



## GOVERNMENT OF KERALA

Abstract

Industries Department - Kerala State Bamboo Corporation Ltd- Subordinate Service Recruitment Rules and Subordinate Staff Service Rules of the Bamboo Board Factory Approved - Orders Issued.

**INDUSTRIES (K) DEPARTMENT**

**G.O.(Rt)No.445/2021/ID** Dated,Thiruvananthapuram, 20/04/2021

Read 1 GO(MS)No.11/2020/ID dated 13.01.2020.

2 A3-3/15/2019-KPSC dated 07.09.2020 from the Secretary, Kerala Public Service Commission.

**ORDER**

Government are pleased to approve the Recruitment Rules consisting of Subordinate Service Rules and Bamboo Board Factory Subordinate Staff Service Rules in respect of Kerala State Bamboo Corporation as appended to this Government order. Thus the Government Order read first paper above stands cancelled.

(By order of the Governor)

**A P M MOHAMMED HANISH**  
**PRINCIPAL SECRETARY**

Secretary, Kerala Public Service Commission with covering letter.

The Director, Insustries & Commerce, Thiruvananthapuram

The Secretary, RIAB, Thiruvananthapuram.

The Managing Director, Kerala State Bamboo Corporation Ltd, Angamali, Ernakulam.

The Accountant General (Audit/A&E), Kerala, Thiruvananthapuram.

Planning (BPE) Department.

I&PR Department (for publishing the GO in Govt.website).

SF/OC.

Forwarded /By order

Signature valid

Digitally signed by MOUSHAD M  
Date: 2021.04.23 15:40:12 IST  
Reason: Approved

Section Officer

Copy to: PS to Minister (Industries & Sports)

PA to Principal Secretary II (Industries)

CA to Joint Secretary (Industries)

**KERALA STATE BAMBOO CORPORATION**  
**SUBORDINATE SERVICE RULES**

1. These Rules may be called the "KERALA STATE BAMBOO CORPORATION SUBORDINATE SERVICE RULES"
2. The service shall consist of the following Categories of officers.

**CATEGORY I.**

- (a) Divisional Officers
- (b) Office Superintendent
- (c) Vigilance Officer

**CATEGORY II.**

- (a) Depot Officer/Bundling Supervisor (Selection Grade)
- (b) Accountants / Cashier
- (c) Sales Executives
- (d) Personnel Assistant / Confidential Assistant.

**CATEGORY III.**

- (a) Depot Officer/Bundling Supervisor Grade I
- (b) Junior Accountant Grade I

**CATEGORY IV.**

- (a) Depot Officer/Bundling Supervisor Grade II
- (b) Junior Accountant Grade II
- (c) Typist Clerk

**CATEGORY V.**

- (a) Field Assistants/Depot Assistants
- (b) Driver Grade I

**CATEGORY VI.**

- (a) Helper
- (b) Driver Grade II

**CATEGORY VII.**

- (a) Last Grade Employees

3. **APPOINTMENT**

Appointment to various categories of employees given above will be made by

- (a) promotion from the feeder category
- (b) selection or transfer from feeder category or any other category
- (c) Direct recruitment as described in the Annexure to these rules.

4. **QUALIFICATION**

No person will be appointed to any category of post unless he/she possesses the qualifications prescribed for that post. Minimum qualification prescribed for different categories of post for appointment by promotion, selection or direct recruitment is given in the annexures.

5. **PROBATION**

Every person appointed to a category by direct recruitment shall be on probation for a period of one year within two years of service which may be extended to a further period of six months at the discretion of the Management. Those who are appointed by promotion or selection/transfer shall be on probation for six months.

6. **RESERVATION OF APPOINTMENT**

The rules relating to reservation of appointment to Scheduled Castes/Scheduled Tribes and Backward communities shall be followed in direct recruitments as per the directions from Government from time to time.

7. **TESTS**

Every person appointed to any of the Categories shall pass the Departmental Test prescribed, if any, for confirmation, promotion etc.

