



കേരള ഗസറ്റ് KERALA GAZETTE

അസാധാരണം EXTRAORDINARY

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GOVERNMENT OF KERALA

Labour and Skills (J) Department

NOTIFICATION

G.O. (P) No. 98/2022/LBR

*Dated, Thiruvananthapuram, 1st October, 2022
15th Kanni, 1198.*

S. R. O. No. 1223/2022

The Recruitment Rules for the Rehabilitation Plantations Limited is approved and hereby published.

RULES

1. *Short title and commencement.*- (a) These rules may be called "The Recruitment (Qualification and method of Appointment) Rules, for the Rehabilitation Plantations Limited 2022. These Rules shall come into force on 01-10-2022, in super session of all the existing rules."

(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.

Rule 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 and in consultation with the Public Service Commission. 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.

Rule 3. Applicability of the general rules

General Rules means Rules in Part II of K.S.& S.S.R.

Rule 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) "Commission" means Kerala Public Service Commission.
- (g) "Management" means the management of the Rehabilitation Plantations Ltd.
- (h) "Managing Director" means the Managing Director of the Rehabilitation Plantations Ltd.
- (i) "Promotion Committee" means the Sub-Committee appointed by the Board of Directors of the Rehabilitation Plantations Ltd for the said purpose.
- (j) "Probationer" means a member of the service of the Company who has not completed his probation.
- (k) "Promotion" means the appointment of an employee of any category or grade to a higher category or grade at within a service.
- (l) "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.

(m) “Post” means a post either in the officer cadre or in the staff cadre in the Rehabilitation Plantations Ltd.

(n)“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.

(o)“Schedule” means the schedule annexed to these Rules provided further that the management may incorporate such post created in future apart from the existing posts, in the schedule as amendment of the existing rules in consultation with Public Service Commission.

(p)“Selection Committee” means the Sub-Committee appointed by the Board of Directors of the Rehabilitation Plantations Ltd for the said purpose.

(q)“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.

(r)“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.

(s)“Approved Probationer” means a person who has satisfactorily completed his/her probation and awaits appointment as a full member of such service, class or category.

(t) 'Full Member” means Member of that service who has been appointed substantively to a permanent post borne on the cadre there of .

(u)“By Transfer recruitment”:- Recruitment by transfer from the employees of different services (Managerial, subordinate and last grade) by the Company or by Public Service Commission.

(v)“By Transfer appointment”:- Appointment by transfer from the employees of different services ((Managerial, subordinate and last grade) by the Company

Rule 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 to delegate to any officer duly authorized by him in this behalf any of the powers conferred on him by these Rules.

Rule 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 Government Departments or Statutory Bodies subject to the approval of Government, except for those posts where in direct recruitment through Public Service Commission. is the method of appointment.

Rule 7. Age limit

No person shall be eligible for appointment by Direct Recruitment to any of the categories of posts if he/she has not completed 18 years of age and if he/she has completed 36 years of age (except for those posts for which age limit is specifically mentioned) as on the first January of the year in which applications for appointment are invited, subject to usual relaxation to SC/ST and Other Backward communities. In no case, the maximum age limit shall exceed 50 years for direct recruitment.

Note:- Ex-servicemen and Differently abled candidates are eligible for age relaxation as per the Government Orders issued from time to time in this regard.

Rule 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 other than through Public Service Commission advice.

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

Rule 9. Test

(a) Every person to be appointed to any category by promotion / By transfer appointment/ by selection where written or practical test is made compulsory has to appear for the test prescribed by the company from time to time.

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

Rule 10. Seniority

Seniority of a person in a class, category or grade shall be determined by the date of advice of



the commission in case of direct recruitment through Public Service Commission and the date of appointment in case of appointment by the company 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.

Rule 11. Probation

Every person appointed to any of the categories in the service shall from the date on which he joins duty, be on probation.

- (1) If recruited direct or by transfer from any other service for a total period of two years on duty within a continuous period of 3 years.
- (2) If appointed by promotion for a total period of one year on duty within a continuous period of two years.

Rule 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.

Experience should be one acquired after acquiring the basic academic qualifications. Unless otherwise specified the experience would be from a Government / Quasi Government or Public Sector Undertaking or a registered private sector undertaking.

Rule 13. Regularization

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.

Rule 14. Selection committee for selection by the company

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.

Rule 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 for various posts included in the schedule for these rules and in accordance with the procedure laid down corresponding to such posts.

(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 direct recruitment through Public Service Commission, the following procedures shall be adopted for direct recruitment by the company".

- 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 Government from time to time order (Circular No. 14896/BPE-2/91/Plg. dtd 28.02.1992) (Revised Scale of Pay is Rs. 36600-79200) 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.

Rule 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.

Rule 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.

