

THE REHABILITATION PLANTATIONS LIMITED

PUNALUR

(The Recruitment Rules in the company were initially approved by Government as per G.O (Rt) No. 1848/97/LBR dtd. 18-06-1997. Subsequently the rules were amended as per G.O (Rt) No. 998/99/LBR dtd. 30-03-1999, G.O (MS) No. 62/99/LBR dtd. 20-05-1999, G.O (Rt) No. 641/2002/LBR dtd. 27-03-2002, G.O (MS) No. 108/05/LBR dtd. 31-12-2005, G.O No. 76/06/LBR dtd. 21-12-2006, G.O (MS) No. 77/2009/LBR dtd. 24-06-2009, G.O (MS) NO.137/2010/LBR dtd. 11-11-2010, G.O (MS) No.73/20111/LBR dtd. 25-06-2011, G.O (MS) No.16/2012/LBR dtd. 30-01-2012, G.O (MS) No.31/2012/LBR dtd. 22-02-2012, G.O (MS) 36/2012/LBR dtd. 03-03-2012, G.O (MS) No.848/13/LBR dtd. 13-05-2013, G.O (MS) No.45/2014/LBR dtd. 23-04-2014, G.O (MS) No.140/2015/LBR dtd.19-09-2015 and G.O (MS) No.180/2015/LBR dtd. 18-11-2015. Names of certain posts have been modified in the pay revision orders issued by Govt. The amendments made as per the Govt. Orders have been incorporated in these rules).

RECRUITMENT RULES

PREAMBLE

In exercise of the powers conferred by Article 62 of the Articles of Association, the Board of Directors of the Rehabilitation Plantations Ltd hereby makes the following Rules to govern the recruitment, promotion and other service conditions connected thereto of the officers and staff of the Company.

1. SHORT TITLE AND DATE OF COMMENCEMENT

- a) These rules may be called "The Recruitment (Qualification and method of appointment) Rules for the Rehabilitation Plantations Limited" 2018.
- b) Nothing contained in these Rules shall adversely affect those persons who were in the services of the Company prior to the date of this Rules.

2. APPLICATION OF THE RULES

- a) These Rules shall apply to all members of the Company but shall not apply to the staff deputed from the Central or State Government Services.
- b) The Company may modify or change these rules in any manner considered necessary from time to time, subject to the prior approval of Government. The decision of the Board of Directors shall be final and binding on all concerned, in the case of a difference of opinion with regard to interpretation of the rules or any aspect which has not been specifically clarified.

3. APPLICABILITY OF THE GENERAL RULES

The provisions of the Kerala State and Subordinate Service Rules 1958 shall apply to this service wherever express provision is not otherwise made in these rules.

4. DEFINITIONS

In these Rules, unless the context otherwise requires:

- a) "Appointing Authority" means the Managing Director/the Board of Directors of the Rehabilitation Plantations Ltd as the case may be.
- b) "Apprentice" means a person employed as a trainee under the Company with or without any stipend or remuneration from the Company during such training but not employed as a probationer or in regular service.
- c) "Board" means the Board of Directors of the Rehabilitation Plantations Ltd.
- d) "Company" means the Rehabilitation Plantations Ltd.
- e) "Government" means either the Government of India or Government of Kerala as the case may be.
- f) "Management" means the management of the Rehabilitation Plantations Ltd.
- g) "Managing Director" means the Managing Director of the Rehabilitation Plantations Ltd.
- h) "Promotion Committee" means the Sub-Committee appointed by the Board of Directors of the Rehabilitation Plantations Ltd for the said purpose.
- i) "Probationer" means a member of the service of the Company who has not completed his probation.
- j) "Promotion" means the appointment of an employee of any category or grade to a higher category or grade.
- k) "Repatriate" means a person of Indian origin who is covered by Indo-Ceylon Agreement and those sponsored either directly by the First Secretary, Assistant High Commission of India, Kandy, Sri Lanka or by the Government of Kerala.
- l) "Post" means a post either in the officer cadre or in the staff cadre in the Rehabilitation Plantations Ltd.
- m) "Temporary" Post means a post carrying a definite rate of pay sanctioned in connection with work of an essentially temporary nature for a limited time.
- n) "Schedule" means the schedule annexed to these Rules provided further that the management may incorporate such posts created in future in this schedule and it will be deemed to be a part of the schedule.
- o) "Selection Committee" means the Sub-Committee appointed by the Board of Directors of the Rehabilitation Plantations Ltd for the said purpose.

- p) "Scheduled Caste/Scheduled Tribe and other Backward Class" shall mean the meaning given in the Kerala State Subordinate Service Rules, 1958 and amended from time to time.
- q) "Trainee" means a person appointed by the Company for undergoing training for a particular category either within the organization or outside the organization but does not include an apprentice or a probationer.