8. **SENIORITY**

When there are more than one feeder category carrying different scales of pay, they shall be shown a separate lists and persons in a lower scale of pay shall be appointed only after appointing all persons on a higher scale of pay. When the posts in the feeder categories are on the same scale of pay, the appointment shall be made in accordance with their seniority in the feeder category, the seniority being determined by the date of effective advice or the order of first appointment to that particular category, class or grade.

9. **PROMOTION/SELECTION**

Promotion to a higher category will be based on Qualification, Seniority and Merit. For appointment by Selection or Transfer, Qualification and Merit alone will be the criteria.

10. (a) All posts in the same category /grade are interchangeable provided the incumbent possess the qualification prescribed for the post. The

Management may deploy Officers of one category to any other category of the same or higher grade in any units under the Organisation.

- (b) Appointment to posts in Category I (c) Vigilance Officer, Category II (c) Sales Executive and Category II (d) Assistant/Confidential Assistant will be by selection, based on qualification and merit only. All officers in Category I, Category II (c) and (d), Vigilance staff, Drivers and Security Staffs shall not have any Trade Union affiliation.

#### **11. AGE LIMIT**

Must have completed 18 years and must not have 36 years of age on the first January of the year inviting application for the posts with usual relaxation to SC/ST and OBC's for all appointments by Direct Recruitments. For selection of Helpers from Plant Workers and Depot workers, this will be relaxed to the extent of their service in the Corporation as Plant Workers / Depot workers subject to a maximum of ten years. All employees of this Corporation will retire on super annuation at the age of 58 years.

#### **12. DATE OF EFFECT**

These rules will come into force at once. But the qualification, method of appointment etc specified in these rules will not affect those who hold the post already. All future appointments, selection and promotions shall be done in accordance to these rules.

# ANNEXURE -I

## METHOD OF APPOINTMENT AND QUALIFICATIONS PRESCRIBED FOR DIFFERENT POSTS IN

### KERALA STATE BAMBOO CORPORATION LTD

Category	Class	NAME OF POST	METHOD OF RECRUITMENT / APPOINTMENT	QUALIFICATIONS PRESCRIBED
I	(a) (i)	Divisional Officer (Accounts)	1 .By Promotion from Category 11(b)  2. In the absence of qualified hands for Promotion, by Direct Recruitment	Graduation in Commerce with at least three years experience as Accountant in feeder category 11(b)  Graduation in Commerce with a pass in Intermediate examination of CA/ICWA
	(a) (ii)	Divisional Officer (Reeds/ Mats)	1.By Promotion from Category 11(a)  2. In the absence of qualified hands for Promotion, by Direct Recruitment	SSLC with Five years experience or Graduation with at least 3 years experience in the field in feeder category 11(a) or 111(a)  Graduation with three years experience in a reputed firm Industry
	(a) (iii)	Divisional Officer (Sales)	1 .By Selection from posts in	Graduation with three years experience in Category 11(c). Working knowledge of Hindi essential. Or SSLC with 5 years

I	(a) (iv)	Divisional Officer (Storage & Despatch)	<p>Category 11(c)</p> <p>2. In the absence of qualified hands for selection, by Direct Recruitment</p> <p>1. By Promotion from posts in Category II.</p> <p>2. In the absence of qualified hands for Promotion, by Direct Recruitment</p>	<p>experience in Category II (c). Working knowledge of Hindi essential.</p> <p>MBA obtained from recognised University with two years experience in Marketing. Working Knowledge of Hindi essential.</p> <p>SSLC with Five years experience or Graduation with 3 years experience in feeder Category 11(a) or (b) or Category III</p> <p>Graduation with three years experience in a reputed Firm or Industry.</p>
I	(b)	Office Superintendent	<p>1. By Promotion from post in Category II.</p>	<p>Graduation with three years experience or SSLC with 5 years</p> <p>experience in any post in Category 11(a) or (b)</p> <p>Graduation with three years experience in a reputed Firm or Industry</p>
I	(c)	Vigilance Officer	<p>1. By selection or transfer from posts in category II or III</p> <p>2. By deputation from</p>	<p>Graduation with three years experience in the feeder category. Appointment to this cadre will be by selection/transfer, based on merit only and the Officer may be shifted from the assignment at any time.</p>