By order of the Governor,

MINI ANTONY,
Secretary.

Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

As per G.O.(Ms) No.53/2012/P&ARD Dated 12/10/2012, the Government have bought the selection of candidates for appointments to various posts in Rehabilitation Plantations Limited, Punalur under the purview of Kerala Public Service Commission. For making appointments through Kerala Public Service Commission, recruitment rules have to be framed. Accordingly the Government have framed Recruitment Rules for the Rehabilitation Plantations Limited, 2021.

This notification is intended to achieve the above objective.



ANNEXURE I

<i>SL NO.</i>	<i>CATEGORY NO</i>	<i>NAME OF POST</i>	<i>METHOD OF APPOINTMENT</i>	<i>QUALIFICATION</i>
01	Category 1	Company Secretary	By promotion from Deputy Manager with 6 months training in management.	Should be Graduate with Associate Membership of Institute of Company Secretaries of India <u>Experience:</u> At least 7 years of experience as Deputy Manager at RPL with 6 months training in Management.
			In the absence of qualified hands for promotion 'By Direct Recruitment'	1. Any Bachelors Degree from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala. 2. Associate Membership of the Institute of Company Secretaries of India. <u>Experience:</u> Atleast 3 years of experience as Company Secretary in a Company.
02	Category 2	Finance Manager	By direct recruitment	Associate Membership of the Institute of Chartered Accountants of India or Associate Membership of Institute of Cost & Works



				<p>Accountant of India preferably with 12 months exposure to management training.</p> <p><u>Experience:</u></p> <p>Atleast 5 years of experience in Senior Managerial position in a company registered under Indian Companies Act.</p>
03	Category 3	Manager (Estates)	1. By promotion from Deputy Manager having five years of experience in the feeder category.	<p>MSc Botany or Masters Degree in Plantation Development with first class from a UGC recognized University or National Institutes established by the Central Government or Institution established by the Government of Kerala.</p> <p>OR</p> <p>Degree in 'Agriculture/Forestry' with first class from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala.</p> <p>Note: Post graduate Degree/Diploma in Plantation Management from a UGC recognized University or National Institutes established by the Central Government or Institution established by the</p>



				Government of Kerala will be considered as a preferential qualification.
			2. In the absence of qualified hands for promotion, Direct Recruitment.	<p>(1) MSc Botany or Masters Degree in Plantation Development with first class from a UGC recognized University or National Institutes established by the Central Government or Institution established by the Government of Kerala.</p> <p>OR</p> <p>Degree in 'Agriculture/Forestry' with first class from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala.</p> <p>Note: Post graduate Degree/ Diploma in Plantation Management from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala will be considered as a preferential qualification.</p>



				<p>(2) Atleast 7 years of experience in Managerial cadre in large rubber plantation with 500 hectare coming under Government/Quasi Government/Public/Registered Private Sector Undertakings.</p> <p>Note: The Scheduled Caste/ Scheduled Tribe candidates need to have only 50% marks in the academic qualification mentioned above.</p> <p>(3) Post graduate Degree/ Diploma in Plantation Management is prescribed as preferential qualification.</p>
			<p>3. By Deputation, only in the absence of above from the post of Assistant Conservator in Kerala Forest Department.</p>	



04	Category 4	Factory Manager	1. By promotion from Deputy Manager/Rubber Technologist with five years of experience in the feeder category.	B.Tech/B.E. Degree in Rubber Technology/ Chemical Engineering/ Mechanical Engineering/ Electrical Engineering from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala.
			2. In the absence of qualified hands for promotion, 'By Direct Recruitment'	B.Tech/B.E. Degree in Rubber Technology/ Chemical Engineering/ Mechanical Engineering/ Electrical Engineering from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala. <u>Experience:</u> Atleast 5 years of experience in Managerial position in rubber processing company registered under Indian Companies Act.
05	Category 5	Manager (Technical)	1. By promotion	B.Tech Degree in Rubber Technology or equivalent from a UGC recognized University or National Institutes established by the Central Government or



			<p>Institutions established by the Government of Kerala or equivalent qualification.</p> <p>OR</p> <p>Degree in Chemical Engineering or equivalent from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala or equivalent qualification.</p> <p><u>Experience:-</u></p> <p>Atleast 5 years of experience as Rubber Technologist at RPL</p>
		<p>2. In the absence of qualified hands for promotion, 'By Direct Recruitment'</p>	<p>B.Tech Degree in Rubber Technology or equivalent from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala or equivalent qualification.</p> <p>OR</p> <p>Degree in Chemical Engineering or equivalent from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the</p>