5. MANAGING DIRECTOR'S POWER TO DELEGATE

Managing Director may subject to the approval of the Board and so long as the Board may deem necessary delegate to any officer duly authorized by him in this behalf any of the powers conferred on him by these Rules.

6. METHOD OF APPOINTMENT, CLASSIFICATION, SCALE OF PAY ETC.

The classification of various posts, method of recruitment, qualification etc and other matters relating to different categories shall be as specified in the schedule. *Notwithstanding anything contained in this rules, the Board of Directors may make appointment in the interest of the company for various posts mentioned in schedule by deputation of officers and staff from State/ Central Govt. Departments or Statutory Bodies subject to the approval of Govt.*

7. AGE LIMIT

The minimum age limit for direct recruitment to the posts borne on the strength of the Company will be 18 years and the maximum age limit unless otherwise specified will be 36 years(41 years thro' Employment Exchange) subject to the usual relaxation to the O.B.C, SC and ST communities as in Government from time to time.

It shall always be open to the Company to make appointment of relatives/dependents of employees who die in harness in accordance with the rules prevailing under Government from time to time in the matter.

8. VERIFICATION OF DOCUMENTS

- a) A candidate at the time of his/her first appointment to the service of the Company shall furnish certificates to prove his/her age, qualifications, experience and character. The appointing authority may at its discretion have the educational qualification, experience, character, age and antecedents of any candidates verified in a manner not in consistent with the policy of the Government in this matter before the appointment is made.

- b) No person shall be appointed to the services of the Company unless he/she has been certified by a competent Medical Officer to be of sound constitution and medically fit and produces a certificate to this effect.

9. TEST

Every person to be appointed to any category by promotion/ absorption where written or practical test is made compulsory has to appear for the test prescribed by the Company from time to time.

In the case of direct recruitment, written or/and practical test followed by an interview shall be prescribed by the Board of Directors according to the nature of the post.

10. SENIORITY

Seniority of a person in a class, category or grade shall be determined by the rank list prepared by the Sub Committee and approved by the Board at the time of recruitment/promotion unless he/she has been reduced to a lower rank as punishment.

Provided that the seniority of candidates who have been granted extension of time to join duty beyond three months from the date of the appointment order, except those who are undergoing courses of study or training which are prescribed as essential qualification to the post to which they are advised for appointment, shall be determined by the date of their joining duty.

11. PROBATION

Every person appointed by direct recruitment to each post borne on the establishment of the Company shall be on probation for a period of 2 years of duty within a continuous period of 3 years from their dates of joining duty to the post. Persons appointed by promotion to a post shall be on probation for a period of one year on duty within a continuous period of two years from the date of appointment to the post. The probation period will be extended in the case of employees who fail to achieve the required standard of competency, within the prescribed period of probation. An employee whose performance is not found to be satisfactory shall be discharged/ reverted from the post held by him during the period of probation on one month's notice or one month's salary in lieu thereof.

12. PROMOTION

No employee can claim promotion as a matter of right. Promotion of employees to higher posts shall subject to availability of vacancies and requirement and also on the basis of merit and ability. A "Select list" shall be prepared by the Promotion Committee from among the eligible

incumbents on the basis of their merit and ability, seniority being considered when all other qualifications are approximately equal. The number of names to be included in the select list shall be the same as the estimated number of vacancies available for promotion. Persons selected for inclusion in the list shall be ranked in the select list according to their seniority in the feeder category. Practical tests, written tests and interview shall be conducted wherever considered necessary.

Wherever experience is prescribed as one of the qualification, the experience should be one acquired after acquiring the basic academic qualifications. Unless otherwise specified the experience would be from a Government or quasi-govt. institution or a recognized company.

13. REGULARISATION

Employees shall be eligible for regularization on satisfactory completion of the period of probation in case they are approved probationers in that category and if there are regular posts to absorb them. Provided that where more than one such person is available for regularization the senior most among them on the date of vacancy shall be regularized.

14. SELECTION COMMITTEE

The Board of Directors shall constitute a sub-Committee to screen the applications, conduct the tests/interviews as provided under the rules and recommend the rank list of selected candidates in the order of merit for each category of post.

15. RECRUITMENT - DIRECT/PROMOTION

Where under the schedule the method of recruitment in respect of a post is indicated as direct/promotion the following shall be followed.

- a) Recruitment will be made as far as possible by promotion in accordance with the procedure laid down in these rules.
- b) Where, in the opinion of the Management, suitable persons are not available to fill the posts by promotion, direct recruitment will be made in accordance with the procedure for direct recruitment as laid down in these rules.

In the case of posts where Government sanction is necessary it shall be made only with the prior approval of Government.

Promotion shall be made on the recommendation of the Promotion Committee constituted by the Board of Directors from time to time.

For posts other than worker category the following procedures shall be adopted for direct recruitment of personnel.