			Government or other Government Undertakings	Graduation with three years experience in similar position.
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Note:- One post in the cadre of Divisional Officers ( Reeds, Mats and Storage & Despatch) or Office Superintendent combined ,is to be filled by Scheduled Caste /Scheduled Tribe Candidates. If suitable SC/ST hands are not available for promotion, this will be filled up by selection from any other category or by direct recruitment. Qualification for direct recruitment is Graduation with three years experience in a reputed firm/Industry. Qualification for selection will be SSLC with five years experience in Category II or III

II	( a )	Depot Officers/Bundling Supervisors(Selection Grade)	By Promotion from Category III	Graduation with three years experience or SSLC with 5 years experience in Category III (a)or (b).
II	( b )	Accountants/Cashier	By Promotion from the post under Category III (b)	B.com or equivalent with three years experience or SSLC with 5 years experience in feeder Category III (a) or (b).
II	(c)	Sales Executives	1. By Selection from posts in Category III or any other category.  2. In the absence of qualified hands for Promotion, by Direct Recruitment	Graduation with one year experience in Sales/Marketing. Working knowledge of Hindi essential or SSLC with 2 years Experience in Sales/Marketing in Feeder Category. Working Knowledge of Hindi essential.  (i) Graduation with five years experience in Marketing/Sales in a large or medium Industry or MBA from a recognised University with one year experience in Marketing.  (ii) Working Knowledge of Hindi essential.

**Note:-** Appointment to the cadre of Sale Executive will be by selection from posts in Category (III) or any other category, based on merit and qualification only. If the selection is made from a category lower than Category III, the initial appointment will be in the grade equivalent to the category just above the one to which the Officer belongs.

II	(d)	Personnel Assistant/ Confidential Assistant	<p>1. By Selection/transfer from posts in Category III or IV(C)</p> <p>2. In the absence of qualified hands for selection / transfer, by direct recruitment</p>	<p>1. Lower Grade certificate in Typewriting English KGTE or its equivalent and Computer Word Processing or its equivalent.</p> <p>2. Lower Grade Certificate in Typewriting Malayalam KGTE or its equivalent.</p> <p>3. Lower Grade Certificate in Short Hand English KGTE or its equivalent.</p> <p>4. Lower Grade Certificate in Short Hand Malayalam KGTE or its equivalent. (G.O(MS)  21/2011/ARD dated 01/07/2011)</p>
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**Note:-** Appointment to the cadre of PA/CA will be done by selection/transfer from among qualified hands in posts under Category III or IV(c) based on merit and qualification only. Those who have passed KGTE Typewriting before 2002 must possess separate certificate in Computer Word Processing or its equivalent before last date of receipt of application



III	( a )	Depot Officer/ Bundling Supervisors Grade I	1 . By Promotion from Posts under Category IV(a) and IV(b).	Graduation with three years experience or pass in SSLC or its equivalent with 5 years experience in feeder category IV(a) or IV(b)
III	( b )	Junior Accountant Grade I	1 .By Promotion/selection from posts under Category IV	B.com with three years experience or SSLC with 5 years experience in Category IV.

Note:-Posts in Category 111(a) and (b) are inter changeable, provided the candidates are qualified for both posts.

IV	( a )	Depot Officer/Bundling Supervisors (Grade-II)	1. By Promotion from V(a) 2. In the absence of candidates for promotion, by Direct Recruitment.	Graduation with three years experience or SSLC with 5 years experience in Category V (a)  Graduation or equivalent with aggregate 50% marks in the qualifying examinations.
IV	( b )	Junior Accountants Grade II	1.By promotion from Category V(a)  2. By Direct Recruitment	B.com with three years experience or SSLC with 5 years experience in Category V(a).  B.com or equivalent with aggregate 50% marks in the qualifying examinations.

Note: - Appointment in the cadre of Category IV (b) will be done 50% by Promotion and 50 % by Direct Recruitment in the ratio of 1:1 starting from promotion. In the absence of qualified hands for promotion such vacancy will be filled up by Direct Recruitment.