				<p>Government of Kerala or equivalent qualification.</p> <p><u>Experience :</u></p> <p>Atleast 3 years of experience in a rubber processing company registered under Indian Companies Act of which 1year should be in calendaring machine.</p>
06	Category 6	Manager (Personnel & Administration)	By Direct Recruitment	<p>MBA with specialization in personnel/ HR Management from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala.</p> <p>OR</p> <p>Masters Degree in Social Work from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala.</p> <p><u>Experience :</u></p> <p>Atleast 7 years of experience in managerial position in the field of personnel management, Industrial Relation, Labour</p>



				<p>Welfare and Administrative matters in a reputed organization registered under Indian Companies Act.</p> <p>Note: Graduation in law from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala or equivalent shall be preferential qualification.</p>
07	Category 7	Deputy Manager (Commercial)	By Direct Recruitment	<p>MBA with specialization in Marketing from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala.</p> <p style="text-align: center;">&</p> <p><u>Experience :</u></p> <p>At least 5 years of experience in marketing of Agricultural products in an organization coming under Government/Quasi Government/Public/Registered Private Sector Undertaking.</p>
08	Category 8	Rubber	1. By promotion from	



		Technologist	Chemists with seven years of service in the feeder category.	
			2. In the absence of qualified hands for promotion, 'By Direct Recruitment'	B.Tech in Polymer Science/Rubber Technology/Chemical Engineering from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala. & <u>Experience :</u> At least 4 years of experience in rubber processing factory registered under Indian Companies Act.
09	Category 9	Deputy Manager	1. By promotion from Assistant Manager with seven years of experience in the feeder category	
			2. In the absence of qualified hands for promotion, 'By Direct Recruitment'	Masters degree in Botany/Plantation Development with First Class from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala. OR Degree in 'Agriculture/Forestry' with First Class from a UGC



				<p>recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala.</p> <p><u>Experience :</u></p> <p>At least five years of experience in a supervisory position in a plantation of atleast 500 hectare coming under Government/Quasi Government/Public or a registered Private Sector Undertaking.</p>
10	Category 10	Medical Officer	By Direct Recruitment	<p>i)Degree in Modern Medicine (MBBS)</p> <p>ii)Permanent Registration with Travancore Cochin Medical Council.</p> <p><u>Experience :</u></p> <p>At least 2 years of experience in the respective field in Government/ Private Hospital after acquiring the qualification.</p> <p>Note: DGO shall be a preferential qualification.</p>
11	Category 11	Security Officer	By Direct Recruitment through Kerala Public Service Commission from Retired/Released Army Personnel not below the rank of	<p>Any degree from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala.</p>



			Subedar having sound physical fitness.	
12	Category 12	Chief Construction Engineer/Construction Engineer (Grade I)	<p>1. By Promotion from Construction Engineer (Grade II)/ Head Draftsman having 5 years of service in the feeder category for the post.</p> <p>2. In the absence of qualified hands for promotion, 'By Direct Recruitment'</p>	<p>Degree in Civil Engineering from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala.</p> <p>&</p> <p><u>Experience:</u></p> <p>At least 5 years of experience as a project Engineer /Supervising Engineer in construction of building and repairs and maintenance in any registered construction firm.</p>
13	Category 13	Assistant Manager (Estates)	<p>1. By promotion from Store Supervisor having five years of service in the feeder category.</p> <p>Note: The ratio for promotion and Direct Recruitment shall be 1:8.</p>	



			<p>2. By Direct Recruitment through Kerala Public Service Commission</p> <p>Note: The Scheduled Caste/ Scheduled Tribe candidates need to have only 50% / Second Class/corresponding grade in the academic qualification mentioned above.</p>	<p>MSc Botany /Plantation Development with First Class from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala.</p> <p>OR</p> <p>Degree in Agriculture/Forestry with First Class from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala.</p> <p>2) Physical standard:</p> <p>For Male: Height – 163 cms. Round chest girth: 84 cms. Chest expansion 5 cms. Candidates must undergo a physical test consisting of a walk of 25 Kms to be covered within 4 hours.</p> <p>For Female: Height – 157 cms. Candidates must undergo a physical test consisting of a walk of 16 Kms to be covered within 4 hours.</p> <p>(measurement will be taken before interview)</p>



14	Category 14	Chemist	1. By Promotion from Assistant Chemist having 7 years of service in the feeder category.	
			2. In the absence of qualified hands for promotion, by Direct Recruitment through Kerala Public Service Commission	MSc(Chemistry) from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala. Note: Direct Recruits shall be appointed as trainee for 1 year.
15	Category 15	Welfare Officer	By Direct Recruitment through Kerala Public Service Commission	(i) MSW from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala. OR Any Degree and Post Graduate Diploma in Social Work with Specialization in Industrial relations and Labour Welfare. (ii) Should be able to read, write and speak in Malayalam & Tamil language. (iii) Two years of experience as Welfare Officer in a Government, Quasi Government, Public Sector or a registered Private Sector



