

No. P-18011/13/2015-Salt/(E-3024)
Government of India
Ministry of Commerce & Industry
Department for Promotion of Industry and Internal Trade
(Salt Section)

Vanijya Bhawan, 16-A Akbar Road
New Delhi, the 6th May, 2024

OFFICE MEMORANDUM

Subject: Uploading proposed amendment in Recruitment Rules for various posts in Salt Commissioner Organization (SCO) on Department's website for inviting comments/objections - Reg.

The undersigned is directed to enclose herewith proposed draft amendments in Indian Salt Service Recruitment Rule, 1989 and Recruitment Rule (RRs) for Dy. Superintendent of Salt/Inspector of Salt in Salt Commissioner Organization (SCO) for inviting comments/objections from stake holders.

2. Comments/objections on proposed amendment are invited from stake holders within 30 days of uploading of this O.M. on official website of DPIIT. Comments/objections may be sent by email at salt-section@gov.in mentioning subject as **Comments/objection on RRs for various posts in SCO** in email.
3. This issues with the approval of competent authority.


(R. K. Soni)

Under Secretary to the Govt. of India
Tele: 011-23038936

Encl : as above.

To,

1. All Stake holders
2. The Salt Commissioner, O/o Salt Commissioner, Lavan Bhawan, 2-A Lavan Marg, Jhalana Doongri, Jaipur, Rajasthan - 302004 - with the request to upload on the official website of SCO.

Copy to : NIC, DPIIT - with the request to upload this O.M. on official website at appropriate place for 30 days.

Copy for information to : PPS to AS(RST)/DS(BK)

Proposed amendments in respect of various posts of Salt Commissioner's Organization (SCO), an attached office under DPIIT seeking objections/comments/suggestions.

Note:- The suggestions/objections/comments may kindly be send to salt-section@gov.in / soni.rk68@gov.in

Annexure-3

Form to be filled by the ministry /Department while forwarding proposal to UPSC while proposing amendment to existing recruitment rules

1.	Name of Post	Salt Commissioner
2.	Name of the Ministry/Department	Ministry of Commerce & Industry, Department for Promotion of Industry and Internal Trade Salt Commissioner's Organization
3.	Reference number in which Commission's advice on Recruitment rules was conveyed.	---
4.	Date of Notification of the original rules and subsequent amendments (copy of the original rules & subsequent amendments should be enclosed, duly Flagged and referenced)	Notified originally on 21.11.1989 and amended on 13.02.1990, 13.04.1994 and 11.02.1997 (Annexure- A)

Col. No.	Name	Provision in the existing/approved Rules	Provision proposed by DPIIT	Reasons for proposing revision
(1)	(2)	(3)	(4)	(5)
1	Name of the post	Salt Commissioner	No Change	--
2	No. of posts	1(One)	No Change	--
3	Classification	Indian Salt Services, Grade-I, Group A Gazetted	No Change	--
4.	Scale of Pay	Rs.5100-150-5700	Level-13A (Pre-revised Rs.37400-67000 GP Rs.8900/-)	Revision of Pay Scale as per 7th CPC.

5.	Age limit for direct recruitment	Not Applicable	No change	--
6.	Educational and other qualifications for direct recruitment	Not Applicable	No change	--
7.	Whether educational qualifications and age limit prescribed for DR will apply to promotes	Not Applicable	No change	--
8.	Method of recruitment Whether by DR or by promotion/deputation/absorption and percentage of the vacancy to be filled by various method.	By promotion failing which by transfer on deputation (including short-term contract) Note: The Officers who have been appointed on a regular basis to the post in the scale of Rs.1500-2000 (upgraded scale Rs.5100-5700) prior to the notification of these rules, shall be deemed to have been appointed to the post in the upgrade scale.	By promotion failing which by transfer on deputation (including short-term contract)	Note shall be deleted as the previous position is not relevant as per 7th CPC.
9.	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made.	By promotion: Grade-II Officers of the Indian Salt Services with 7 year's regular service in the grade. Transfer on deputation (including short term contract): Officers of Central/State Government/Public Sector Undertakings/Statutory/Autonomous Organisation-	By promotion: Grade-II Officers of the Indian Salt Service with 6 year's regular service in the grade of Deputy Salt Commissioner. Transfer on deputation (including short term contract): Officers of Central/State/ <i>UT</i> Government / Public Sector Undertakings/Statutory/Autonomous Organisation	In accordance to DoPT OM No. AB-14017/4/2021-Estt.(RR) dated 20.09.2022, <u>minimum qualifying service for promotion from level 12 to 13A is 6 years.</u> The Expenditure Reforms Commission

