

APPENDIX-II-B

COMPARATIVE STATEMENT OF EXISTING AND PROPOSED RECRUITMENT REGULATIONS ALONG WITH THE REASONS FOR AMENDMENTS FOR THE POST OF DEPUTY DIRECTOR IN ESI CORPORATION.

Col. No. & Heading of the column	Provision in the existing RRs notified in Gazette of India on 6.6.2015.	Revised provisions proposed	Reason for the revision proposed
1. Name of the post	Deputy Director	Deputy Director	No change
2. Number of post	397* (2014) * Subject to variation depending on work load.	385* (2018) * Subject to variation depending on work load.	As per proposed revised sanctioned strength of the post.
3. Classification.	Group 'A' Non-Ministerial, Non-Gazetted	Group 'A' Non-Ministerial, Non-Gazetted	No change.
4. Pay Band, Grade Pay and Pay Scale. (Heading of this column has been changed in the proposed RRs as 'Level in the Pay Matrix' as per DoP&T OM No. AB. 14017/13/2016-Estt. (RR) dated 9.8.2016.)	Pay Band -3, Rs. 15,600-39,100 (Grade Pay Rs. 5400/-) Note:- Non-functional pay scale under the nomenclature of Deputy Director (Senior Time Scale) in Pay Band -3 of Rs. 15,600-39,100 with Grade Pay of Rs. 6600/- shall be admissible to the Deputy Directors on completion of five years' of regular service as Deputy Director in Pay Band-3 in the pay scale of Rs. 15,600-39,100, with Grade Pay of Rs. 5400/-.	Level 10 (Rs.56,100-177500) Note:-Deputy Directors in Level 10 (Rs.56,100-177500) holding the post on regular basis as on the date of notification of revised recruitment regulations shall be eligible for grant of Non functional pay scale of Deputy Director (Senior Time Scale) in Level 11 in Pay Matrix (Rs. 67,700-2,08,700) on completion of five years' of regular service in the post.	As per corresponding Level in the Pay Matrix as per 7 th CPC recommendation adopted by ESIC vide Memorandum No. A-27/17/17 th CPC/2016-E.III dated 26.10.2016. Due to new creation of post of Senior Deputy Director in Level 11 in the Pay Matrix in place of Deputy Director (STS), existing Note (s) in the proposed RRs is now not required. Note in the proposed RRs has been proposed as per paragraph 3.1.3 of the DoP&T OM No. AB-14017/48/2010-Estt. (RR) dated 31.12.2010.

5. Whether selection or Non-selection post.	Selection	Selection	No change.
6. Age limit for direct recruits.	<p>Not exceeding 35 years</p> <p>Note 1: Relaxable for Government servants and employees of Employees' State Insurance Corporation up to five years in accordance with the instructions or orders issued by the Central Government.)</p> <p>Note 2 : 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 Jammu and Kashmir State, Lahaul and Spiti district and Pangi Sub Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands and Lakshadweep).</p>	<p>Not exceeding 35 years.</p> <p>(Relaxable for Government servants and employees of Employees' State Insurance Corporation up to five years in accordance with the instructions or orders issued by the Central Government.)</p> <p>Note : 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 Jammu and Kashmir State, Lahaul and Spiti district and Pangi Sub Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).</p>	<p>No change except provisions for age relaxation and Note has been provided as per approved draft RRs for the post vide UPSC vide their letter No. 3.12(1)/2017-RR dated 11.4.2017 and letter of even number dated 4.7.2017.</p>
7. Educational and other qualifications required for direct recruits.	<p><u>Essential:</u></p> <p>(i) Degree of a recognised University.</p> <p>(ii) Three years' experience of Administration, or Accounts or Marketing or Public Relations or Insurance or Revenue or Tax related matters in a Government or Public Sector Undertaking or autonomous body.</p>	<p><u>Essential:</u></p> <p>(i) Degree of a recognised University.</p> <p>(ii) Three years' experience of Administration, or Accounts or Marketing or Public Relations or Insurance or Revenue or Tax related matters in a Government or Public Sector Undertaking or in an autonomous statutory body /Listed Private Sector organisations.**</p> <p>**Listed private sector</p>	<p>Minor changes in educational qualifications have been proposed as per approval of the UPSC vide their letter No. 3.12(1)/2017-RR dated 11.4.2017.</p>