				Undertaking.
16	Category 16	Head Draftsman / Construction Engineer Grade II	1. By Promotion from Draftsman Gr.I on the basis of qualification and Seniority	B.Tech (Civil) from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala with two years of service in the feeder category. OR Diploma in Civil Engineering from a Government approved Institution with five (5) years of service in the feeder category.
			2. In the absence of qualified hands for promotion, by Direct Recruitment through Kerala Public Service Commission.	B.Tech (Civil) from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala And <u>Experience:</u> At least 2 years of experience in the respective discipline from a Government / Quasi Government or a registered Private Sector Undertaking. OR ii) Diploma in Civil Engineering from a Government approved institution



				<p>And</p> <p>At least 5 years of experience in the respective discipline from a Government / Quasi Government or a registered Private Sector Undertaking.</p>
17	Category 17	Foreman (Mechanical)	<p>1. By Promotion from Mechanic or Supervisor on the basis of qualification and Seniority.</p> <p>2. In the absence of qualified hands for promotion, by Direct Recruitment through Kerala Public Service Commission.</p>	<p>Diploma in Mechanical Engineering from a Government approved institution with seven years of service in the feeder category.</p> <p>(i) B.Tech (Mechanical Engineering) from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala</p> <p>&</p> <p>Experience:</p> <p>At least 2 years of experience as Supervisor in a processing or manufacturing unit coming under Government/Quasi Government/ Public/Registered Private Sector Undertaking.</p> <p>OR</p> <p>ii) Diploma in Mechanical Engineering from an approved Institution.</p> <p>&</p>



				<p>Experience:</p> <p>At least 5 years of experience as Supervisor in a processing or manufacturing unit coming under Government/Quasi Government/ Public/Registered Private Sector Undertaking.</p>
18	Category 18	Foreman (Garage)	<p>1. By Promotion from Mechanic or Supervisor on the basis of qualification and Seniority.</p> <p>2. In the absence of qualified hands for promotion, by Direct Recruitment through Kerala Public Service Commission.</p>	<p>7 years of experience in the feeder category.</p> <p>(i) B.Tech Degree in Mechanical Engineering/Automobile Engineering from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala</p> <p>&</p> <p><u>Experience:</u></p> <p>At least 2 years of experience as Supervisor in automobile garage coming under a Government/Quasi Government/Public/Registered Private Sector Undertaking.</p> <p>OR</p> <p>(ii) Diploma in Mechanical /Automobile Engineering from a</p>



				Government approved institution. & <u>Experience:</u> At least 7 years of experience as Supervisor in automobile garage coming under a Government / Quasi Government/Public/Registered Private Sector Undertaking.
19	Category 19	Senior Electrician	1. By Promotion from Electrician with two years of service in the feeder category.	
			2. In the absence of qualified hands for promotion, by Direct Recruitment through Kerala Public Service Commission.	Diploma in Electrical Engineering recognized by State/Central Government OR Certificate in Electrical Engineering approved by State/Central Government OR ITI Certificate as Electrician. 2)Supervisory license from Kerala State Electricity Board. Experience in handling electrical installations in a processing /manufacturing unit under a Government/Quasi Government/Public/Registered Private Sector Undertaking having modern electrical



				installations for 3 years for Diploma holders and 5 years for certificate/ ITI holders.
20	Category 20	Confidential Assistant Grade I / Steno-Typist Grade. I	1. By Promotion from Confidential Assistant Grade II/ Steno-typist Grade II on the basis of seniority.	Should have worked as Confidential Assistant/ Steno-typist Gr. II in RPL for a minimum period of 2 years.
			2. In the absence of qualified hands for promotion, by Direct Recruitment through Kerala Public Service Commission.	<p>1) Pass in Plus Two or its equivalent qualification.</p> <p>2) Lower Grade Certificate in Typewriting English (KGTE) and Computer Word Processing or its equivalent.</p> <p>Note:- Those who have passed the KGTE Typewriting before January 2002, should possess separate certificate in 'Computer Word Processing or its equivalent' at the time of application.</p> <p>3) Lower Grade Certificate in Typewriting Malayalam (KGTE) or its equivalent.</p> <p>4) Lower Grade Certificate in Short hand English (KGTE) or its equivalent.</p> <p>5) Lower Grade Certificate in</p>



				Short hand Malayalam (KGTE) or its equivalent.
21	Category 21	Accountant / Head Accountant	1.By promotion	Graduate in any discipline with at least 10 years of experience in the clerical cadre of the Rehabilitation Plantations Ltd and pass in the qualifying written test for Accountant post 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 age of 53 years.