		<p>(a)(i) holding analogous posts on regular basis : or</p> <p>(ii) with 3 years regular service in posts in the scale of Rs.4500-5700 or equivalent: or</p> <p>(iii)with 7 years' regular service in posts in the scale of Rs3700-5000 or equivalent and</p> <p>(b)possessing the following educational qualifications and experience:</p> <p>Essential:</p> <p>(i)Master Degree in Chemistry from a recognized University or equivalent :</p> <p>OR</p> <p>Degree in Chemical Engg. Technology from a recognized University/Institution or equivalent : and</p> <p>(ii)10 year's experience in Chemical Industry (including salt Industry).</p> <p>Desirable :</p> <p>Ph.D. Degree in Chemistry or Master's Degree in Chemical Engineering/Technology</p>	<p>(a)(i) holding analogous posts on regular basis : or</p> <p>(ii) with 2 years regular service in posts in the scale of Level 13 (Rs. 37400-67000 +GP 8700) or equivalent: or</p> <p>(iii) with 6 years' regular service in posts in the scale of Level 12 (Rs. 15600-39100 +GP 7600) or equivalent.</p> <p>(b)possessing the following educational qualifications and experience :</p> <p>Essential :</p> <p>(i) <i>Master Degree</i> in any discipline from a recognized University or equivalent</p> <p>Desirable:</p> <p><i>3 years' experience in handling land and/ or legal matters.</i></p>	<p>(ERC) in its Report in December, 2001 had recommended transfer of Salt Testing Laboratories (STLs) to M/o Health & Family Welfare and closure of SCO after the transfer of SCO land to State Governments concerned.</p> <p>The present mandate of the SCO is mainly related to Land management, its disposal and handling legal cases related to land. Therefore, the need for personnel specialized in chemical industry in the present scenario is not warranted and personnel having experience in handling land and / or legal matters are desirable.</p> <p>Accordingly, the changes in essential and desirable qualifications have been made.</p>
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		relevant to EQ(ii) from a recognized University or equivalent. (Period of transfer on deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or same other organization/ department of the Central Government shall not ordinarily exceed 4 years)		
10.	If Departmental promotion committee exists what is its composition	DPC for considering promotion: (i) Chairman/Member, UPSC-Chairman (ii) Additional Secretary, Department of Industrial Development-Member (iii) Joint Secretary, Department of Industrial Development-Member.	DPC for considering promotion : (i) Chairman/Member, UPSC – Chairman (ii) Additional Secretary, Department for Promotion of Industry and Internal Trade-Member (iii) Joint Secretary, Department for Promotion of Industry and Internal Trade -Member.	Mandatory change in name of Department i.e. Department for Promotion of Industry & Internal Trade (DPIIT)

Name, address and telephone number : R K Soni, US, DPIIT, Tel : 23038936/8800369858
of the Ministries representatives with whom these proposals may be discussed, if necessary for clarification/early decision.

Signature of the officer
Sending the proposal

Form to be filled by the ministry /Department while forwarding proposal to UPSC while proposing amendment to existing recruitment rules

1.	Name of Post	Deputy Salt Commissioner
2.	Name of the Ministry/Department	Ministry of Commerce & Industry, Department for Promotion of Industry and Internal Trade Salt Commissioner's Organisation
3.	Reference number in which Commission's advice on Recruitment rules was conveyed.	---
4.	Date of Notification of the original rules and subsequent amendments (copy of the original rules & subsequent amendments should be enclosed, duly Flagged and referenced)	Notified originally on 21.11.1989 and amended on 13.02.1990, 13.04.1994 and 11.02.1997 (Annexure-A)

Col. No.	Name	Provision in the existing/approved Rules	Provision proposed by DPIIT	Reasons for proposing revision
(1)	(3)	(3)	(4)	(5)
1	Name of the post	Deputy Salt Commissioner	No Change	--
2	No. of posts	5*(1989) *Subject to variation dependent on work load.	4	The Expenditure Reforms Commission (ERC) in its Report in December, 2001 had recommended closure of SCO after the transfer of SCO land to State Governments concerned. Further, assessment of manpower in SCO was conducted by National Productivity Council (NPC) in 2016. As

				per the recommendations of NPC, the total staff sanctioned strength was reduced to 306. The present sanctioned strength (as per NPC recommendations) for the post of Deputy Salt Commissioner is 4 (four) only.
3	Classification	Indian Salt Service. Grade-II, Group 'A' Gazetted.	No Change	--
4.	Scale of Pay	Rs.3700-125-4700-150-5000	Level 12(Prerevised Rs.15600-39100 GP Rs.7600/-)	Revision of Pay Scale as per 7th CPC.
5.	Age limit for direct recruitment	Not Applicable	No change	--
6.	Educational and other qualifications for direct recruitment	Not Applicable	No change	--
7.	Whether educational qualifications and age limit prescribed for DR will apply to promotes	Not Applicable	No change	--
8.	Method of recruitment Whether by DR or by promotion/deputation /absorption and percentage of the vacancy to be filled by various method.	By promotion failing which by transfer on deputation (including short-term contract) Note: The Officers who have been appointed on a regular basis to the post in the scale of Rs.1300-1700 (upgraded scale Rs.3700-5000) prior to the notification of these rules, shall be deemed to have been appointed to the post in the upgrade scale.	By promotion failing which by transfer on deputation (including short-term contract)	Note shall be deleted as the previous position is not relevant as per 7th CPC.