IV	( c )	Typist/ Clerk	By Direct Recruitment only	<p>i. Graduation or its equivalent</p> <p>ii. KGTE Malayalam Typewriting lower or its equivalent.</p> <p>iii. KGTE English Typewriting (Lower) and Computer Word Processing or its equivalent.</p> <p>Note: Those who have passed KGTE Typewriting before 2002 must possess separate certificate in Computer Word Processing or its equivalent before last date of receipt of application.</p>
V	( a )	Field Assistant/Depot Assistant	<p>1. By Promotion from Category VI (a)</p> <p>2. By Direct Recruitment.</p>	<p>(i) Pass in SSLC or its equivalent</p> <p>(ii) Three years experience in Depots, Godown or RC Centre of the Corporation in Category VI (a) Graduation or equivalent. Selection as Trainee on consolidated allowance for one year.</p>

Note:-Appointment in the cadre of V (a) will be done by 50% By Promotion and 50 % By Direct Recruitment with the ratio 1:1 and starts from promotion. In the absence of qualified hands for promotion such vacancy will be filled up by Direct Recruitment.

V	(b)	Driver Cum Office Attendant Grade. I (HMT)	By Promotion from Category VI (b)	A pass in Std.8 with valid Heavy Motor Vehicle License and Badge with at least 5 years experience after obtaining the license.
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**Note:.. PH Candidates are not eligible for this post.**

VI	(a)	Helpers	<p>1 .By selection from Plant Workers of Bamboo Board Factory and Depot Workers attached to Depots, Godowns etc.</p> <p>2.By Direct Recruitment</p>	<p>A pass in std.9 or equivalent with at least 5 years experience in the Corporation. Knowledge of Cycling essential. Minimum Physical Standard - Height --162 cms, Weight - 48 Kgs</p> <p>SSLC or equivalent First class or a pass in Higher Secondary or equivalent. Knowledge of cycling essential. Minimum Physical Standards Height - 162 cms, Weight 48 Kgs</p>
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VI	( b )	Driver Cum Office Attendant Grade II (LMV)	By Direct Recruitment only.	A pass in Standard 8 with valid Light Motor Vehicle and Driving License and Badge with atleast 2 years experience after obtaining the License. Preference will be given to those with Heavy Motor Vehicle License.
VII		Last Grade Employees	By Direct Recruitment only.	Pass in Standard VII or its equivalent.

**Note:-1.** The Commission will conduct separate competitive tests for Direct Recruitment and By transfer Candidates. Based on the marks secured by the candidates in the test separate Ranked Lists will be prepared for Direct Recruitment and By transfer Candidate who secure not less than 40% marks in the tests for By transfer candidates are eligible to be included in the Ranked List for recruitment by transfer.

2. 10 % vacancies which are reported to the PSC will be filled up by Candidates selected from Plant Workers in Bamboo Board Factory.

3. If sufficient number of candidates are not available to fill up the 10% reservation quota mentioned above, such vacancies will be filled up by candidates included in the Ranked Lists prepared for Open Quota.

4. The rules regarding reservation of appointment are not applicable to By Transfer Appointment.

**KERALA STATE BAMBOO CORPORATION LIMITED**  
**BAMBOO BOARD FACTORY**  
**SUBORDINATE STAFF SERVICE RULES**

1. These Rules may be called the "KERALA STATE BAMBOO CORPORATION - BAMBOO BOARD FACTORY SUBORDINATE STAFF SERVICE RULES".

2. The service of Bamboo Board Factory shall consist of the following Categories of Officers and Workers.

**1. ACCOUNTS – ADMINISTRATION**

**CATEGORY I**

Asst. Accounts Officer

**CATEGORY II**

- a) Divisional Officer (Accounts)
- b) Divisional Officer ( Sales)

**CATEGORY III**

- a) Store Keeper
- b) Junior Superintendant

**CATEGORY IV**

- a) Accountant
- b) Sales Executive Grade I

**CATEGORY V**

- a) Junior Accountant/Cashier/Clerks
- b) Sales Representative / Sales Executive Grade II
- c) Typist- Clerks.

**CATEGORY VI**

Store Assistant

**CATEGORY VII**

Driver

**CATEGORY VIII**

Peon

**B.WORKS - FACTORY**

**CATEGORY I.**

Plant Foreman/Shift Engineer

## **CATEGORY II.**

- (a) Supervisor.
- (b) Boiler Attendant.

