied grades.
Note 9	The words 'equivalent post' and its variants in these rules will mean any post in the same or identical scale of pay as another post in the same or another name or designation and which posts the Ordnance Factories Board or General Manager of the Factory may declare as equivalent posts and they will be considered to be inter-changeable or stroke(/)appointments.
Note 10	In relation to prescribed qualifications under Column 8 of this schedule the question whether a qualification is equivalent to the prescribed qualification for any post shall be decided by the Ordnance Factories Board.
Note 11	For the purpose of these rules, the Ordnance Factories Board may authorize any Member of the Board or Additional Director General Ordnance Factories to exercise any or all its powers on its behalf and it shall be deemed to have been exercised by the said Board.
Note 12	In these rules the term 'General Manager of the Factory' and its variants shall include Senior General Manager, Additional General Manager and Director of Staff College and heads of other establishments declared by Ordnance Factories Board to be equivalent to General Manager of Factories.
Note 13	Wherever any age limit is laid down in Col. 6 of this schedule the crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of J&K State, Lahaul & Spiti district and Pangi Sub Division of Chamba district of Himachal Pradesh, Andaman & Nicobar Islands or Lakshadweep.
Note 14	Wherever any condition of a minimum service is laid down in Col. 12 of this schedule and a junior employee is considered for selection by virtue of his satisfying the said minimum service condition, all persons senior to him who have completed probation period shall also become eligible for consideration for selection notwithstanding that they may not satisfy the said minimum service condition .
Note 15	Within the total number of posts in the same scale of pay, addition to and reduction of posts under different designations and names on any scale of pay may be made by Ordnance Factories Board from time to time on the basis of changes in work load and functional requirements.
Note 16	The incumbent of posts in this schedule are liable for service in the any factory or office in the Ordnance Factories Organisation on transfer depending upon the functional requirement and transfer policy guideline framed by the Ordnance Factory Board from time to time.

(To be published in part II section 4 of the Gazette of India)

Ministry of Defence

(Department of Defence Production)

New Delhi, the _____ 2015

Notification

S.R.O. _____ :- In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules to amend the Ordnance and Ordnance Equipment Factories Group B, Group C and Group D Non-industrial (Para-Medical) posts (Recruitment and Conditions of Service) Rules, 2005 & 2008 namely :-

5. **Short title and commencement**-(1) These rules may be called the Ordnance and Ordnance Equipment Factories Non-industrial (Nursing & Para-Medical) posts (Recruitment and Conditions of Service) Rules, 2015.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. **Number of posts, classification and scale of pay**- The number of posts, their classification and the scale of pay attached thereto shall be as specified in columns (2) to (4) of the said Schedule.

3. **Method of recruitment, age limit, other qualifications, etc**- The method of recruitment to the said posts, age limits, qualifications and other matter connected therewith shall be as specified in columns (5) to (13) of the Schedule aforesaid.

4. Disqualifications.- No person,-

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who having a spouse living, has entered into or contracted a marriage with a person,

shall be eligible for appointment to any of the said posts:

Provided that the Central Government may, if satisfied that the marriage is permissible under the Personal Law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of these Rules.

5. Power to Relax- Where the Central Government is of the opinion that it is necessary or expedient so to do, may, by order for reasons to be recorded in writing, and in consultation with the Union Public Service Commission (only in case of Group A & B posts) relax any of the provisions of these rules with respect to any class or category of persons.

6. Saving- Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes, Ex- servicemen and special categories of person in accordance with the order issued by the Central Government from time to time in this regard.

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
1. PHARMACIST	276* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services Non-Industrial, Group - 'C', (Non-Ministerial)	Rs. 5200-20200 in PB-1 with Grade Pay of Rs. 2800	Not applicable.	Between 18 and 25 years (relaxable upto 40 years in case of departmental candidates)
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
Essential : (i) Passed 10+2 or equivalent	No	Two years.	By direct recruitment.	By direct recruitment.	