9.	<p>In case of recruitment by promotion/deputation n/absorption grades from which promotion/deputation n/absorption to be made</p>	<p>By promotion: Grade-III Officers of the Indian Salt Service with 5 year's regular service in the grade.</p> <p>Transfer on deputation (including short term contract): Officers of Central/State Government /Public Sector Undertakings/Statutory/Autonomous Organization.</p> <p>(a)(i) holding analogous posts on regular basis: or</p> <p>ii) with 2 year's regular service in posts in the scale of Rs.3000-5000 or equivalent: or</p> <p>(iii)with 5 year's regular service in posts in the scale of Rs.3000-4500 or equivalent and</p> <p>(b)possessing the following educational qualifications and experience:</p> <p>Essential:</p> <p>(i) Master Degree in Chemistry from a recognized University or equivalent: or Degree in Chemical Engg./ Technology or equivalent from a recognized University/Institution or equivalent : and</p> <p>(ii)8 years' experience in Chemical</p>	<p>By promotion: Grade-III Officers of the Indian Salt Service with 5 year's regular service in the grade.</p> <p>Transfer on deputation (including short term contract): Officers of Central/State/UT Government /Public Sector Undertakings/Statutory/Autonomous Organisation</p> <p>(a)(i) holding analogous posts on regular basis : or</p> <p>(ii) with <i>5 year's</i> regular service in posts in the scale of Level 11 (Rs.15600-39100 GP Rs.6600) or equivalent : or</p> <p>(b)possessing the following educational qualifications and experience:</p> <p>Essential :</p> <p>Bachelor's Degree in any discipline from a recognized University or equivalent</p>	<p>The Expenditure Reforms Commission (ERC) in its Report in December, 2001 had recommended transfer of Salt Testing Laboratories (STLs) to M/o Health & Family Welfare and closure of SCO after the transfer of SCO land to State Governments concerned.</p> <p>The present mandate of the SCO is mainly related to Land management, its disposal and handling legal cases related to land. Therefore, the need for personnel specialized in chemical industry in the present scenario is not warranted and personnel having experience in handling land and / or legal matters are desirable.</p> <p>Accordingly, the changes in essential and desirable qualifications have been made.</p>
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		<p>Industry (including salt Industry).</p> <p>Desirable:</p> <p>Ph.D. Degree in Chemistry or Master's Degree in Chemical Engineering/Technology relevant to EQ(ii) from a recognized University or equivalent.</p> <p>(Period of transfer on deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization/department of the Central Government shall not ordinarily exceed 4 years)</p> <p>(** The above position is as per RRs amended vide corrigendum dt. 13.02.1990 - regular service from 2 years to 5 years)</p>	<p>Desirable:</p> <p><u>2 years</u> experience in handling land and/ or legal matters.</p>	
10.	If Departmental promotion committee exists what is its composition	<p>DPC for considering promotion:</p> <p>(i)Chairman/Member, UPSC- Chairman</p> <p>(ii) Joint Secretary, Department of Industrial Development-Member</p> <p>(iii)Salt Commissioner-Member.</p>	<p>DPC for considering promotion:</p> <p>(i)Chairman/Member, UPSC- Chairman</p> <p>(ii) Joint Secretary, Department for Promotion of Industry and Internal Trade-Member</p> <p>(iii)Salt Commissioner-Member.</p>	Mandatory change in name of Department i.e., Department for Promotion of Industry & Internal Trade (DPIIT)

Name, address and telephone number : R K Soni, US, DPIIT, Tel : 23038936/8800369858
of the Ministries representatives with
whom these proposals may be

discussed, if necessary for clarification/early decision.

Signature of the officer
Sending the proposal

Form to be filled by the ministry /Department while forwarding proposal to UPSC while proposing amendment to existing recruitment rules

1.	Name of Post	Assistant Salt Commissioner
2.	Name of the Ministry/Department	Ministry of Commerce & Industry, Department for Promotion of Industry and Internal Trade Salt Commissioner's Organisation
3.	Reference number in which Commission's advice on Recruitment rules was conveyed.	--
4.	Date of Notification of the original rules and subsequent amendments (copy of the original rules & subsequent amendments should be enclosed, duly Flagged and referenced)	Notified originally on 21.11.1989 and amended on 13.02.1990, 13.04.1994 and 11.02.1997 (Annexure-A)