			2. In the absence of qualified hands for promotion, by Direct Recruitment through Kerala Public Service Commission.	B.Com Degree from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala. & <u>Experience:</u> Minimum 5 years of experience in Company accounting/Store accounting in a Government/Quasi Government/Public/Registered Private Sector Undertaking.
22	Category 22	Assistant (Selection Grade)	1. By promotion from 1st Grade Assistant on the basis of Seniority.	At least 2 years of experience as 1 st Grade Assistant at RPL.
23	Category 23	Draftsman Grade I	1. By Promotion from Draftman Grade.II /Overseer Grade.II on the basis of seniority, who have successfully completed probation.	
			2.In the absence of qualified hands for promotion, by Direct Recruitment through Kerala Public Service Commission.	Diploma in Civil Engineering from National Institutes established by the Central Government or Institutions established by the Government of Kerala.



				<p>&</p> <p><u>Experience:</u></p> <p>At least 5 years of experience as Draftsman /Overseer in a Government/Quasi Government /Public/ Registered Private Sector Undertaking.</p>
24	Category 24	Nurse	Direct Recruitment through Kerala Public Service Commission.	<p>(i) Pass in SSLC or its equivalent</p> <p>(ii) B.Sc Nursing from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala.</p> <p>OR</p> <p>Pass in General Nursing and Midwifery Course having not less than 3 years duration from any institution recognized by State/Central Government.</p> <p>iii) Certificate of Registration with Kerala Nurses and Midwives Council as Nurse.</p>
25	Category 25	Assistant Chemist	Direct Recruitment through Kerala Public Service Commission.	<p>Degree in Chemistry with Second Class from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the</p>



				Government of Kerala. & <u>Experience:</u> Should possess at least one year experience in analytical methods/ physical & chemical testing in a specification lab of a registered rubber factory producing either concentrated latex or crumb rubber
26	Category 26	Pharmacist Grade.I	1. By Promotion from Pharmacist Grade.II , approved probationers are eligible.	
			2.In the absence of qualified hands for promotion, by Direct Recruitment through Kerala Public Service Commission.	(i) Pass in SSLC or its equivalent. (ii) Diploma in Pharmacy (D'pharm) from a Central/State Government approved institutions. (iii) Registration with Kerala Pharmacy Council. <u>Experience:</u> At least 2 years of experience as Pharmacist in Government/Private hospital.
27	Category 27	Assistant Grade I	By promotion from Assistant Gr-II, who are approved probationers.	



28	Category 28	Security Supervisor	1. By promotion from Security Guards having 10 years of service in RPL.	
			2. In the absence of qualified hands for promotion, by Direct Recruitment .	Retired persons from Army holding not less than the rank of Subedar at the time of retirement and should have sound physical fitness shall be proved by Medical Certificate in a prescribed format.
29	Category 29	29 (a) Mechanic	1. By Promotion from Junior Mechanic, Approved Probationers are eligible for promotion.	
		29 (b) Mechanic (Workshop)		
		29 (a) Mechanic		(i) Pass in SSLC or its equivalent (ii) Diploma in Mechanical Engineering from National Institutes established by Central Government or Institutions established by the Government of Kerala
			2. In the absence of qualified hands for	<u>Experience:</u> At least 3 years of experience as



			promotion, by Direct Recruitment through Kerala Public Service Commission	Mechanic in a Government/Quasi Government or a Registered Private Sector Undertaking or factory preferably a rubber factory registered under Factories Act.
		29(b) Mechanic (Workshop)		(i) Pass in SSLC or its equivalent (ii) Diploma in Mechanical Engineering/Automobile Engineering from National Institutes established by Central Government or Institutions established by the Government of Kerala <u>Experience:</u> At least 3 years of experience as Mechanic in a Government/Quasi Government or a Registered Private Sector Undertaking or factory preferably a rubber factory registered under Factories Act.
30	Category 30	Supervisor (Factory)	1. By Promotion from Junior Mechanic. Approved Probationers alone are eligible for promotion.	
			2. In the absence of qualified hands for promotion, by Direct	i) Pass in SSLC or its equivalent ii) Diploma in Mechanical Engineering/Automobile



			Recruitment through Kerala Public Service Commission.	Engineering from National Institutes established by Central Government or Institutions established by the Government of Kerala <u>Experience:</u> At least 3 years of experience as Mechanic/Supervisor in a Government/Quasi Government or a Registered Private Sector factory preferably a rubber factory after acquiring the above qualification.
31	Category 31	Midwife/Auxiliary Nurse Midwife	Direct recruitment through Kerala Public Service Commission.	(i) Pass in SSLC or its equivalent. (ii) Midwifery Certificate recognized by Government of Kerala or equivalent. (iii) Registration with the Kerala Nurses & Midwives Council. <u>Experience:</u> At least 2 years of experience in the respective field from a Government/Registered Private Hospital after acquiring the above qualification.
32	Category 32	Pharmacist Grade II	Direct recruitment through Kerala Public Service Commission.	(i) Pass in SSLC or its equivalent (ii) Diploma in Pharmacy