<p>examination with Science subjects from a recognized Institution. (ii)Candidate should possess Certificate as Registered Pharmacist having passed two years diploma course/D Pharm/B Pharm with three months training in Pharmacy from an Institution recognized by the Pharmacy Council of India. Desirable : Should have working knowledge of Computers.</p>				
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<p>If a Departmental Promotion Committee exists, what is its composition</p>	<p>Circumstances in which UPSC is to be consulted in making recruitment</p>
<p>(12)</p>	<p>(13)</p>
<p>Composition of Group 'C' Departmental Confirmation Committee: (for considering confirmation and completion of probation) consisting of: (a) Chief Medical Officer/ Sr Specialist - Chairman; (b) Jt. General Manager - Member</p>	<p>Not applicable.</p>

(c) Principal Medical Officer/ Senior Medical Officer - Member

Note: Pharmacists in Pay Band-2 (Rs. 9300-34800) with Grade Pay of Rs. 2800 shall be granted non-functional upgradation to Pharmacist (Non-functional Grade) in Pay Band-2 (Rs. 9300-34800) with Grade Pay of Rs. 4200 on completion of two years regular service in the grade. Such upgradation shall be non-functional, time-bound, without linkage to vacancy, shall be treated as 'Placement', not 'Promotion' and shall be subject to vigilance clearance.

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
2.MIDWIFE	73* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services Non-Industrial, Group - 'C', (Non-Ministerial)	Rs. 5200-20200 in PB-1 with Grade Pay of Rs. 2000	Not applicable.	Between 18 and 25 years (relaxable upto 40 years in case of departmental candidates)
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
Essential :	No	Two years.	By direct	By absorption of Medical	

<p>i) Passed 10+2 or equivalent examination with science subjects. ii) Two years Auxiliary Nursing Midwife Course from a recognized Institution and registered with Respective Nursing Council. iii) Must have working knowledge of computers. Desirable : Knowledge of Hindi and local language.</p>			recruitment.	Assistant with qualifications in Column 7, failing which by direct recruitment .
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If a Departmental Promotion Committee exists, what is its composition	Circumstances in which UPSC is to be consulted in making recruitment
(12)	(13)
Composition of Group 'C' Departmental Confirmation Committee: (for considering confirmation and completion of probation) consisting of:	Not applicable

(a) Chief Medical Officer/ Sr Specialist - Chairman; (b) Jt. General Manager - Member (c) Principal Medical Officer/ Senior Medical Officer - Member	
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Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
3. OPERATION ROOM TECHNICIAN	1* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services Non-Industrial, Group - 'C', (Non-Ministerial)	Rs. 5200-20200 in PB-1 with Grade Pay of Rs. 2800	Selection	Not Applicable
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
Not	No	Not	By Promotion	By promotion from Operation	

Applicable		Applicable	only	Room Assistant with thirteen years regular service in the grade in Ordnance Factory Organisation Note: The eligibility service shall continue to be five years for persons holding the post of Operation Room Assistant on regular basis on the date of notification of the said rules.
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If a Departmental Promotion Committee exists, what is its composition	Circumstances in which UPSC is to be consulted in making recruitment
(12)	(13)
Composition of Group 'C' Departmental Promotion Committee: (a) Chief Medical Officer/Principal Medical Officer-in-Charge of Hospital;- Chairman (b) Additional General Manager/Jt.General Manager (Administration)-Member (c) Principal Medical Officer/Senior Medical Officer- Member	Not applicable

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
4. OPERATION ROOM ASSISTANT	19* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services Non-Industrial, Group - 'C', (Non-Ministerial)	Rs. 5200-20200 in PB-1 with Grade Pay of Rs. 1900	Selection	Not Applicable
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
Not Applicable	No	Not Applicable	By Promotion only	By promotion from Medical Assistant with three years regular service in the grade in Ordnance Factory Organisation	

If a Departmental Promotion Committee exists, what is its composition	Circumstances in which UPSC is to be consulted in making recruitment
(12)	(13)
Composition of Group 'C' Departmental Promotion Committee: (a) Chief Medical Officer/Principal Medical Officer-in-Charge of Hospital;-Chairman (b) Additional General Manager/Jt.General Manager (Administration):- Member (c) Principal Medical Officer/Senior Medical Officer:- Member	Not applicable

Name of post	Number of Posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
5. WARD MASTER	17* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services, Non-Industrial, Group - 'C', (Non-Ministerial)	Rs. 5200-20200 in PB-1 with Grade Pay of Rs. 1900	Selection	Not Applicable
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
Not Applicable	No	Not Applicable	By Promotion only	By promotion from Medical Assistant with three years regular service in the grade in Ordnance Factory Organisation	