Col. No.	Name	Provision in the existing/approved Rules	Provision proposed by DPIIT	Reasons for proposing revision
(1)	(2)	(3)	(4)	(5)
1	Name of the post	Assistant Salt Commissioner	No Change	
2	No. of posts	9* (Nine)(1989) *Subject to variation dependent on workload	3	The Expenditure Reforms Commission (ERC) in its Report in December, 2001 had recommended closure of SCO after the transfer of SCO land to State Governments concerned. Further, assessment of manpower in SCO was conducted by National Productivity Council (NPC) in 2016. As per the recommendations of NPC, the

				total staff sanctioned strength was reduced to 306. The present sanctioned strength (as per NPC recommendations) for the post of <i>Assistant Salt Commissioner</i> is 3 (three) only.
3	Classification	Indian Salt Service Grade-III Group 'A' Gazetted.	No Change	--
4.	Scale of Pay	Rs.3000-100-3500-125-4500	Level-11 (Pre-revised Rs. 15600-39100/- Grade Pay Rs. 6600/-)	Revision of Pay Scale as per 7th CPC.
5.	Age limit for direct recruitment	40 Years (Relaxable for Government servant upto 5 years, in accordance with the instructions or orders issued by Central Government) Note: The crucial date for determining the age limit shall be the closing date for receipt of application from candidates in India (Other than those in Andaman & Nicobar Islands and Lakshadweep)	No Change	-
6.	Educational and other qualifications for direct recruitment	Essential: (i) Master's Degree in Chemistry from a recognized University or equivalent Degree in Chemical Engg./Technology or equivalent from a recognized University/ Institution or equivalent ; and (ii) 5 years' experience in Chemical Industry (including Salt Industry). (iii) Administrative experience. Desirable:	Essential: <i>Bachelor's Degree</i> in any discipline from a recognized University or equivalent. Desirable: <i>2 years' experience</i> in handling land and/ or legal matters.	The Expenditure Reforms Commission (ERC) in its Report in December, 2001 had recommended transfer of Salt Testing Laboratories (STLs) to M/o Health & Family Welfare and closure of SCO after the transfer of SCO land to State Governments concerned. The present mandate of the SCO is mainly related to Land management, its disposal and handling legal cases related to

		<p>Ph.D. Degree in Chemistry or Master's Degree in Chemical Engineering/Technology relevant to EQ(ii) from a recognized University/Institution of equivalent.</p> <p>Note 1: Qualifications are relax able at the discretion of the Commission.</p> <p>Note2: The qualification(s) regarding experience is/are relaxable at the discretion of the Commission in the case of candidates belonging to Scheduled Castes and Scheduled Tribes, if, at any stage of selection, the Commission is of the Opinion that sufficient number of candidates from those communities possessing the requisite experience to fill up the vacancies reserved for them.</p> <p><i>(vide corrigendum of erstwhile Deptt. of Industrial Development dt. 13.02.1990, added or equivalent word after University)</i></p>		<p>land. Therefore, the need for personnel specialized in chemical industry in the present scenario is not warranted and personnel having experience in handling land and / or legal matters are desirable.</p> <p>Accordingly, the changes in essential qualifications have been made.</p>
7.	Whether Age and educational qualifications limit prescribed for Direct Recruits will apply in the case of promotees	<p>Age: No</p> <p>EQ: Yes</p>	No Change	--

8.	Method of recruitment Whether by DR or by promotion/deputation n /absorption and percentage of the vacancy to be filled by various method.	By promotion failing which by transfer on deputation (including short-term contract) failing both by direct recruitment	No Change	--
9.	In case of recruitment by promotion/deputation n/absorption grades from which promotion/deputation n/absorption to be made	<p>By promotion: Grade-IV Officers of the Indian Salt Service with 8 years regular service in the grade.</p> <p>Transfer on deputation (including short term contract)</p> <p>Officers of Central/State Governments/Semi Governments/Statutory Autonomous Organisations-</p> <p>(a)(i)holding analogous posts on a regular basis; or</p> <p>ii) with 5 year's regular service in posts in the scale of Rs.2200-4000 or equivalent; or</p> <p>(iii)with 8 year's regular service in posts in the scale of Rs. 2000-3500 or equivalent; and</p> <p>(b)possessing the qualifications and</p>	<p>By promotion: Grade-IV Officers of the Indian Salt Service with 5 years' regular service in the grade</p> <p>Transfer on deputation (including short term contract): Officers of Central/State/UT Government / Public Sector Undertakings/Statutory/ Autonomous Organisation</p> <p>(a)(i)holding analogous posts on a regular basis ; or</p> <p>ii) with 5 year's regular service in Level 10 (Rs.15600-39100 GP Rs.5400) or equivalent : or</p> <p>(iii) with 8 year's regular service in posts in the scale of Level 7 (Rs. 9300-34800/- Grade Pay Rs. 4600/-) or equivalent and</p> <p>(b) possessing the qualifications</p>	<p>(a) In case of recruitment by promotion, seeking relaxations in number of years of minimum qualifying service to 5 years, as a special case, for the following reasons:</p> <p>(i) Since none of the Officers in the organisation will be eligible for promotion to the Pay Level-11, due to minimum qualifying service, it is suggested to reduce minimum qualifying service for promotion to 05 years. This change will provide regular Group A from Indian Salt Service (ISS) Cadre.</p> <p>(ii) This is highly required for managing pending court cases/disposal of other cases etc., as Estate</p>