- i. The Company shall notify vacancies in posts other than the workers category to Employment Exchange concerned.
- ii. Recruitment to managerial and professional posts carrying the starting basic salary (excluding DA and other allowances) of Rs. 1500/- per month and above as revised by Govt. from time to time order (Circular No. 14896/BPE-2/91/Plg. dtd 28.02.1992), shall be made by selection from the applications received through advertisements in newspapers. The candidates sponsored by the Employment Exchange shall also be considered for selection if the details are furnished by the Employment Exchange before call letters are issued to the short listed candidates for interview/test.
- iii. Selection to all other posts (except worker category) shall be made from among candidates sponsored by Employment Exchange. In this case the filling up of vacancies by inviting applications through advertisement in newspapers should be attempted only after obtaining Non Availability Certificate from Employment Exchange.
- iv. In respect of direct recruitments, the principles of reservation as applicable to Government appointments should be adhered to. The principles of communal rotation as laid down in Rule 14 to 17 of the Kerala State & Subordinate Service Rules Part II shall be followed.
- v. No preference shall be given to the ex-apprentices of the Company while making recruitments against permanent vacancies.

The Personnel & Administrative Department will be responsible for issuing such notification/advertisement and for receiving all applications, arranging and classifying them suitably and thereafter forwarding them to the appropriate Selection Committee for screening the applications.

The Selection Committee shall screen the applications and prepare a list of eligible candidates to be called for a written test/practical test/interview. The time, date and venue of the test/interview will be fixed by the Selection Committee. The Personnel & Administrative Department will then call the candidates from the aforesaid list for written test/practical test/interview as may be decided by the Selection Committee and after conducting such test/interview by the Selection Committee to assess the suitability of candidates for particular posts, selection may be made on the basis of the results of such test/interview. *When test and interview is conducted, the weightage for interview will not be more than 20% of the total marks.* A list of candidates selected will be prepared in the order of merit by the Selection Committee, signed by all members of such Committee and forwarded to the Appointing Authority with comments/

suggestions/recommendations as such the Committee may consider necessary.

The selection list will then placed before the Board of Directors for approval. Appointments will be made only after obtaining the approval of the Board of Directors and after obtaining Government approval wherever necessary. *The approved select list, if any, shall be displayed by the Company in the Company Notice Board.*

Provisional/temporary appointments can be resorted to in emergent cases through the Employment Exchange for a period up to six months, provided that continuance of such appointments beyond six months, the concurrence of the Board/ Government will be obtained.

16. APPEAL

An employee shall have the right to appeal against any order passed by the Managing Director under this rule which he/she feels has injuriously affected his/her interest in regard to recruitment and/or promotion. It shall be made before the Board of Directors of the Company.

- a) Every employee submitting an appeal shall do so in writing separately and in his/her own name duly signed by the appellant.
- b) The appeal shall contain all relevant documents relied on and shall complete in itself.
- c) The appeal shall specify the relief desired
- d) The appeal shall be preferred within sixty days of the receipt of such order or decision taken against the appeal is made.
- e) Appeal shall be submitted to the Managing Director who shall place the matter before the Board of Directors.

Provided further that a copy of the appeal may be submitted to the Chairman of the Company.

There shall be no appeal against an order passed by the Board of Directors. Only one appeal shall be preferred against an order. The outcome of the appeal may be intimated to the appellant.

17. REVIEW

The Board of Directors may on a representation received from the affected employee within two months from the date of the receipt of the order review any order which is made and confirm, modify or set aside the orders.

Provided further that the affected employee shall not make more than one representation for review and the order thereon shall be final.

Sl. No.	Name of post (As per Recruitment Rules/Govt. Orders)	No. of Post	Age limit for direct recruitment	Required qualification	Required experience	Promotion Criterion	Remarks	Order No. & date
1	Manager (Finance)	1	Between 40 to 50 years	Associate Membership of the Institute of Chartered Accountants of India or Associate Membership of Institute of Cost & Works Accountant of India (now institute of cost accountants of India).	Should possess at least 5 years experience in Managerial position handling finance in a Company.		By direct recruitment	GO(MS) No. 180/2015/LBR dtd 18.11.2015
2	Company Secretary	1	45 years	Should be a Graduate with Associate Membership of Institute of Company Secretaries of India	Should possess at least 3 (three) years experience as Company Secretary in a reputed Company	Should possess required qualification and atleast 7 years experience as Deputy Manager at RPL with 6 months training in management.	By promotion/ direct if suitable candidates are not available	GO(Rt) No. 1848/97/LBR dtd 18.06.97 & GO(MS) No. 62/99/LBR dtd 20.05.1999
3	Manager (Personnel & Administration)	1	45 years	MBA with specialization in Personnel Management OR Masters Degree in Social Work or its equivalent with	Should possess at least 7 years of experience in managerial position in the field of Personnel Management, Industrial Relations, Labour Welfare		Direct recruitment	GO(Rt) No.641/2002/LBR dtd 27.03.2002