## **CATEGORY III.**

Charge Hand

## **CATEGORY IV.**

Operator Grade I/Technician Grade I

## **CATEGORY V.**

Operator Grade II/Technician Grade II

## **CATEGORY VI.**

Plant Worker Grade I

## **CATEGORY VII.**

Plant Worker Grade II

### **3. APPOINTMENT**

Appointment to various categories of employees in the Bamboo Board Factory will be made by

- (a) Promotion from feeder category posts in Bamboo Board Factory or Selection from qualified hands in other categories of staff of the Corporation.
- (b) Work arrangement from other categories of employees of the Corporation.
- (c) Direct Recruitment.

Those who are appointed by selection from other categories of staff of the Corporation have to opt the service of the Bamboo Board Factory. They will be governed by the rules applicable to the factory with regard to working hours, bonus, production incentive, casual leave, spread over allowance, supervisory allowance and other fringe benefits. Their original lien and seniority in Kerala State Bamboo Corporation will be protected and they can go back to the same at the discretion of the Management. But if one is appointed in a higher grade in the Bamboo Board Factory by selection, he will not be eligible for the same higher grade on reversion but will be in his original position and grade in the general category from where he was selected to Bamboo Board Factory, based on his seniority there. Those who opt the service of Bamboo Board Factory alone will be eligible for promotion based on grade seniority in the Bamboo Board Factory to the next higher post.

Any employee of the Corporation appointed to the Bamboo Board Factory on working arrangement will also be governed by the rules of the Bamboo Board, Factory. Selection to a post will be based on qualification, experience and merit only. While considering experience preference/weightage will be given for experience in feeder Category or similar posts in Bamboo Board Factory. If the Selection is made from grades other than the same or the one next below, the selected incumbent will be given only a grade just above the one who holds. Selection to particular post will be made after considering eligible applicants for the same and will be based on qualification experience in Bamboo Board Factory and merit only. No employee in other cadre of Corporation can claim

promotion to higher posts in Bamboo Board Factory except by Selection as per these rules.

#### **4. QUALIFICATION**

A person appointed to a post by promotion, selection or direct recruitment shall possess the qualification prescribed for the post in Annexure, I & II. This will not apply to persons posted on work arrangement.

#### **5. AGE LIMIT**

Must have completed 18 years of age and must not have 36 years of age as on first January of the year in which applications are invited with usual relaxation to SC/ST/OBC. For selection of Plant workers from Depot workers attached to the Corporation, the maximum age limit is 45 years with usual relaxation to SC/ST. All employees of the Bamboo Board Factory will retire on super annuation at the age of 58 years.

#### **6. SENIORITY**

Seniority of Bamboo Board Factory Staff will be considered only among those who are appointed by promotion/Selection/Transfer and by direct recruitment to the Factory. Date of appointment to a category will be the criteria for seniority and promotion/ selection to next higher grade will be based on grade seniority. Seniority for those recruited directly by Public Service Commission in that category will be on the basis of the date of advice of Public Service Commission.

**ANNEXURE -II**

**KERALA STATE BAMBOO CORPORATION LTD**

**SUBORDINATE STAFF SERVICE RULES OF THE BAMBOO BOARD FACTORY**

Category	NAME OF POST	METHOD OF RECRUITMENT / APPOINTMENT	QUALIFICATIONS PRESCRIBED
I	Accounts Officer	1.By Promotion from Divisional Officer (Accounts) of the Bamboo Corporation /Bamboo Board Factory	B.com with five years experience as Divisional Officers in the Bamboo Corporation /Bamboo Board Factory
		2. In the absence of qualified hands for Promotion, by Direct Recruitment	1st Class Graduate in Commerce with a pass in Intermediate examination of CA/ICWA and two years experience in the accounts section of a large or medium Industry.
Note:- The post of Assistant Accounts Officer was abolished and post of Accounts Officer was created and same may be substituted here.			
II	Divisional Officer (Accounts)	1.By Promotion/Selection from Store Keeper/ Sales Executive Grade I from Bamboo Board Factory OR by transfer of Divisional Officers of the Bamboo Corporation	B.com with three years Experience in feeder Category posts in the Corporation /Bamboo Board Factory
		2. In the absence of qualified hands for Promotion/Selection/ Transfer ,by Direct Recruitment	Graduate in Commerce with a pass in Intermediate Examination of CA/ICWA.