		<p>experience prescribed for direct recruits under Column 6.</p> <p>(Period of transfer on deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization/department of the Central Government shall not ordinarily exceed 3 years)</p>	<p>and experience prescribed for direct recruits under Column 6.</p> <p>(Period of transfer on deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization/ department of the Central Government shall not ordinarily exceed 3 years).</p>	<p>Officer. About 2668 acres of land in Mumbai Region, is pending under the Public Premises (Eviction of Unauthorised Occupants) Act, 1971, for which the proceedings could not be undertaken since 2017-18 due to non-availability of Estate Officer (Group A gazetted officer) in Mumbai Region.</p> <p>(iii) SCO is finding it difficult to protect the interest of Government of India in safeguarding the precious and valuable lands spread across 9 states worth Rs. 1.14 lakh crores (as on 31.03.2022).</p> <p>(b) Revision of Pay Scale as per 7th CPC, in the case of transfer on deputation.</p>
10.	If Departmental promotion committee exists what is its composition	<p>DPC for considering promotion:</p> <p>(1) Chairman/Member, UPSC-Chairman (2) Joint Secretary/Department of Industrial Development-Member. (3) Salt Commissioner- Member.</p> <p>DPC for considering confirmation:</p>	<p>DPC for considering promotion:</p> <p>(1) Chairman/Member, UPSC-Chairman (2) Joint Secretary/Department for Promotion of Industry and Internal Trade-Member (3) Salt Commissioner- Member.</p> <p>Departmental Confirmation</p>	<p>Mandatory change in name of Department i.e., Department for Promotion of Industry & Internal Trade (DPIIT).</p>

	<p>1. Joint Secretary, Deptt. of Industrial Development –Chairman. 2. Deputy Secretary, Deptt. of Industrial Development-Member. 3. Salt Commissioner-Member. (The Proceeding of the DPC relating to confirmation shall be sent to the Commission for approval. If, however, these are not approved by the Commission, a fresh meeting of the DPC to be presided over by the Chairman or a member of the commission shall be held).</p>	<p>Committee (DCC) for considering confirmation: 1. Chairman/Member, UPSC-Chairman 2. Joint Secretary/Department for Promotion of Industry and Internal Trade-Member 3. Salt Commissioner- Member. (The Proceeding of the (DCC) relating to confirmation shall be sent to the Commission for approval. If, however, these are not approved by the Commission, a fresh meeting of the DCC to be presided over by the Chairman or a member of the commission shall be held).</p>	
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Name, address and telephone number : R K Soni, US, DPIIT, Tel : 23038936/8800369858
of the Ministries representatives with
whom these proposals may be
discussed, if necessary for clarification/early decision.

Signature of the officer
Sending the proposal

Annexure-3

Form to be filled by the ministry /Department while forwarding proposal to UPSC while proposing amendment to existing recruitment rules

1.	Name of Post	Superintendent of Salt
2.	Name of the Ministry/Department	Ministry of Commerce & Industry, Department for Promotion of Industry and Internal Trade Salt Commissioner's Organisation
3.	Reference number in which Commission's advice on Recruitment rules was conveyed.	--
4.	Date of Notification of the original rules and subsequent amendments (copy of the original rules & subsequent amendments should be enclosed, duly Flagged and referenced)	Notified originally on 21.11.1989 and amended on 13.02.1990, 13.04.1994 and 11.02.1997 (Annexure-A)

Col. No.	Name	Provision in the existing/approved Rules	Provision proposed by DPIIT	Reasons for proposing revision
(1)	(2)	(3)	(4)	(5)
1	Name of the post	Superintendent of Salt	No Change	--
2	No. of posts	22*(Twenty two) (1989) *Subject to variation dependent on workload.	15	The Expenditure Reforms Commission (ERC) in its Report in December, 2001 had recommended closure of SCO after the transfer of

				SCO land to State Governments concerned. Further, assessment of manpower in SCO was conducted by National Productivity Council (NPC) in 2016. As per the recommendations of NPC, accepted by DPIIT, the total staff sanctioned strength was reduced to 306. The present sanctioned strength (as per NPC recommendations) for the post of Superintendent of Salt is 15(fifteen) only.
3	Classification	Indian Salt Service, Grade-IV, Group B Gazetted	No Change	--
4.	Scale of Pay	Rs.2000-60-2300-EB-75-75-3200-100-3500	Level-7 (pre-revised Rs. 9300-34800/- Grade Pay Rs. 4600/-)	Revision of Pay Scale as per 7th CPC.
5.	Age limit for direct recruitment	30 Years (Relaxable for Government servant upto 5 years, in accordance with the instructions or orders issued by Central Govt.) Note: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in Andaman & Nicobar Islands and Lakshadweep)	Upto 35 years	There is severe shortage of manpower in SCO, since there is no direct recruitment for this post since 2001. More experienced person will apply for the post.
6.	Educational and other qualifications for direct recruitment	Essential : (i)Master's degree in Chemistry	Essential: Bachelor's degree in any	The present mandate of the SCO is mainly related to Land management, its