				specialization in Industrial Relations, and Personnel Management. Law degree will be an additional qualification.	and Administration matters in a reputed organization.			
4	Manager (Technical)	1	45 years	Degree in Rubber technology or Degree in Chemical Engg. with exposure to Rubber Technology	Minimum 3 years experience in the manufacture of dry rubber products of which 1 year should be in calendaring machine.	Should possess required qualification and at least 7 (seven) years experience as Rubber Technologist of RPL	1. By promotion 2. In case suitable candidates are not available for promotion, Direct recruitment	GO(MS) No. 73/2011/LBR dtd 25.06.2011
5	Manager (Factory)	1	45 years	B.Tech/B. E. Degree in Rubber Technology/ Chemical Engg./ Mechanical Engg./ Electrical Engg.	Should possess atleast 7 years of experience in managerial position in rubber processing Company employing at least 1000 persons.	Should possess required qualification and at least 7 years of experience as Dy. Manger/ Rubber Technologist of RPL	1. By promotion 2. In case suitable candidates are not available for promotion, by direct recruitment.	GO(Rt) No.641/2002/LB R dtd 27.03.2002
6	Manager (Estates)	2	45 years	First class Masters degree in Science in the branch of Botany/ Plantation Development or First class Degree in Agriculture/Forestry (Post graduate Degree/ Diploma in Plantation Management from	Should possess at least 7 years experience in middle management position in large rubber plantation with 1000 ha.	Should possess at least 7 years experience as Dy. Manager in RPL. Or should possess at least 15 years of total experience as Dy. Manager and	1. By promotion 2. In case of suitable candidates are not available for promotion by direct recruitment. 3. By deputation of Asst. Conservator in Kerala Forest	GO(MS) No. 77/2009/LBR dtd.24.06.2009

				reputed Institutions will be considered as an additional qualification) Note: The Scheduled Caste/ Scheduled Tribe candidates need to have only 50% marks in the academic qualification mentioned above.		Field Officer/ Asst. Manager in RPL with minimum two years experience as Dy. Manager in RPL.	Department. Seniority position of the candidates for inclusion in the field of choice will be reckoned based on their relative seniority in the category of Dy. Manager.	
7	Deputy Manager (Commercial)	1	45 years	MBA with specialization in Marketing	Should possess at least 2 years of experience in marketing of agricultural produce in a large organization		By direct recruitment	GO(Rt) No.641/2002 /LBR dtd 27.03.2002
8	Deputy Manager	5	42 years	First Class Masters degree in Science in the Branch of Botany/Plantation Development OR First class degree in Agriculture/Forestry, [Post graduate degree/Diploma in Plantation Management from reputed institutions will be considered as an additional qualification.] Note: The Scheduled	Should possess at least seven years experience in executive position supervising plantation of 1000 ha. preferably rubber.	Should possess at least 7 years experience as Field Officer and or Asst. Manager in RPL	1. By promotion 2. Rubber Technologist/Deputy Manager (Commercial) possessing 7 years experience in that post may also be considered for lateral entry into the cadre of Deputy Manager, subject to their suitability.	GO(MS) No. 73/2011/LBR dtd.25.06. 2011

				Caste/ Scheduled Tribe candidates need to have only 50% marks in the academic qualification mentioned above.			3. In case suitable candidates are not available for promotion, by direct recruitment	
9	Rubber Technologist	1	42 years	B. Tech in Polymer Science/ Rubber Technology or Bachelors Degree in Chemistry with LPRI	Should possess at least 4 years experience in rubber processing factory preferably with concentrated latex or solid block rubber.	Should have worked as Chemist at RPL factory for at least 7 years.	1. By promotion 2. In case suitable candidates are not available for promotion, by direct recruitment.	GO(Rt) No.641/2002/LB R dtd 27.03.2002
10	Medical Officer	2	38 years	MBBS with registration under TCM Council. Qualification of DGO will be preferred	2 years experience in a reputed hospital		Direct recruitment	GO(Rt) No.641/2002/LB R dtd 27.03.2002
11	Construction Engineer Grade I	1	45 years	Degree in Civil Engg. recognized by Govt. of Kerala	5 years experience in construction of building & repairs and maintenance in any Govt. Departments/ PSUs.	Should possess at least 5 years experience as Construction Engineer Gr. II in RPL	1. By Promotion 2. If no suitable candidates are available for promotion, by direct recruitment.	GO(Rt) No.641/2002/LB R dtd 27.03.2002
12	Welfare Officer	2	35 years	Masters Degree or PG Diploma in Social Work with specialization in Industrial Relations & Labour Welfare OR PG or Diploma approved by Govt. of Kerala for	2 years experience as Welfare Officer in a reputed industrial/ plantation undertaking in private/ Govt. Should be able to read, write and speak Malayalam & Tamil		By direct recruitment.	GO(Rt) No.641/2002/LB R dtd 27.03.2002