If a Departmental Promotion Committee exists, what is its composition	Circumstances in which UPSC is to be consulted in making recruitment
(12)	(13)
Composition of Group 'C' Departmental Promotion Committee: (a) Chief Medical Officer/Principal Medical Officer-in-Charge of Hospital;- Chairman (b) Additional General Manager/Jt.General Manager (Administration):-Member (c) Principal Medical Officer/Senior Medical Officer:- Member	Not applicable

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
6. BLOOD TRANSFUSION ASSISTANT	10* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services, Non-Industrial, Group - 'C', (Non-Ministerial)	Rs. 5200-20200 in PB-1 with Grade Pay of Rs. 1900	Not applicable	Between 18 and 25 years (relaxable upto 40 years in case of departmental candidates)
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
Essential : Passed 10+2 or equivalent examination with Science subjects. (ii)Diploma in Medical Laboratory Technology (DMLT) from a recognized	No	Two years	By direct recruitment	By direct recruitment	

Institution. (iii)Must have working knowledge of computers. Desirable : One years experience as Blood Transfusion Assistant in a Hospital or equivalent qualification for ex-servicemen.				
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If a Departmental Promotion Committee exists, what is its composition	Circumstances in which UPSC is to be consulted in making recruitment
(12)	(13)
Composition of Group 'C' Departmental Confirmation Committee: (for considering confirmation and completion of probation) consisting of: (a) Chief Medical Officer/ Sr Specialist - Chairman; (b) Jt. General Manager - Member (c) Principal Medical Officer/ Senior Medical Officer - Member	Not applicable

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
7. AMBULANCE DRIVER GRADE-I	75* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services, Non-Industrial, Group - 'C', (Non-Ministerial)	Rs. 5200-20200 in PB-1 with Grade Pay of Rs. 2800	Selection	Not applicable.
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
Not applicable.	No.	Not applicable	By promotion only	By promotion from Ambulance Driver Grade-II with five years regular service in the grade in Ordnance Factory Organisation. By absorption on passing trade test.	

If a Departmental Promotion Committee exists, what is its composition	Circumstances in which UPSC is to be consulted in making recruitment
(12)	(13)
Composition of Group 'C' Departmental Promotion Committee: (a) Additional General Manager/ Jt. General Manager/Deputy General Manager (Engineering);- Chairman (b) Chief Medical Officer/Principal Medical Officer-in-charge of Hospital;- Member (c) Deputy General Manager/Works Manager;- Member.	Not applicable

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
8. AMBULANCE DRIVER GRADE-II	65* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services, Non-Industrial, Group - 'C', (Non-Ministerial)	Rs. 5200-20200 in PB-1 with Grade Pay of Rs. 2400	Selection	Not applicable.
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
Not applicable	No.	Not applicable	By promotion only	By promotion from Ambulance Driver (Ordinary Grade) with eight years regular service in the grade in Ordnance Factory Organisation. By absorption on passing trade test.	

If a Departmental Promotion Committee exists, what is its composition	Circumstances in which UPSC is to be consulted in making recruitment
(12)	(13)
Composition of Group 'C' Departmental Promotion Committee: (a)Additional General Manager/ Jt. General Manager/Deputy General Manager (Engineering):- Chairman (b) Chief Medical Officer/Principal Medical Officer-in-charge:- Member (c)Deputy General Manager/Works Manager:- Member.	Not applicable

Name of the post	Number of posts	Classification	Scale of pay	Whether selection post or non-selection post	Age limit for direct recruit
(1)	(2)	(3)	(4)	(5)	(6)
9. AMBULANCE DRIVER (ORDINARY GRADE)	65* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services Non-Industrial , Group - 'C', (Non-Ministerial)	Rs. 5200-20200 in PB-1 with Grade Pay of Rs. 1900	Not applicable	Between 18 and 25 years (relaxable upto 40 years in case of departmental candidates)
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation of any	Method of recruitment , whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
Essential :	No	Two years.	By direct	By direct recruitment	