		<p>from a recognized University or equivalent ; or Degree in Chemical Engineering /Technology or equivalent from a recognized University or equivalent.</p> <p>Desirable : Experience in a Chemical Laboratory or in Salt Industry</p> <p>Note1: Qualification(s) are relaxable at the discretion of the Commission.</p> <p>Note2: The qualifications(s) regarding experience is relaxable at the discretion of the Commission in the case of candidates belonging to Scheduled Castes and Scheduled Tribes, if at any stage of selection, the Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>	<p>discipline from a recognized University or equivalent.</p> <p>Desirable: Bachelor's Degree in Civil Engineering/ Law/ Architecture from a recognized University or its equivalent</p>	<p>disposal and handling legal cases related to land. Therefore, the need for personnel specialized in chemical industry in the present scenario is not warranted.</p> <p>Accordingly, the changes in essential qualifications have been made.</p>
7.	Whether educational qualifications and age limit prescribed for DR will apply to promotes	No, but the promotees Officers must have at least a Bachelor's degree in Chemistry or Diploma in Chemical Engineering from a recognized University/Institution or equivalent. However, the	No Change	--

		above condition will not apply in case of promotee officers working in the department on the date of commencement of these rules.		
8.	Method of recruitment Whether by DR or by promotion/deputation / absorption and percentage of the vacancy to be filled by various method.	50% by promotion, failing which by transfer on deputation; 50% by direct recruitment. <i>^Provided that not more than 50% of the substantive posts in the grade shall, at any time, be held by either category, namely, direct recruits and promotees.</i> Note: All vacancies arising during the year 1989; 1990 & 1991 shall be filled 100% by promotion. ^ Added vide Deptt of Industrial Policy and Promotion (DIPP)notification of Industry amendment dated 11.02.1997 (Annex-)	75% by promotion, failing which by transfer on deputation (including short- term contract); and 25% by direct recruitment, failing which by transfer on deputation (including short- term contract).	The present mandate of the SCO is mainly related to Land management, its disposal and handling legal cases related to land. Therefore, the need for personnel specialized in chemical industry in the present scenario is not warranted and personnel having qualification in civil engineering/ law/ architecture would be desirable. Accordingly, the changes in qualifications have been made.
9.	In case of recruitment by promotion/deputation n/absorption grades from which promotion/deputation n/absorption to be made	Promotion: Officers in the grades of Deputy Superintendent of Salt with 3 year's regular service in the grade. Transfer on deputation: Officers under the Central/State Government. (a)(i) holding analogous posts on	Promotion: Officers in the grades of Deputy Superintendent of Salt with 5 years' regular service in the grade Transfer on deputation: Officers of Central/State/UT Government / Public Sector Undertakings/Statutory/Autonomous Organisation (a) (i)holding analogous posts on a	In accordance to DoPT OM No. AB-14017/4/2021- Estt.(RR) dated 20.09.2022

		<p>a regular basis; or</p> <p>(ii) with 3 year's regular service in posts in the scale of Rs.1640-2900 or equivalent; and</p> <p>(b) possessing the educational qualifications and experience prescribed for direct recruits under column 6</p> <p>(Period of transfer on deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization/department of the Central Government shall not ordinarily exceed 3 years)</p>	<p>regular basis; or</p> <p>(ii) with 3 year's regular service in posts in the scale of Level-6 (Rs. 9300-34800/- Grade pay Rs. 4200/-) or equivalent; and</p> <p>(b) possessing the following educational qualifications and experience</p> <p>Essential :</p> <p>Bachelor's Degree in any discipline from a recognized University or equivalent</p> <p>(Period of transfer on deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization/department of the Central Government shall not ordinarily exceed 3 years).</p>	
10.	If Departmental promotion committee exists what is its composition	<p>Departmental Promotion Committee (DPC) for considering promotion</p> <p>1. Joint Secretary, Department of Industrial Development-Chairman</p> <p>2. Salt Commissioner-Member</p> <p>3. Under Secretary, Department of Industrial Development - Member</p>	<p>Departmental Promotion Committee for considering promotion</p> <p>1. Joint Secretary, Department for Promotion of Industry and Internal Trade-Chairman</p> <p>2. Salt Commissioner-Member</p> <p>3. Under Secretary, Department for Promotion of Industry and Internal Trade - Member</p>	Mandatory change in name of Department i.e. Department for Promotion of Industry & Internal Trade (DPIIT)