				(DPharm) (iii) Registration in Kerala State Pharmacy Council.
33	Category 33	Draftsman Grade II/ Overseer Grade II	Direct recruitment through Kerala Public Service Commission.	Diploma in Civil Engineering or equivalent issued by the Institutions recognized by the Government of Kerala. & <u>Experience:</u> At least two years of experience as Draftsman from a Government/Quasi Government/a Registered Private Sector Undertaking.
34	Category 34	Confidential Assistant Grade II/ Stenographer - Typist Grade .II	Direct recruitment through Kerala Public Service Commission.	(1) Pass in Plus Two or its equivalent qualification. (2) Lower Grade Certificate in Typewriting English (KGTE) and Computer Word Processing or its equivalent. Note:- Those who have passed the KGTE Typewriting before January 2002, should possess separate certificate in 'Computer Word Processing or its equivalent' at the time of application. (3) Lower Grade Certificate in Typewriting Malayalam (KGTE)



				<p>or its equivalent.</p> <p>(4) Lower Grade Certificate in Short hand English (KGTE) or its equivalent.</p> <p>(5) Lower Grade Certificate in Short hand Malayalam (KGTE) or its equivalent.</p>
35	Category 35	Field Supervisor	By promotion from Tapping/General Work Supervisor having 10 years of experience and on the basis of seniority.	
36	Category 36	Assistant Grade II	1. By Direct Recruitment through Kerala Public Service Commission.	Any Bachelor's Degree from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala
			<p>2. By Transfer Appointment (10%)</p> <p>Note: 10% of vacancies to the post of Assistant Grade II shall be set apart for Tapping Supervisor/ General Work Supervisor/Peon/Attendant having 10 years of service in the feeder category.</p>	(i) Pass in SSLC or its equivalent.



NOTE:- An integrated seniority list of the categories at different levels ie, Assistant Grade II, Assistant Grade I, Selection Grade Assistant will be maintained in the ratio 3:3:1.

37	Category 37	Junior Mechanic (Workshop & Garage)	Direct Recruitment through Kerala Public Service Commission.	<p>1. SSLC or its equivalent</p> <p>2. Diploma in Automobile/Mechanical Engineering issued or recognized by the Government of Kerala.</p> <p><u>Experience:</u> At least two years of experience as mechanic in a Government/Quasi Government or a Registered Workshop or Garage after acquiring the qualification.</p>
38	Category 38	Electrician (Factory)	1. By Promotion from Electrical Helper having 7 years of service in the feeder category.	
			2. In the absence of qualified hands for promotion, by Direct Recruitment through Kerala Public Service Commission.	<p>(i) Pass in SSLC or its equivalent</p> <p>(ii) Diploma in Electrical Engineering recognized by State/Central Government</p> <p>OR</p> <p>Certificate in Electrical Engineering approved by State/Central Government</p> <p>OR</p>



				<p>ITI Certificate as Electrician.</p> <p>(iii)Supervisory license from Kerala State Electricity Board</p> <p><u>Experience:</u></p> <p>At least 2 years of experience as an Electrician in a factory having modern Electrical installation and registered under Factories Act.</p>
39	Category 39	Plumber	Direct Recruitment through Kerala Public Service Commission.	<p>(i) Pass in SSLC or its equivalent</p> <p>(ii) ITI Certificate in the trade of Plumbing.</p> <p>(iii) At least two years of experience as Plumber in a Government/Quasi Government or a Registered Private Sector Undertaking</p>
40	Category 40	Driver-Cum-Office Attendant (Medium/Heavy Passenger/Goods Vehicles)	1.Direct Recruitment through Kerala Public Service Commission.	<p>(i) A pass in Standard VII or equivalent qualification.</p> <p>(ii)Must possess current Motor Driving License to drive Light Motor Vehicles and Heavy Motor Vehicles with Driver's Badge. Heavy Motor Vehicle Driving License shall be of at least 3 years standing and in the case of Driving License issued after 16.01.1979, separate</p>