				appointment of Welfare Officer in plantations.				
13	Asst. Engineer (Electrical)	2	35 years	Degree in Electrical Engineering recognized by State/ Central Government	Should possess atleast 5 years experience in the operation and maintenance of 11 KV and above capacity sub- station and allied switch gears; captive generation equipments of capacity 200 KVA and above; and operation and maintenance of power and lighting net work in a factory.	--	Direct recruitment	GO(MS) No. 108/05/LBR dtd.31.12. 2005
14	Assistant Manager	9	35 years	1) First Class Masters Degree in Science in the branch of Botany /Plantation Development or First class Degree in Agriculture/ Forestry (Post graduate Degree/Diploma in Plantation Management from reputed Institutions will be considered as an additional qualification) 2) Physical standard: Height – 163 cms. Round chest girth: 84 cms. Chest expansion 5	Nil	Should possess at least 5 years experience as Store Supervisor at RPL OR should possess at least 10 years service in the company in the feeder categories ie. Stores Supervisor and Field Supervisor with minimum one year experience as Stores	Direct recruitment- as Assistant Manager Trainee (Estates) for one year <u>NOTE:</u> Promotion and direct recruitment will be in the ratio 1: 8	GO(MS) No. 77/2009/LBR dtd. 24.06.2009

				<p>cms. Candidates must undergo a physical test consisting of a walk over of 25 Kms to be covered in 4 hours. (measurement will be taken before interview) Note: The SC/ ST candidates need to have only 50% marks in the academic qualification mentioned above.</p>		Supervisor in RPL.		
15	Sr. Accountant/Sr. Office Superintendent	1	45 years	<p>Degree in commerce recognized by Govt. of Kerala with Diploma or certificate in computer application from a reputed institution. Degree in law will be an additional qualification.</p>	Should possess at least 10 years experience in office works in various fields like establishment accounts etc in a public sector undertaking.	Should have worked as an Accountant in RPL for at least 10 years and got three months training in office management or should have worked as Asst. Accounts Officer in RPL for at least 5 years and got three months training in office management.	<ol style="list-style-type: none"> 1. By Promotion by selection. 2. Direct, if no suitable candidate available for promotion. 	<p>G.O (MS) No.12/91 /LBR dtd. 03.02.1999</p>
16	Security Officer	1	45 years	<p>Bachelors Degree in Science/ Arts / Commerce or its</p>	Released/Retired Army Officer not below the rank of Captain. Should have		Direct recruitment	<p>GO(Rt) No.1848/97/LBR dtd 18.06.1997</p>

				equivalent from any recognized University.	sound physical fitness.			
17	Programmer-cum-Data Entry Operator	1	36 years	1 st class Post Graduate Diploma in Computer Applications from a Govt. recognized Institution.	At least 1 year experience as Programmer-cum-Data Entry Operator in Computer Section of a large plantation industry preferably in a LAN environment.	NIL	Direct recruitment	GO(Rt) No.641/2002 /LBRdtd 27.03.2002
18	Chemist	2	36 years	M. Sc (Chemistry)	Should possess at least 2 years experience as Chemist in laboratory dealing with rubber products/ concentrated latex	Should possess at least 7 years experience as Asst. Chemist at RPL	1. By Promotion 2. If no suitable candidates are available for promotion, by direct recruitment. Direct recruits to be appointed as trainee for 1 year.	GO(Rt) No.641/2002/LB R dtd 27.03.2002
19	Construction Engineer, Gr-II	3	45 years	Degree or Diploma in Civil Engg. recognized by Govt. of Kerala	2 years experience for Degree holders and 5 years experience for Diploma holders in the respective discipline on any reputed firm/Govt. Departments.	Should possess Degree or Diploma in Civil Engg. and experience as 1 st Gr. D'man in RPL, for a minimum period of 2 years for degree holders and 5 years for diploma holders.	1. By Promotion 2. If no suitable hands are available for promotion, by direct recruitment.	GO(Rt) No.641/2002/LB R dtd 27.03.2002
20	Section Officer (Audit) / Internal Audit	1	--	--	Experience as Accountant in RPL for a minimum period of 8 years		The post to be filled up by an Accountant in RPL having the	GO(MS) No. 77/2009 LBR