<p>(i) Passed Matriculation or equivalent examination. (ii) Must possess driving licence (iii) Knowledge of maintenance and minor repairs (iv) Preliminary knowledge of First-aid. Desirable : 3 years experience of driving light/heavy vehicles.</p>			recruitment.	
<p>If a Departmental Promotion Committee exists, what is its composition</p>			<p>Circumstances in which UPSC id to be consulted in making recruitment</p>	
<p>(12)</p>			<p>(13)</p>	
<p>Composition of Group 'C' Departmental Confirmation Committee (for considering confirmation and completion of probation) consisting of: (a) Chief Medical Officer/ Sr Specialist - Chairman; (b) Jt. General Manager - Member (c) Principal Medical Officer/ Senior Medical Officer Member</p>			<p>Not applicable.</p>	

Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
10. MEDICAL ASSISTANT	369* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services, Non-Industrial, Group - 'C', (Non-Ministerial)	Rs. 5200-20200 in PB-1 with Grade Pay of Rs. 1800	Selection	Between 18 and 25 years (relaxable upto 40 years in case of departmental candidates)
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
Non Ex-Servicemen Persons : (i) Passed 10+2 or equivalent examination.	No.	Two years for direct recruits and Nil for promotees	By promotion and absorption failing which by direct	By promotion from Ward Sahayak with two years regular service in the grade in Ordnance Factory Organisation. By absorption of persons with	

<p>(ii) Undergone a course of instructions in First Aid and Nursing from recognized institution/St. John's Ambulance.</p> <p>(ii) Knowledge of Nursing and First Aid.</p> <p>(iv) Knowledge of Operation Theatre and sterilization procedure.</p> <p>Ex-service persons :</p> <p>(i) Worked as Nursing Assistant in the Armed Forces after passing qualifying test of the Medical Corps.</p> <p>Desirable: Preliminary working knowledge of computers.</p>			recruitment..	qualification in column 7.
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If a Departmental Promotion Committee exists, what is its composition	Circumstances in which UPSC is to be consulted in making recruitment
(12)	(13)
Composition of Group 'C' Departmental Promotion Committee: (a) Chief Medical Officer/Principal Medical Officer-in-Charge of Hospital;-	Not applicable

<p>Chairman</p> <p>(b) Additional General Manager/Jt.General Manager (Administration):- Member</p> <p>(c) Principal Medical Officer/Senior Medical Officer:- Member</p> <p>Composition of Group 'C' Departmental Confirmation Committee: (for considering confirmation and completion of probation) consisting of:</p> <p>(a) Chief Medical Officer/ Sr Specialist - Chairman;</p> <p>(b) Jt. General Manager - Member</p> <p>(c) Principal Medical Officer/ Senior Medical Officer - Member</p>	
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Name of post	Number of posts	Classification	Scale of pay	Whether Selection post or non-selection post	Age limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
11. WARD SAHAYAK	155* (2015) *Subject to variation dependent on workload.	Civilians in Defence Services, Non-Industrial, Group - 'C', (Non-Ministerial)	Rs. 5200-20200 in PB-1 with Grade Pay of Rs. 1800	Not applicable.	Between 18 and 25 years (relaxable upto 40 years in case of departmental candidates)
Educational and other qualifications required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation if any	Method of recruitment, whether by direct recruitment or by deputation/ absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion / deputation or absorption, grades from which promotion / deputation to be made	
(7)	(8)	(9)	(10)	(11)	
(i)Must pass Class 10 or equivalent examination of school. (ii)Knowledge of First Aid, Nursing and Ward procedure.	No.	Two years.	By direct recruitment.	By direct recruitment.	

If a Departmental Promotion Committee exists, what is its composition	Circumstances in which UPSC is to be consulted in making recruitment
(12)	(13)
Composition of Group 'C' Departmental Confirmation Committee: (for considering confirmation and completion of probation) consisting of: (a) Chief Medical Officer/ Sr Specialist - Chairman; (b) Jt. General Manager - Member (c) Principal Medical Officer/ Senior Medical Officer - Member	Not applicable