				<p>endorsement to drive Heavy Duty Goods Vehicles and Heavy Duty Passenger Vehicles.</p> <p>(iii) Medical Fitness: Should be medically fit as per the standards specified below:-</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> <p>(c) Muscles and Joints : No Paralysis and all joints with free movements.</p> <p>(d) Nervous System - Perfectly Normal, free from any infectious diseases.</p> <p><u>Notes:-</u></p> <p>(1) Driving License shall be valid not only at the time of application but also at each stage of selection.</p> <p>(2) Proficiency in driving Heavy Duty Vehicle is to be proved by a practical test conducted by Kerala Public Service Commission during the course of selection.</p> <p>(3) Medical fitness shall be proved by a proper medical certificate obtained from a</p>
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			<p>medical officer not below the rank of an Assistant Surgeon.</p> <p>(4) Physically handicapped persons are not eligible to apply for the post.</p>
		<p>2. By transfer Recruitment through Kerala Public Service Commission.</p> <p>Note1:- In the absence of qualified hands for 'By transfer', such vacancies shall also be filled by Direct Recruitment.</p> <p>Note2:- The ratio for By transfer and Direct Recruitment shall be 1:1</p>	<p>Should be a worker in RPL (with age below 50 years) at least for 12 years.</p> <p>(ii) Must possess current Motor Driving License to drive Light Motor Vehicles and Heavy Motor Vehicles with Driver's Badge. Heavy Motor Vehicle Driving License shall be of at least 3 years standing and in the case of Driving License issued after 16.01.1979, separate endorsement to drive Heavy Duty Goods Vehicles and Heavy Duty Passenger Vehicles.</p> <p>(iii) Medical Fitness: Should be medically fit as per the standards specified below:-</p> <p>(a) Ear-hearing should be perfect</p> <p>(b) Eye:-</p> <p>Distant vision - 6/6 Snellan</p> <p>Near vision - 0.5 Snellan</p> <p>Colour vision - Normal</p> <p>Night Blindness - NIL</p> <p>(c) Muscles and Joints : No</p>



				<p>Paralysis and all joints with free movements.</p> <p>(d) Nervous System - Perfectly Normal free from any infectious diseases.</p> <p><u>Notes:-</u></p> <ol style="list-style-type: none"> 1) Driving License shall be valid not only at the time of application but also at each stage of selection. 2) Proficiency in driving Heavy Duty Vehicle is to be proved by a practical test conducted by Kerala Public Service Commission during the course of selection. 3) Medical fitness shall be proved by a proper medical certificate obtained from a medical officer not below the rank of an Assistant Surgeon. 4) Physically handicapped persons are not eligible to apply for the post.
41	Category 41	Security Guard	Direct Recruitment through Kerala Public Service Commission.	Retired persons from Army holding the rank of Sepoy or above at the time of retirement and must possess good physical



				fitness shall be proved by a Medical Certificate issued by a Registered Medical Practitioner not below the rank of a Civil Surgeon in the format appended here with as Annexure II
42	Category 42	Cook	Direct Recruitment through Kerala Public Service Commission.	A Pass in Standard VIII (Minimum). <u>Experience:-</u> At least 2 years of experience as Cook (Indian, Western Style) in a Hotel/Club
43	Category 43	Peon/Peon-cum-Stretcher Bearer/ Gardener-cum-Watcher/Hospital Attendant/Creche Attendant	i) By Direct Recruitment through Kerala Public Service Commission.	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.
			ii) By Transfer appointment from the category of tapalman from workers and PTS. Note:- 1. Selection for appointment by transfer will be based on test and interview. 2) 1/4 th posts of peon shall	VII Standard or equivalent.



			<p>be filled up by tapalman from among the category of workers.</p> <p>3. 1/10th of posts in the last grade cadre to be filled up from part time sweepers.</p> <p>4. Option to be exercised by PTS regarding the retirement at 58 years of age.</p> <p>The woman candidates are eligible for those posts other than Peon also. But for differently abled are not eligible for posts other than peon.</p>	
44	Category 44	Electrical Helper	<p>Direct recruitment through Kerala Public Service Commission.</p>	<p>i) ITI in Electrician from a Government approved Institution</p> <p><u>Experience:-</u> At least one year of experience as Electrical Helper from a Government/ Quasi Government or a Registered Private Sector Undertaking.</p>
45	Category 45	General Work Supervisor/	<p>i. By transfer appointment from Workers having 7 years</p>	<p>Pass in Standard VIII or its equivalent.</p>



		Tapping Supervisor	of experience in tapping	
			ii) By Direct recruitment through Kerala Public Service Commission. NOTE 1:- In the absence of qualified hands for By transfer, such vacancies also be filled by Direct Recruitment. Note 2:- The ratio for by transfer appointment and Direct Recruitment shall be 1:1.	i) Pass in SSLC or its equivalent ii) Tapping course Certificate conducted by Rubber Board. <u>Experience:-</u> At least 5 years of experience in a registered rubber plantation unit.
46	Category 46	Lab Attendant	By transfer Appointment from Worker Category having 10 years of experience in the feeder category Note:- Appointment through By Transfer based on test and interview	
47	Category 47	Factory Supervisor (Rubber Sheeting Factory)	Direct Recruitment through Kerala Public Service Commission.	(i) Pass in SSLC or equivalent. (ii) Diploma in Chemical Engineering / Mechanical Engineering or Diploma in Rubber Technology or its equivalent. <u>Experience:-</u> At least 2 years of experience in manufacture of dry rubber products from a