II	(b) Divisional Officer (Sales)	1.By Promotion from Sales Executives of the Corporation / Bamboo Board Factory or by transfer of Divisional Officer(Sales) of the Corporation	Graduation with three years experience in the post of Sales Executive in the Corporation / Bamboo Board Fctory. Working Knowledge of Hindi essential. Or SSLC with 5 years experience in the post of Sales Executive in the Corporation / Bamboo Board Factory. Working knowledge of Hindi essential
		2. In the absence of qualified hands for Promotion, Selection/By Transfer, by Direct Recruitment	MBA with two years experience in Marketing.
III	(a) Store Keeper	1. By Promotion from Accountants/ Bundling Supervisors (Selection Grade) of the Bamboo Board Factory/Corporation	Graduation with three years experience in feeder Category
		2. In the absence of qualified hands for Promotion/Selection ,by Direct Recruitment	Graduate with three years experience in the stores of a large or medium industry in similar position.
III	(b)Junior Superintendent	1.By Promotion from Accountants	Graduation with three years experience in the feeder category posts in the Corporation /Bamboo Board Factory
		2. In the absence of qualified hands for Promotion, By Direct Recruitment	1st Class Graduate with three years experience in the Administration / Personnel Section of a large or medium industry.
IV	(a) Accountant	1. By Promotion from Junior Accountant	Commerce Graduate with three years

		Grade I or Bundling Supervisor Grade I of the Corporation or by transfer from Accountants in the Corporation.	experience in feeder Category posts in the Corporation /Bamboo Board Factory
		2. In the absence of qualified hands for Selection / Transfer, By Direct Recruitment	1st Class Commerce Graduate with three years experience in the Accounts branch of a large or medium scale industry.
IV	(b)Sales Executive Grade I	1 .By Promotion from Sales Executives (category II(c)) and Sales Representatives/ Sales Executives Grade II of the Corporation.	SSLC with five years experience in the marketing division of the Corporation. Working knowledge of Hindi essential. If the selection is made from a' Category other than the immediate lower post the initial appointment will be in the grade just above the one to which the Officer belongs
		2.By Direct Recruitment	Graduate with three years experience in Marketing division of a large/ medium industry. Working knowledge of Hindi essential or MBA.

V	(a) Junior Accountant/ Cashier/ Clerks	1. By Promotion from Depot Field Assistants or by transfer from Junior Accountant Grade II or Bundling Supervisor Grade II of the Corporation	Graduate with three years experience or SSLC with five years experience in feeder category posts in the Corporation /Bamboo Board Factory
		2. By Direct Recruitment	First Class Graduate in Commerce
Note: The appointment by Selection /By Transfer and Direct Recruitment shall be in the ratio 1:1 and if no qualified hands are available for By Selection /By Transfer. The method that shall also be filled up by Direct Recruitment.			
V	(b) Sales Representative/ Sales Executive Grade II	1) 50% By Promotion and 50% by Direct Recruitment. In the absence of qualified hands for Promotion, such vacancies will be filled up by Direct Recruitment.	SSLC with three years experience in the marketing division of the Corporation /Bamboo Board Factory with Working knowledge of Hindi.
		2) By Direct Recruitment	a) Graduate with working knowledge of Hindi.  (b) Two years experience in sales promotion

V	(c) Typist-Clerk	By Direct Recruitment only	a) Graduation or its equivalent
			b) Higher Grade Certificate in type writing English (KGTE) and Computer Word Processing or its equivalent.
			c) Lower grade Certificate in Short Hand English (KGTE)
VI	Store Assistant	By Direct Recruitment Only	SSLC with Trade Certificate of ITI or ITC in Fitter /Electrician / Mechanical /Civil Trade
VII	Driver cum Office attendant (HMT)	By Direct Recruitment Only	A pass in Std VIII with light Vehicle Driving License and Badge with three years experience. Preferences will be given to those who possess heavy vehicle driving license
VIII	Peon	By Direct Recruitment Only	A pass in Std VII or its equivalent

Note: 1) The Commission will conduct separate competitive tests for Direct Recruitment and By Transfer Candidates. Based on the marks secured by the Candidates in the test, separate Ranked Lists will be prepared for Direct Recruitment and By Transfer. Candidates who secure not less than 40% marks in the test for By Transfer candidates are eligible to be included in the Ranked Lists for recruitment by Transfer.