		<p>DPC for considering confirmation: 1.Joint Secretary, Department of Industrial Development – Chairman 2.Salt Commissioner-Member 3.Under Secretary, Department of Industrial Development-Member.</p> <p>(The proceedings of the Departmental Promotion Committee relating to confirmation shall be sent to the commission for approval if, however these are not approved by the Commission, a fresh meeting of the Departmental Promotion Committee to be presided over by the Chairman or Member of the Committee shall be held).</p>	<p>Departmental Confirmation Committee (DCC) for considering confirmation: 1.Joint Secretary, Department for Promotion of Industry and Internal Trade-Chairman 2.Salt Commissioner-Member 3.Under Secretary, Department for Promotion of Industry and Internal Trade - Member</p> <p>(The proceedings of the Departmental Confirmation Committee relating to confirmation shall be sent to the commission for approval if, however these are not approved by the Commission, a fresh meeting of the Departmental Confirmation Committee to be presided over by the Chairman or Member of the Committee shall be held).</p>	
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Name, address and telephone number : R K Soni, US, DPIIT, Tel : 23038936/8800369858
of the Ministries representatives with
whom these proposals may be
discussed, if necessary for clarification/early decision.

Signature of the officer
Sending the proposal

Form to be filled by the ministry /Department while forwarding proposal to UPSC while proposing amendment to existing recruitment rules

1.	Name of Post	Deputy Superintendent of Salt (Present Post) Inspector of Salt (Formerly before 6 th CPC)
2.	Name of the Ministry/Department	Ministry of Commerce & Industry, Department for Promotion of Industry and Internal Trade Salt Commissioner's Organization (an Attached Office)
3.	Reference number in which Commission's advice on Recruitment rules was conveyed.	--
4.	Date of Notification of the original rules and subsequent amendments (copy of the original rules & subsequent amendments should be enclosed, duly Flagged and referenced)	Inspector of Salt (1.5.1985, 24.12.2003)- Annexure-B Deputy Superintendent of Salt (25.03.1992 amended on 31.03.1995)- Annexure-C Inspector of Salt merged with Dy Suprintendent of Salt as per 6th CPC

Col. No.	Name	Provision in the existing/approved Rules		Provision proposed by DPIIT	Reasons for proposing revision
(1)	(2)	(3)		(4)	(5)
1	Name of the post	Inspector of Salt and/or Chemical Assistant	Deputy Superintendent of Salt	Deputy Superintendent of Salt	As per recommendations of 6 th CPC, name of post has been renamed as Deputy Suprintendent of Salt.
2	No. of posts	153* *(Subject to variation depending on the workload)	52*(1992) *Subject to variation dependent on workload	90	The Expenditure Reforms Commission (ERC) in its Report in December, 2001 had recommended closure of SCO after the transfer of SCO land to State Governments concerned. Further, assessment

					of manpower in SCO was conducted by National Productivity Council (NPC) in 2016. As per the recommendations of NPC, approved by DPIIT, the total staff sanctioned strength was reduced to 306. The present sanctioned strength (as per NPC recommendations) for the post of Deputy Superintendent of Salt is 90 only.
3	Classification	General Central Service Group 'C' (Non-Ministerial), (Non-Gazetted)	General Central Service Group 'B' Non-Gazetted, Ministerial.	General Central Service Group 'B' Non-Gazetted Non-Ministerial.	Post of Inspector of Salt was merged with post of Deputy Superintendent of Salt w.e.f. 01.01.2006 vide order No. A-60011/6/Admn/2008/1614-1623 dated 15.05.2018 in accordance with instructions contained in the Gazetted of India (Extraordinary) G.S.R.622(E), Ministry of Finance, Deptt. Of Expenditure Notification dated 20.08.2008.
4.	Scale of Pay	Rs. 5000-150-8000	Rs.1640-60-2600-EB-75-2900.	Level-6 (pre-revised Rs. 9300-34800/- Grade Pay Rs. 4200/-)	Revision of Pay Scale as per 7th CPC.
5.	Selection or Non-Selection	Selection	Selection	Selection	
6.	Age limit for direct recruitment	Between 18 and 25 years (relaxable as per rules)	N.A.	Upto 30 years	There is severe shortage of manpower in SCO, since there is no direct recruitment for this post since 2001. More experienced person will apply for the post.