							required experience.	dtd.24.06.09
21	Confidential Assistant/Stenotypist Senior Gr.	7	--	--	--		By promotion	GO(MS) No. 49/2017 LBR dtd.25.06.17
22	Confidential Assistant/Stenotypist Gr. I		--	--	--	Should have worked as Confidential Assistant/ Stenotypist Gr. II in RPL for a minimum period of 5 years	By promotion	GO(Rt) No.641/2002/LB R dtd 27.03.2002
23	Confidential Assistant/Stenotypist Gr. II		36 years	Degree or its equivalent recognized by Govt. of Kerala. Typewriting Higher (English) and Shorthand Lower (English) KGTE or its equivalent.				Direct recruitment
24	Head Accountant	5	45 years Must not have completed 45 years of age on the 1 st day of January of the year in which applications for appointment	Bachelor's degree in Commerce from any recognized university or institution.	Minimum 5 years experience in a Company accounting/Store accounting in any reputed private firm/Public Sector Undertaking.	Graduate in any discipline with at least 10 years experience in the clerical cadre of the Rehabilitation Plantations Ltd and pass in the qualifying written test for Accountant post	1. By promotion 2. In the absence of suitable candidates for promotion, by Direct recruitment)	GO(MS) No. 137/2010/LBR dtd.11.11.2010

			nt are invited			in the company securing not less than 40% marks. The B.Com /M.Com degree holders among the incumbents in the clerical cadre who have put in 10 years of service in the clerical cadre in the RPL shall be exempted from the qualifying test for the post of Accountant in the company on their attaining the age of 53 years.		
25	Selection Grade Assistant	22	--	--	--	At least 3 years experience as 1 st Grade Assistant at RPL	By promotion	GO(MS) No. 77/2009/LBR dtd.24.06.09
26	I st Gr. Assistant		--	--	--	Should possess at least 3 years experience as Assistant Gr-II at RPL.	By promotion	GO(Rt) No.641/2002/LB R dtd 27.03.2002
27	II nd Gr.Assistant		36 years	1. Degree in any		SSLC or its	By direct recruitment -	GO(MS) No.

				discipline or its equivalent with 50% marks (aggregate) 2. Computer literacy (at least a certificate course of one year duration approved by Govt./ Govt. agencies)		equivalent with at least 10 years experience as Tapping/General Work Supervisor/ Peon/Attendant at RPL.	90% of the total post	108/05/LBR dtd.31.12.05
28	Stores Supervisor	4	--	--	--	Should have worked as Field Supervisor for at least 7 years in the Rehabilitation Plantations Ltd or 15 years total service in the company in the feeder categories (ie. Field Supervisor and Tapping/ General Work Supervisor	By promotion	GO(MS) No. 76/06/LBR dtd. 21.12.2006

29	Draftsman Gr.I	7	40 years	Diploma in Civil Engg. approved by Govt. of Kerala.	Minimum 5 years experience as D'man in any Public Sector Undertaking.	Experience as D'man Gr.II for 3 years in RPL	1. By Promotion 2. If no suitable candidates are available for promotion, by direct recruitment	GO(Rt) No.641/2002/LB R dtd 27.03.2002
30	Draftsman Gr. II/ Overseer Gr. II		36 years	Diploma in Civil Engg. approved by Govt. of Kerala	Should have minimum 2 years experience as D'man		Direct recruitment	GO(Rt) No.641/2002/LB R dtd 27.03.2002
31	Foreman (Shift)	3	45 years	SSLC or its equivalent and Diploma in Mechanical/ Electrical Engg. recognized by Govt. of Kerala.	At least 7 years experience as a Supervisor in a Rubber Processing Factory.	Should have worked as Factory Supervisor in RPL for 4 years.	1. By promotion 2. If no suitable candidates are available for promotion, by direct recruitment	GO(Rt) No.641/2002/LB R dtd 27.03.2002
32	Foreman (Mechanical)	1	40 years	Degree in Mechanical Engg. Recognized by Govt. of Kerala OR diploma in Mechanical Engg. recognized by Govt. of Kerala	Degree holders should possess at least 2 years experience in processing and or manufacturing unit. Diploma holders should possess at least 5 years experience as Supervisor in a processing and or manufacturing unit.	Diploma in Mechanical Engg. recognized by Govt. of Kerala and 7 years experience as Mechanic/ Supervisor at RPL.	1. By Promotion 2. If no suitable candidates are available for promotion, by direct recruitment.	GO(Rt) No.641/2002/LB R dtd 27.03.2002

33	Nurse	4	40 years	SSLC or its equivalent Nursing Diploma/ Certificate recognized by Govt. of Kerala and Registration as Nurse under Kerala Nurse & Midwives Council.	Should possess at least 2 years experience as Nurse in a hospital.		Direct recruitment	GO(Rt) No.1848/97/LBR dtd 18.06.1997
34	Assistant Chemist	2	36 years	First/Second class Degree in Chemistry from University recognized by Govt.	Should possess at least one year experience in analytical methods/ physical & chemical testing in a specification lab. of a rubber factory producing either concentrated latex or crumb rubber		Direct recruitment	GO(Rt) No.1848/97/LBR dtd 18.06.1997
35	Security Supervisor	2	45 years	Retired persons from Army holding not less than the rank of Subedar at the time of retirement and should have good physical fitness.	Nil	At least 10 years as Security Guard in RPL	1. One post by direct recruitment 2. One post by promotion by selection from the feeder category. In case suitable candidates are not available for promotion, by direct recruitment.	GO(MS) No. 77/2009/LBR dtd.24.06.2009
36	Receptionist-cum-Telephone/Telex Operator (Degraded as Telephone	1		Attended 8 th Std. or equivalent schooling				Sanctioned as per GO (Rt) No. 1745/91/LBR Dt.17.07.91 and degraded as per