2) 10% vacancies which are reported to the Public Service Commission will be filled up by the candidates selected from Plant Workers in Bamboo Board Factory.

3) If sufficient number of candidates are not available to fill up the 10% reservation quota mentioned above, such vacancies will be filled up by candidates included in the Ranked Lists prepared for open quota.

4) The rules regarding reservation of appointment are not applicable to By Transfer appointment.

**KSBC LTD SUBORDINATE STAFF RULES OF THE BAMBOO BOARD FACTORY**

(Appointment to various categories of employees/workers to the Bamboo Board Factory of the Kerala State Bamboo Corporation will be made as per the rules given below

Category	NAME OF POST	METHOD OF RECRUITMENT / APPOINTMENT	QUALIFICATIONS PRESCRIBED
I	Plant Foreman/ Shift Engineer	1.By Selection from Supervisor (Category II(a) of Bamboo Board Factory	Diploma in Mechanical / Electrical / Chemical Engineering with three years experience in the production line of the factory.
		2. In the absence of qualified hands for Selection by Direct Recruitment	Degree in Mechanical/Electrical/ Chemical Engineering with two years experience in production line in a large/medium plywood industry factory.
II	(a) Supervisor	1.By promotion from Charge Hand Category III of Bamboo Board Factory	ITI/ITC trade certificate with three years experience in feeder category posts.
		2. In the absence of qualified hands for Promotion, by Direct Recruitment	Diploma in Mechanical / Electrical/Chemical Engineering with three years experience in plywood industry/ Factory.
II	(b) Boiler Attendant	1 By Promotion/Selection from Operator/Technician Grade I from Bamboo Board Factory	First Class Boiler Attendant Certificate with three years experience in operating /maintaining Boiler in the Factory. or second class Boiler Attendant Certificate with five years experience in operating /maintaining Boiler in the Factory
		2. In the absence of qualified hands for Promotion/Selection, by Direct Recruitment	First Class Boiler Attendant Certificate with five years experience in operating /maintaining Boiler in a large /medium

			industry
III	Charge Hand	By Direct Recruitment Only	Three years Diploma in Mechanical/Electrical/ Chemical Engineering
IV	Operator Grade I / Technician Grade I	By Promotion from Category (V) Operator / Technician Grade II from Bamboo Board Factory	SSLC with ITI/ ITC Mechanical/ Electrical/ Fitter/Boiler Trade Certificate OR II class Boiler attendant certificate with three years experience in the production line of Factory.
V	(Operator Grade II) Technician Grade II	1.By selection from Plant Worker Grade I	SSLC with five yers experience as Plant Worker in the production line of Factory.
		2.By Direct Recruitment	SSLC with ITI or ITC in concerned trade or II class Boiler attendant certificate in the case of Boiler Operators.

VI	Plant Worker Grade I	By promotion from Plant Worker Grade II	A pass in standard IV with 5 years experience as Plant Worker in the production line of Factory.
VII	Plant Worker Grade II	1. By selection from Depot Workers attached to Depots, Godowns etc ,of the Corporation as casual Workers and then regularized as Plant Workers	A pass in Standard IV with at least 5 years experience in the Corporation with good physique. Minimum Height 162 cm and weight 48 kg Age limit 45 years as on the 1st January of the year with the usual relaxation to SC/ST and OBC.
		2 .Direct Recruitment , as Casual workers and then regularized as Plant Workers	SSLC or equivalent with good physique. Minimum Height 162 cm and weight 48 kg. Must have completed 18 years of Age and must not have completed 35 years of age on the 1st January of the year with the usual relaxation to SC/ST and OBC