				Government/Quasi Government or a Registered Public/Private Sector Undertaking after acquiring the qualification. Preference will be given to candidates who have got experience in calendaring machine.
48	Category 48	Programmer	Direct recruitment through Kerala Public Service Commission.	(i) Bachelors Degree from a recognized University. (ii) Pass in Post Graduate Diploma in Computer Application from a Government recognized Institution. <u>Experience:-</u> At least one year of experience as Computer Programmer in Government/Quasi Government or a Registered Private Sector/ Public Sector Undertaking.
49	Category 49	Mechanical Helper	By transfer appointment from worker having 10 years of experience in the feeder category.	ITI Certificate in Fitter/Motor Mechanic from an institution approved by the Government.
			In the absence of qualified hands for By Transfer appointment by Direct recruitment through Kerala Public	(i) Pass in SSLC or its equivalent. (ii) ITI Certificate in Fitter/Motor Mechanic. <u>Experience:-</u>



			Service Commission.	At least one year of experience in Government/Quasi Government or in a registered firm /Workshop as Mechanical Helper.
50	Category 50	Store Attendant	By transfer appointment from workers having 10 years service in the feeder category.	
			In the absence of qualified hands for By Transfer appointment by Direct Recruitment through Kerala Public Service Commission.	SSLC or its equivalent.
51	Category 51	Section Officer (Audit) / Internal Auditor	By promotion	<u>Experience:-</u> As Accountant in RPL for a minimum period of 5 years
52	Category 52	Stores Supervisor	By promotion from field Supervisor having 7 years of service in the feeder category.	
53	Category 53	Foreman (Shift)	1. By promotion from Factory Supervisor (Rubber sheeting factory) having 4 years of service in the feeder category.	



			2. In the absence of suitable hands for promotion, by Direct Recruitment.	(i) Pass in SSLC or its equivalent (ii) Diploma in Mechanical/Automobile Engineering recognized by Government of Kerala or equivalent. <u>Experience:-</u> At least 2 years of experience in a Supervisory cadre in the manufacture of Rubber products from a Government/Quasi Government/or a registered Public/Private Sector undertaking after acquiring the qualification.
54	Category 54	Asst. Engineer (Electrical)	Direct recruitment through Kerala Public Service Commission	Degree in Electrical Engineering or equivalent from a UGC recognized University or National Institutes established by the Central Government or Institutions established by the Government of Kerala.
55	Category 55	Sr. Accountant/ Senior Office Superintendent	1. By Promotion from Accountant having 10 years of service or Assistant Accountant Officer having 5 years of service in the feeder category.	Degree in Commerce recognized by Government of Kerala with Diploma or Certificate in Computer application from a reputed institution. Degree in Law will be a preferential qualification. <u>Experience:-</u> Should have worked as an Accountant in RPL for at least

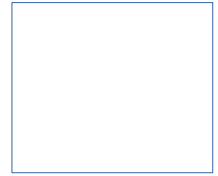


				10 years and got three months training in office management or should have worked as Assistant Accounts Officer in RPL for at least 5 years and got three months training in office management.
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Note:- If there is a deficiency of SC/ST candidates, the condition of experience for SC/ST candidates should be relaxed, if they are found otherwise suitable for the post, for all the posts for which experience qualification is stipulated in the Recruitment Rules of the RPL.



ANNEXURE II
PHYSICAL FITNESS CERTIFICATE
 (Rule 13 Part 1 KSR)
 [G.O. (P) No. 20/2011/P&ARD dated 30/06/2011]



I do hereby that I have examined Shri/Smt

.....

 a candidate for employment in the

department and cannot discover that he/she has any disease, bodily or constitutional affection except.....

I do not consider this a disqualification for the post of.....

.....His/Her age is according to his/her own statement isyears and by appearanceyears.

He/She has normal distant vision (.....)

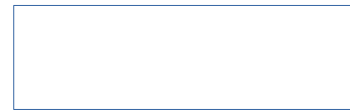
and he /she is free from colour blindness.

He/She has been vaccinated/re-vaccinated or bears marks or successful vaccination.

Identification marks:

1.

2



*Physical measurement

Left hand thumb impression

Height :

Weight :

Chest – Normal :

Expanded :

Signature of Medical Officer

* In the case of Posts such as police Constable, Excise Guard, Forest Guard, Jail Warder etc