	Operator-Cum-Peon)							GO(Rt) No.848/13/LBR dtd 13.05.2013
37	Senior Electrician	1	36 years	1) Diploma in Electrical Engg. recognized by State/Central Government OR Certificate in Electrical Engineering approved by State/Central Government OR ITI Certificate as Electrician 2)Supervisory license from KSEB	Experience in handling electrical installations in a processing/manufacturing unit having modern electrical installations for 5 years for Diploma holders and 10 years for certificate holders	10 years experience as Electrician in RPL	1. By promotion 2. If no suitable candidates are available for promotion, by direct recruitment	GO(MS) No. 108/05/LBR dtd. 31.12.2005
38	Mechanic	1	45 years	SSLC or its equivalent & Diploma in Mechanical Engg. approved by Govt. of Kerala. OR For workshop- SSLC or its equivalent and Diploma in Automobile Engg.	Should possess at least 3 years experience as Mechanic in a factory preferably a rubber factory.	Should possess at least 3 years experience as Jr. Mechanic at RPL	1. By Promotion 2. In case no suitable candidates are available for promotion, by direct recruitment	GO(Rt) No.641/2002/LB R dtd 27.03.2002
39	Driver(Sr. Gr.)						By promotion	GO(MS) No. 49/2017/LBR dtd.25.06.17
40	Driver, Gr-I	21					By promotion	GO(MS) No.

								49/2017 LBR dtd.25.06.17
41	Driver, Gr-II		36 years	<p>Attended X Std. or its equivalent schooling. Must possess valid driving license of at least 4 years standing & drivers badge and proficiency in driving heavy duty vehicle (to be proved at a practical test)</p> <p>Medical Fitness:</p> <p>a) Ear-hearing should be perfect</p> <p>b) Eye-distant vision 6/6 snellan, near vision 0.5 snellan color vision – normal, night blindness – NIL</p>	4 years experience as driver	<p>Should be a worker in RPL (with age below 50 years) at least for 7 years. Should have literacy in Malayalam or Tamil and possess valid driving license of at least 4 years standing and drivers badge and proficiency in driving heavy duty vehicles including tractors (to be proved in a practical test).</p> <p>Medical fitness:</p> <p>A) Ear – hearing should be perfect.</p> <p>B) Eye – Distant vision 6/6 snellan, near vision 0.5 snellan, colour vision – normal, night blindness – NIL.</p> <p><u>NOTE:</u> The appointment by</p>		<p>GO(Rt) No.641/2002/LB R dtd 27.03.2002</p>

						transfer from workers as above will be limited to 50% of the arising vacancies if suitable candidates are available. If suitable candidates are not available the vacancies will be filled up by direct recruitment.		
42	Midwife/A.N.M	1	38 years	SSLC or its equivalent. Midwifery Certificate recognized by Govt. of Kerala, and Registration as Midwife under Kerala Nurses & Midwives Council.	Should possess at least 2 years experience.		Direct recruitment	GO(Rt) No.1848/97/LBR dtd 18.06.1997
43	Supervisor (Factory)	7	45 years	SSLC or its equivalent and Diploma in Mech. Engg/ Electrical Engg. approved by Govt. of Kerala.	Should possess at least 3 years experience in a factory, preferably a rubber factory.	Should possess at least 3 years experience as Jr. Mechanic at RPL	1. By Promotion 2. In case no suitable candidates are available for promotion, by direct recruitment	GO(Rt) No.1848/97/LBR dtd 18.06.1997
44	Pharmacist	2	36 years	SSLC or its equivalent. Compounding Certificate issued by TC or Kerala Govt. or any authority which is recognized by			Direct recruitment	GO(Rt) No.1848/97/LBR dtd 18.06.1997

