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HARYANA STATE ELECY. BOARD
NOTIFICATION

THE 8th. NOVEMBER, 1991

No. 127

/REG-112

In exercise of powers conferred under Clause (c) of Section-79 of Electricity (Supply) Act, 1948 and all other enabling powers in this behalf, the Haryana State Elec. Board is pleased to lay down the Recruitment and Promotion Policy in respect of following categories of employees of Industrial Relations Wing of the Board :-

1.0 LABOUR WELFARE SUB INSPECTOR

1.1 The post of Labour Welfare Sub Inspector shall be filled-up by direct recruitment from amongst the persons, who possess the following qualifications/experience :-

- (a) Graduate from any University recognised by the State Government of Haryana.
- (b) Diploma in Industrial Relations and Personnel Management from any University/Institution recognised by the State Government of Haryana.
- (c) Hindi upto Matric Standard.
- (d) Preference shall be given to those who possess previous experience in Labour Welfare and Industrial Relations.

ASST. LABOUR WELFARE OFFICER

2.1 The post of Assistant Labour Welfare shall be filled-up by promotion from amongst the Labour Welfare Sub Inspectors on seniority-cum-merit basis, who possess the following qualifications/experience :-

- (a) Graduate from any University recognised by the State Government of Haryana.
- (b) Post-Graduate Diploma in Industrial Relations and Personnel Management from any University/Institution recognised by the State Government of Haryana.
- (c) Hindi upto Matric standard.
- (d) At least 3 years experience as Labour Welfare Sub Inspector.

2.2. In the event of non-availability of eligible Departmental candidate(s), the posts shall be filled-up by direct recruitment/transfer from amongst the

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Candidates possessing the following qualifications :-

- (a) Graduate from any University recognised by the State Government of Haryana.
- (b) LL.B (Professional) from any University.
- (c) Post Graduate Diploma in Industrial Relations and Personnel Management from any University/ Institution recognised by the State Government of Haryana.
- (d) Hindi upto Matric Standard.
- (e) At least 4 years experience as Labour Welfare Sub Inspector in Labour Welfare/Industrial Relations in Government/Semi-Government/Private Industry employing not less than 500 workers.

3.0 LABOUR WELFARE OFFICER/INDUSTRIAL RELATIONS OFFICER

3.1 The post shall be filled-up by promotion from amongst the Asstt. Labour Welfare Officers on seniority-cum-merit basis, possessing the following qualifications/experience:-

- a) Graduate from any University recognised by the State Government of Haryana.
- b) Post Graduate Diploma in Industrial Relations and Personnel Management from any University/ Institutions recognised by the State Government of Haryana.
- c) 3 years experience as Asstt. Labour Welfare Officer.
- d) Hindi upto Matric standard.

3.2 In the event of non-availability of eligible departmental candidates, the posts shall be filled up by direct recruitment/transfer from persons who possess the following qualifications/experience:-

- a) Graduate from any University recognised by the State Government of Haryana.
- b) LL.B. (Professional) from any University, recognised by the state Govt. of Haryana.
- c) Post Graduate Diploma in Industrial Relations or Personnel Management from any University/ Institution recognised by the State Govt. of Haryana.
- d) Hindi upto Matric standard.
- e) 5 years experience in Labour Welfare Industrial Relations in Government/Semi-Government/Private Industry employing not less than 500 employees.

3.3. NOTE: The promotions/appointments of all Labour Welfare Officers including the existing ones, shall be notified to State Govt. (Labour Deptt.) in term of Rule-5(3) of the Punjab Welfare Officer Recruitment and conditions of Service Rules, 1952 which is appended as Annexure-'A' to this notification.

4.0 UNDER SECRETARY (INDUSTRIAL RELATION-CUM-LABOUR WELFARE):

4.1 The post shall be filled-up by promotion from amongst the Labour Welfare officers on seniority-cum-merit basis, possessing the following qualifications/experience :-

- (a) Graduate from any University recognised by the State Government of Haryana.
- (b) Post Graduate Diploma in Industrial Relations and Personnel Management from any University/Institution recognised by the State Govt. of Haryana.
- (c) LL.B (Professional) from any University recognised by the State Govt. of Haryana.
- (d) Hindi upto Matric Standard.
- (e) 5 years experience as Labour Welfare Officer.

4.2 In case, eligible departmental candidates are not available for promotion, the post shall be filled-up by direct recruitment/transfer from persons, possessing the qualifications with 8 years experience as Labour Welfare Officer in Government/Semi-Govt./Private Industry employing not less than 1500 employees as required in case of 4.1 above.

NOTE : The term 'Industry' shall have the same connotation as under Industrial Disputes Act, 1947.

5.0 RESERVATIONS :

Nothing contained in foregoing general provisions shall, in any way affect the reservation of filling up of posts or vacancies wherever applicable and earmarked for members of Scheduled Castes and Backward Classes which shall be governed by special instructions issued by the State Govt. and adopted by the Board from time to time in pursuance of Article-16 (4) of the Constitution of India.

6.0 The above policy supercedes all earlier Regulations, Rules, Orders and instructions issued by the Board from time to time.

Sd/-
SECRETARY,
HARYANA STATE ELEC. BOARD,
PANCHKULA.

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ANNEXURE-'A'

Rule-5(3) of the Punjab Welfare Officer Recruitment and Conditions of Service Rules, 1952.-

5(3) "The appointment when made shall be notified by the occupier to the State Government or such authority as the State Government may specify for the purpose giving full details of the qualifications etc. of the officer appointed and the conditions of his service".

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