Notes below SRO

Note 1	The number of posts indicated on Col. 2 in above schedule are all subject to variation dependent on work load.
Note 2	Save where otherwise indicated the age limits under Col. 7 are all relaxable for Government Servants, upto 35 years in accordance with the instructions or orders issued by Government of India.
Note 3	Wherever the words 'adjustment of surplus' occurs in Col. 11 of this schedule it shall mean appointment in public interest by the Management, of persons already holding posts in the same or identical or nearly equivalent scale of pay in any factory or office or anywhere in the Ordnance Factories Organisation whom it is necessary to adjust in the posts in the exigencies of service consequent on the persons or the posts held by them being found surplus by the management.
Note 4	Wherever the word 'absorption' occurs in Col. 11 or Col. 12 of this schedule it shall include transfer in public interest by the Management, of persons (already holding posts in the same or identical or nearby equivalent scale of pay) to posts in factories or offices in the same Station in the Ordnance Factories Organisation and also transfer within the same factory or office at the request of the persons concerned where agreed to by the Management. The transfer in public interest will also include filling of posts by transfer of persons holding posts from which there is no promotion to any other post or grade whether or not such posts are declared equivalent posts and such appointments by transfer may be made prior to filling of posts by direct recruitment.
Note 5	The term 'deputation' shall mean deputation for specified period in accordance with orders of the Government in force from time to time and in the exigencies of service, the Ordnance Factories Board or the General Manager of the Factory may, in the public interest, take suitable persons from outside the Ordnance Factories Organisation on deputation in any of the posts specified in the aforesaid schedule.
Note 6	Wherever 'trade test' is laid down in Col.12 of this schedule or anywhere else in these rules such trade test shall be prescribed by the General Manager of Factory or the Ordnance Factories Board. The term 'trade test' will include written, oral and practical examination and aptitude test and interview and any other qualification test including physical standards test and statutory qualification test.
Note 7	Wherever the words 'panel prepared by relevant Departmental Promotion Committee occurs in Col. 11 and recruitment is to be made by selection the words shall mean preparation of panel purely on the basis of merit, by reference to confidential reports and by reference to results of a trade test wherever such trade test is considered by the General Manager of the Factory or Ordnance Factories Board to be desirable in the interest of selection.
Note 8	Promotions indicated in Col. 12 of this schedule will normally be from feeders grade indicated in Col. 12. But where two or more feeder grades are declared to be 'allied grades' by the General Manager of the Factory or Ordnance Factories Board, selection for promotion will be made from common seniority list of

	eligible persons in the allied grades.
Note 9	The words 'equivalent post' and its variants in these rules will mean any post in the same or identical scale of pay as another post in the same or another name or designation and which posts the Ordnance Factories Board or General Manager of the Factory may declare as equivalent posts and they will be considered to be inter-changeable or stroke(/)appointments.
Note 10	In relation to prescribed qualifications under Column 8 of this schedule the question whether a qualification is equivalent to the prescribed qualification for any post shall be decided by the Ordnance Factories Board.
Note 11	For the purpose of these rules, the Ordnance Factories Board may authorize any Member of the Board or Additional Director General Ordnance Factories to exercise any or all its powers on its behalf and it shall be deemed to have been exercised by the said Board.
Note 12	In these rules the term 'General Manager of the Factory' and its variants shall include Senior General Manager, Additional General Manager and Director of Staff College and heads of other establishments declared by Ordnance Factories Board to be equivalent to General Manager of Factories.
Note 13	Wherever any age limit is laid down in Col. 6 of this schedule the crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of J&K State, Lahaul & Spiti district and Pangi Sub Division of Chamba district of Himachal Pradesh, Andaman & Nicobar Islands or Lakshadweep.
Note 14	Wherever any condition of a minimum service is laid down in Col. 12 of this schedule and a junior employee is considered for selection by virtue of his satisfying the said minimum service condition, all persons senior to him who have completed probation period shall also become eligible for consideration for selection notwithstanding that they may not satisfy the said minimum service condition .
Note 15	Within the total number of posts in the same scale of pay, addition to and reduction of posts under different designations and names on any scale of pay may be made by Ordnance Factories Board from time to time on the basis of changes in work load and functional requirements.
Note 16	The incumbent of posts in this schedule are liable for service in the any factory or office in the Ordnance Factories Organisation on transfer depending upon the functional requirement and transfer policy guideline framed by the Ordnance Factory Board from time to time.