				Govt. of Kerala and registration in Kerala State Pharmacy Council as Compounder.				
45	Field Supervisor	11	--	--	--	Should possess at least 10 years experience as Tapping/ General Work Supervisor at RPL	By promotion	GO(Rt) No.641/2002/LB R dtd 27.03.2002
46	Electrician	2	37 years	Diploma in Electrical Engg. and Govt. of Kerala approved license in Electrical wiring.	Should possess at least 2 years experience as Electrician in factory having modern electrical installations. (In the case of SC/ST candidates, relaxation of experience qualification is allowed, if they are found otherwise suitable for the post, subject to approval of Govt.)	7 (seven) years experience as Electrical Helper in the company	1. By Promotion 2. If no suitable candidates are available for promotion, by direct recruitment	GO(MS) No. 16/2012/LBR dtd. 30.01.2012
47	Plumber	1	37 years	Govt. of Kerala approved certificate in plumbing (ITI) or its equivalent.	Should possess at least 2 years experience as plumber.		Direct recruitment	GO(Rt) No.1848/97/LBR dtd 18.06.1997
48	Junior Mechanic	1	37 years	SSLC or its equivalent and Diploma in Automobile Engg.	Should possess at least 2 years experience as Mechanic in a reputed workshop.		Direct recruitment	GO(Rt) No.1848/97/LBR dtd 18.06.1997

49	Tapping /General Work Supervisor	49	45 years	SSLC or its equivalent with a certificate of tapping course conducted by Rubber Board	Should possess at least 5 years experience in large Company/estate.	A worker who has passed 8 th std and having 10 years experience in tapping in RPL.	Appointment by transfer based on test and interview will be limited to 50% of the cadre strength.	GO(MS) No. 108/05/LBR dtd.31.12.05
50	Security Guard	20	40 years	Retired persons from Army holding the rank of Sepoy or above at time of retirement and must possess good physical fitness.			Direct recruitment	GO(Rt) No.1848/97/LBR dtd 18.06.1997
51	Cook-cum-Bearer	1	40 years	Educational qualification (minimum) pass in VIII th Std.	Should possess at least 2 years experience as Cook (Indian, Western Style) in a reputed Hotel/Club		Direct recruitment	GO(Rt) No.1848/97 /LBR dtd 18.06.1997
52	Peon/Peon-cum-Stretcher Bearer/ Gardener-cum-Watcher/Hospital Attendant/Creche Attendant	23	36 years	Attended 8 th Std. or equivalent schooling and efficiency in riding bicycle for all posts except hospital and creche posts for which other approved qualification as per rules are also necessary.		Worker/part time sweeper, possessing the required qualifications and 7 years experience in RPL.	1) Selection for appointment by transfer will be based on test and interview. 2) ¼ th posts of peon shall be filled up by tapalman from among the category of workers. 3. 1/10 th of posts in the last grade cadre to be filled up from part time sweepers. 4. Option to be exercised by PTS regarding the retirement at 58 years	GO(MS) No. 108/05/LBR dtd.31.12.2005

							of age.	
53	Electrical Helper	2	45 years	Certificate course of Govt. of Kerala.	Should possess at least one year experience in a recognized institution as Electrical Helper		Direct recruitment	GO(Rt) No.1848/97/LBR dtd 18.06.1997
54	Mechanical Helper	1	36 years	ITI Certificate in Fitter/Motor Mechanic	At least 1 year experience as in mechanical maintenance wing of a factory.	Should possess required qualification and at least 10 years experience as a worker in the factory at RPL.	By promotion by selection from suitable workers in the factory/ Direct recruitment in the absence of suitable candidates for promotion.	GO(Rt) No.641/2002/LB R dtd 27.03.2002
55	Store Attendant	1	--	Pass in 8 th Std.	Should possess 1 year experience in handling materials in a store in a factory.	Should possess required qualification and at least 10 years experience as a worker in the factory at RPL	1. For appointment by transfer by selection from among the workers in the factory 2. If no suitable candidates are available for promotion by direct recruitment.	GO(Rt) No.641/2002/LB R dtd 27.03.2002
56	Lab Attendant	1	-	-	--	10 years experience as a worker in the LC & Crumb Factory in RPL.	Appointment by transfer will be based on test and interview.	GO(Rt) No.641/2002/LB R dtd 27.03.2002
57	Estate Guard	28	--	--	--	Should possess at least 10 years as a worker in the	By selection from the workers based on seniority cum merit	GO(MS) No. 36/2012/LBR dtd.03.03.2012

						company (RPL)		
58	Skilled Worker-cum-Charge Hand	2					By promotion from skilled worker	GO(MS) No. 31/2012/LBR dtd.22.02.2012
59	Full Time sweeper	2					By Promotion	GO(MS) No. 45/2014/LBR dtd.23.04.2014
60	Part time Sweeper	7	18 -36 years	Good physique				GO(MS) No. 140/2015/ LBR dtd. 19.09.2015

SCHEDULE ON MANPOWER SPECIFICATIONS FOR RECRUITMENT IN RPL

- NOTE:** 1. Relaxation of experience qualification is also allowed to candidates if they are found otherwise suitable for the post, subject to approval of Government.
2. Number of posts mentioned above is as per the Pay Revision Order GO (MS) No.49/2017/LBR dtd 25.08.2017.