



SCHEDULE 'C'
PROMOTIONAL CHART

Category No.	Qualification and Experienced M.E. or -equivalent	Source of Recruitment
Gr. III (a): L.D.Asst. Accounts Asstt. Asst.Accountants.	Graduate in any discipline.	(1) All posts of L.D.Asst. will be filled up by direct recruitment.
(b) Head Driver Driver(KV & LV)	M.E. or equivalent with Driving Licence,	(2) All posts of Gr.II Asst.Account Asst. will be filled-up by promotion from amongst L.D.Asst./Time keeper
(c) Jr.Typist. Sr. Typist. Head Typist.	Matriculate with trade certificate,	(3) All posts of Gr.I.Asst./ Assistant Account will be filled up by promotion from amongst Gr.II Asst. Accounts Assistants.
(d) Gr.III Steno. Gr.II/Gr.I.Ste no P.S.	Intermediate with trade certi-ficate.	(4) 50% of the post of godown Managers will be filled-up by promotion from amongst Gr.I & Gr.T Asst. or equivalent. The rest 50% will be filled up

All posts in Gr.IV shall be filled up by direct recruitment inviting candidates from the Local Employee Exchange and from the person engaged on daily wages basis/consolidated pay in different units of the Federation. 50% of the posts in Class—III grade like Sales Assistant/ Diary/Despatch Assistants, Treasury-Sarkar, Security Guard in Plants, Timekeeper, Worksarkar, Control Room Attendant will be filled up by promotion from the employees in category VIII, Gr.IV. promotion will be by selection and not by Seniority. Candidates will have to appear in written test & interview.

The rest 50% of above Gr.III posts will be filled up by direct - recruitment.



by open advertisement and direct recruitment.

(5) Posts of Driver Light Vehicle will be filled up by inviting candidates from Employment Exchange, Cases of Helpers of Trucks or other Grade-IV employees who posse? valid driving licence and the minimum qualification with the organisation will also be considers Driver(KV) will be filled up from the Driver(LV). The post of Head Driver will be filled up from Driver (HV).

(6) Post of Jr.typist will be filled up by inviting candidates from Employment Exchange. Cases of IV Grade employees who are Matriculatae and who poses trade certificate in Typing with the Organisation will also be considered. Senior Typist will be filled up from amo'ngest Junior Typists and Head Typists from among Senior Typists.

OFFICER Gr.II Graduate in any
Area Onager discipline.
Field Officer
Chief Accountant
Manager Sales

Gr.I.
Secretary/
Accounts Officer/
R.E./M.E/D.O/G.M/
Oil Technologist/
C.C.E. etc.

THE QUALIFI- (7)
CATION WILL BE
FIXED UP BY PIC
WITH APPROVAL
OF RCS(O)

(a). Post of Or.III Steno will be filled up by inviting candi-dates from Employment Exchange. Cases of Grade-IV and Gr.III employees who possess the minimum educational qualification and trade certificate in Stenography in the Organisation will also be consideredo Post of Gr.III Steno will be filled up from amongst Gr.III Steno and Gr.I Steno from amongst Gr.II Steno.



(7) (b) Post of Private Secretary will be filled up from amongst the existing Senior Stenographers by way of selection.

(7) 50% of posts in Gr.II General -category will be filled—up by promotion from amongst the Godown Managers Managerial cadre or equivalent. The rest 50% will be filled up by open advertise.-ment only.

These posts will be filled up by deputation/ on direct recruit; ment.

All recruitment and promotions at plant level will be done through technical trade test Judge the level of skill acq..... by an employee as noted below : -

(1) 50% of the posts in the Semi-skilled category will be filled up by promotion from amongst workers in uns category.

Rest 50% will be filled up by direct recruitment.

(2) 50% of the posts under skilled category will be Tilled up by promotion from amongst the Semiskilled category and the rest 50% will be filled up by direct recruitment.

(3) 50% of posts in highly skill category will be filled tip by promotion from amongst the skilled and the rest 50% will be filled up by direct recruitment.

All eligible employees of the Federation can apply .for the posts which are advertised if they possess the required quali-fication and experience, but are not other-wise eligible to get the posts on promotion.

Approved

Sd/-(S.P.Mishra)
Registrar,
Co-operative Societies
Orissa,Bhucaneswar.