	<p>Desirable :</p> <p>(i) Qualified Subordinate Accounts Services, or Passed Institute of Cost and Works Accounts or Master of Business Administration (Finance), a degree in law.</p> <p>(ii) Experience in matters relating to social Insurance or Labour Laws.</p> <p>Note (1) Qualifications are relaxable at Union Public Service Commission's discretion in case of candidates otherwise well qualified.</p> <p>Note (2) The qualification(s) regarding experience is/are relaxable at the discretion of the Union Public Service Commission in the case of the candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the required experience are not likely to be available to fill up the vacancies reserved for them.</p>	<p>organisations means corporate entities which are listed on the recognised stock exchanges of the country or the companies with public share-holding.</p> <p>Desirable :</p> <p>(i) Cost & Management Accountancy/Chartered Accountancy/Company Secretaryship/Bachelor in Law (L.L.B.)/Master s in Business Administration (Finance)/Post Graduate Diploma in Management (Finance) from a recognised university/Board/Institute or qualified Subrdinate Accounts Services (SAS) Examination as conducted by organised Accounting departments of Government of India.</p> <p>(ii) Experience in matters relating to social insurance or labour laws.</p> <p>Note (1) Qualifications are relaxable at the discretion of the Union Public Service Commission for reasons to be recorded in writing in the case of candidates otherwise well qualified.</p> <p>Note (2) The qualification(s) regarding experience is/are relaxable at the discretion of the Union Public Service Commission for reasons to be recorded in writing in the case of the candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the required</p>	
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		experience are not likely to be available to fill up the vacancies reserved for them	
8 Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees.	No	No	No change.
9. Period of probation, if any.	Two years	Two years Note: Mandatory induction training for direct recruitment as prescribed and sponsored by ESIC as part of successful completion of probation.	No change. Note has been proposed as per approval of the UPSC vide their letter No. 3.12(1)/2017-RR dated 11.4.2017.
7. Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods.	50% by promotion. 50% by direct recruitment.	50% by promotion. 50% by direct recruitment.	No change.
11 In case of recruitment by promotion/ deputation/ absorption grades from which promotion /deputation / absorption to be made.	<u>Promotion:</u> Assistant Director or Manager Grade-I or Section Officer with two years' regular service in Pay Band -2 in the scale of pay of Rs. 9300-34,800 with grade pay of Rs. 4800/-. Note 1. Promotion shall be subject to completion of Level 'A' training for Group 'A' Officers devised by the Employees State Insurance Corporation. Provided that those persons who have not completed training for promotion before the date of meeting of Departmental Promotion Committee will also be considered subject to the condition that the	<u>Promotion:</u> Assistant Director or Manager Grade-I or Section Officer with two years' regular service in Level 8 (Rs. 47,600-1,51,100) in Pay Matrix. Note 1. Promotion shall be subject to completion of Level 'A' training for Group 'A' Officers devised by the Employees State Insurance Corporation. Provided that those persons who have not completed training for promotion before the date of meeting of Departmental Promotion Committee will also be considered subject to the condition that the	1. The revised pay structure of feeder grade post as per seventh CPC recommendations has been incorporated. 2. Note 2 has been merged with Note 1 as per the aforesaid approval of the UPSC letter dated 11.4.2017. 3. Note 4 in the existing RRs has been proposed to be removed as per DoP&T OM No. AB-14017/13/2016-Estt (RR) -Pt dated 18.1.2017.

required training will be completed within one year of the date of meeting of Departmental Promotion Committee.

Note 2: Those persons who are due to retire within two years will be exempted from completion of such training for promotion.

Note 3: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or 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 or eligibility service.

Note 4: For the purpose of computing minimum qualifying service for promotion, the service rendered on a regular basis by an officer prior to the first day of January 2006 or the date from which the revised pay structure based on the 6th Central Pay Commission recommendations has

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	<p>been extended, shall be deemed to be service rendered in the corresponding pay or pay scale extended, based on the recommendations of the Pay Commission.</p>		
<p>12. If a Departmental Promotion Committee exists what is its composition</p>	<p>Group 'A' Departmental Promotion Committee :</p> <p>(1) Chairman/ Member, Union Public Service Commission - Chairman</p> <p>(2) Insurance Commissioner (Personnel & Administration), Employees' State Insurance Corporation - Member</p> <p>(3) Insurance Commissioner (Information Communication Technology), Employees' State Insurance Corporation. - Member</p> <p>Group 'A' Departmental Promotion Committee for considering Confirmation in case of direct recruits or promotion to Deputy Director (Senior Time Scale):</p> <p>(1) Director General, Employees' State Insurance Corporation - Chairman</p> <p>(2) Insurance Commissioner (Personnel & Administration), Employees' State Insurance Corporation - Member</p>	<p>Group 'A' Departmental Promotion Committee :</p> <p>(1) Chairman/ Member, Union Public Service Commission - Chairman</p> <p>(2) Insurance Commissioner (Personnel & Administration), Employees' State Insurance Corporation - Member</p> <p>(3) Insurance Commissioner (Information Communication Technology), Employees' State Insurance Corporation. - Member</p> <p>Group 'A' Departmental Confirmation Committee:</p> <p>(1) Director General, Employees' State Insurance Corporation - Chairman</p> <p>(2) Insurance Commissioner (Personnel & Administration), Employees' State Insurance Corporation - Member</p> <p>(3) Insurance Commissioner (Information Communication Technology), Employees' State Insurance Corporation - Member</p>	<p>No change in composition of DPC and for confirmation committee.</p>

	(3) Insurance Commissioner (Information Communication Technology), Employees' State Insurance Corporation - Member		
13. Circumstances in which Union Public Service Commission to be consulted in making recruitment.	Consultation with Union Public Service Commission necessary on each occasion.	Consultation with Union Public Service Commission necessary on each occasion.	No change.

		Corporation Insurance Employees Technology Commission Education Consultants	
	with Local Government or other entities	with Local Government or other entities	in the state or local government

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