7	Whether benefit of added years of service admissible under rule 30 of C.C.S. (Pension) Rules, 1972	--	N.A.	-	-
8.	Educational and other qualifications for direct recruitment	Degree of a University or its equivalent with Chemistry as the primary subject	N.A.	<p>Essential:</p> <p>Bachelor's degree in any discipline from a recognized University or equivalent.</p> <p>Desirable:</p> <p>Bachelor's Degree in Civil Engineering/ Law/ Architecture from a recognized University or its equivalent</p>	The present mandate of the SCO is mainly related to Land management, its disposal and handling legal cases related to land. Therefore, the need for personnel specialized in chemical industry in the present scenario is not warranted and personnel having qualification in civil engineering/ law/ architecture would be desirable. Accordingly, the changes in qualifications have been made.
9.	Whether educational qualifications and age limit prescribed for DR will apply to promotes	Yes, educational qualification shall apply for promotee candidates	N.A.	No Change	---
10	Period of Probation, if any	Two years	2 years	No change	--
11.	Method of recruitment Whether by DR or by promotion/deputation/absorption and percentage of the vacancy to be filled by various method.	85% by direct recruitment and 15% by promotion failing which by direct recruitment. Promotion shall be in the ratio of 5:1 for Upper Division Clerks and	By Promotion failing which by transfer on deputation.	75% by direct recruitment, failing which by transfer on deputation (including short-term contract); and 25% by promotion, failing which by transfer on deputation (including short-term contract).	In view of ban on direct Recruitment since 2001, there is a severe shortage of manpower in SCO leading to more encroachments, litigations and other serious consequences. In view of the above, it is important to initiate direct recruitment in SCO.

		Laboratory Assistants respectively. In case adequate candidates are not available in U.D.C. cadre with the prescribed qualification, the quota shall be transferred to Laboratory Assistant cadre.			Further, the reduced educational qualification for promotion will make more departmental candidates eligible for the post. The suggested changes would allow filling up of the posts through deputation.
12.	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	Promotion from the grades of Upper Division Clerks with Science Graduate (with Chemistry) and Laboratory Assistant Grade I, both with eight years Regular service and Laboratory Assistant grade II with twelve years regular service, or in the Respective grades.	<p>Promotion: Chemical Assistant/Inspector of Salt with 5 years' regular service in the grade.</p> <p>Transfer on deputation : Officer under the Central Government;</p> <p>(a)(i) holding analogous posts on regular basis; or (ii)with 2 years regular service in posts in the scale of Rs.1600-2600 or equivalent; or (iii) with 5 years regular service in posts in the scale of Rs.1400-2300/2600 or equivalent; and (b) possessing a</p>	<p>Promotion: Promotion from the grades of Upper Division Clerks, with 05 years regular service having Bachelor's degree in any discipline from a recognized university or equivalent.</p> <p>Transfer on deputation: Officers of Central/State/UT Government / Public Sector Undertakings/Statutory/Autonomous Organisation (a)(i) holding analogous posts on regular basis; or (ii) with 5 years regular service in posts in the scale of Rs. Level-5 (Rs. 5200-20200/- Grade Pay Rs.2800/-) or equivalent;</p>	The present mandate of the SCO is mainly related to Land management, its disposal and handling legal cases related to land. Therefore, the need for personnel specialized in chemical industry in the present scenario is not warranted.

			<p>Bachelor's degree with Chemistry as one of the subjects from a recognized University or equivalent possessing 2 years experience in a chemical Lab. or in a Salt Industry.</p> <p>The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation.</p> <p>Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization /department of the</p>	<p>and (b) possessing a Bachelor's degree in any discipline from a recognized University or equivalent.</p> <p>The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation.</p> <p>Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization/department of the Central Government shall ordinarily not exceed 5 years with possibility of extension up to 2 years based on performance.</p>	
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			<p>Central Government shall ordinarily not exceed 3 years.</p> <p><i>Note: where junior who 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 services by more than one year and have successfully completed their probation period, if prescribed.</i></p> <p>(vide DPIIT notification dated 31-3-1995 above note was added)</p>		
13.	If Departmental promotion committee exists what is its composition	<p>Group 'C' Departmental Promotion Committee:-</p> <p>1.Salt Commissioner - Chairman</p> <p>2.Dy. Salt Commissioner - Member</p> <p>3.An officer from</p>	<p>Group 'B' DPC</p> <p>1.Salt Commissioner- Chairman.</p> <p>2.Member from other Central Government Office- Member.</p> <p>3.Under Secretary of the Administration Ministry of Industry – Member.</p>	<p>Departmental Promotion Committee for Group 'B' DPC</p> <p>1.Salt Commissioner / Director / Dy. Secretary or equivalent of DPIIT - Chairman.</p> <p>2.Member from other Central Government Office</p>	<p>Mandatory change in name of Department i.e. Department for Promotion of Industry & Internal Trade (DPIIT)</p>

		other Central Government Office – Member 4.Asstt. Salt Commissioner-Administration-Member	4.Deputy Salt Commissioner – Member. 5.Assistant Salt Commissioner – Member.	equivalent to Under Secretary Member. 3.Under Secretary of DPIIT – Member. 4.Deputy Salt Commissioner / Assistant Salt Commissioner – Member.	
14.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable	Consultation with UPSC is not necessary	Consultation with UPSC is not necessary	--

Name, address and telephone number : R K Soni, US, DPIIT, Tel : 23038936/8800369858
of the Ministries representatives with
whom these proposals may be
discussed, if necessary for clarification/early decision.

Signature of the officer
Sending the proposal