

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR
Notification

The 11th March, 2011

No. G.S.R. 10/Const./Art.309/2011.—In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules, regulating the recruitment and the conditions of Service of the persons, appointed to the Punjab Labour (Group-A) Service, namely :—

RULES

1. **Short title, commencement and application.**—(1) These rules may be called the Punjab Labour (Group-A) Service Rules, 2011.

(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.

(3) They shall apply to the posts specified in Appendix “A”.

2. **Definition.**—In these rules, unless the context otherwise requires,—

(a) “Appendix” means an Appendix appended to these rules ;

(b) “Government” means the Government of the State of Punjab in the Department of Labour ;

(c) “Labour Commissioner” means the Labour Commissioner, Punjab ; and

(d) “Service” means the Punjab Labour (Group-A) Service.

3. **Number and character of posts.**—The Service shall comprise of the posts, specified in Appendix “A” :

Provided that nothing in these rules shall affect the inherent right of Government to add to or reduce the number of such posts or to create new posts with different designations and scales of pay whether permanently or temporarily.

4. **Appointing authority.**—Appointment to the Service shall be made by the Government.

5. **Method of appointment, qualification and experience.**—(1) Appointment to the Service shall be made in the manner, as specified in Appendix “B” :

Provided that if, no suitable candidate is available for appointment by promotion and by direct appointment, appointment to the Service shall be made by transfer of a person holding a similar or an identical post under a State Government or Government of India.

(2) No person shall be appointed to any post in the Service, unless he possesses the qualification and experience, as specified against that post in Appendix "B".

(3) Appointment to the Service by promotion shall be made on seniority-cum-merit basis, but no person shall have any right to claim promotion on the basis of seniority alone.

6. Pay of members of the Service.—The members of the Service shall be entitled to such scales of pay, as may be authorized by the Punjab Government from time to time. The scales of pay, at present in force in respect of the members of the Service are given in Appendix "A".

7. Discipline Punishment and Appeal.—(1) In the matters of discipline, punishment and appeal, the members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970, as amended from time to time.

(2) The authority empowered to impose penalties as specified in rule-5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970, in respect of the members of the Service, shall be the Government.

8. Application of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.—(1) In respect of the matters, which are not specifically provided in these rules, the members of Service shall be governed by the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, as amended from time to time.

(2) The Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, at present in force, are contained in Appendix "C".

9. Repeal and Savings.—The Punjab Labour (Class-I) Service Rules, 1983 and the Punjab Labour (Class II) Service Rules, 1982, in so far as these are applicable to the members of the Service, are hereby repealed :

Provided that any order issued or any action taken under the rules so repealed, shall be deemed to have been issued or taken under the corresponding provision of these rules.

10. Interpretation.—If any question arises as to the interpretation of these rules, the Government in consultation with the Department of Personnel, shall decide the same.

APPENDIX "A"

[See rules 1(3), 3 and 6]

Sr. No.	Designation of the Post	Number of Posts		Scale of Pay and Grade pay (in rupces)	
		Permanent	Temporary		Total
1.	Additional Director of Factories	1	-	1	37400—67000+8600
2.	Additional Labour Commissioner	1	-	1	15600—39100+7800
3.	Joint Director of Factories	1	2	3	15600—39100+7800
4.	Deputy Director of Factories	12	-	12	15600—39100+6600
5.	Deputy Labour Commissioner	1	-	1	10300—34800+5400
6.	Assistant Director of Factories	7	5	12	10300—34800+5000
7.	Assistant Director of Factories (Medical)	2	1	3	10300—34800+5000
8.	Assistant Labour Commissioner	13	-	13	10300—34800+5000
9.	Superintendent Grade-1	1	-	1	10300—34800+5000

APPENDIX "B"

(See Rule 5)

Sr. No.	Designation of the post	Percentage for appointment by			Method of appointment, qualification and experience for appointment by		
		Direct Appointment	Promotion	Transfer	Direct Appointment	Promotion	Transfer
1	Additional Director of Factories	---	Hundred Percent	---	---	---	8
2	Additional Labour Commissioner	---	Hundred Percent	---	---	---	8

From amongst the Joint Directors of Factories, who have an experience of working as such for a minimum period of one year.

From the Deputy Labour Commissioner, who has an experience of working as such for a minimum period of two years.

3	Joint Director of Factories	Hundred Percent	From amongst the Deputy Directors of Factories, who have an experience of working as such for a minimum period of two years.
4	Deputy Labour Commissioner	Hundred Percent	From amongst the Assistant Labour Commissioners, who have an experience of working as such for a minimum period of four years.
5	Deputy Director of Factories	Hundred percent	From amongst the Assistant Directors of Factories, who have an experience of working as such for a minimum period of seven years.
6	Assistant Director of Factories	Hundred percent	(a) Should possess a degree in Civil or Mechanical or Chemical or Electrical or Production or Industrial or Metallurgical or

1	2	3	4	5	6	7	8
					Electronics and Communication or Electronics and Instrumentation Engineering from a recognised university or institution; and		
					(b) Should have an experience working in a workshop or manufacturing concern of a Government or public sector undertaking, in manufacturing process for a minimum period of two years.		
	Assistant Director of Factories (Medical)			Hundred Percent			By transfer of a person already in service of Government of India or any State Government, who possesses

MBBS or its
 equivalent
 qualification
 from a
 recognized
 university or
 institution.

8	Assistant Labour Commissioner	Hundred Percent	<p>(a) Ninety per cent from amongst the Labour-cum-Conciliation Officers, working under the control of Labour Commissioner, who have an experience of working as such for a minimum period of three years.</p> <p>(b) Ten per cent from amongst Statistical Officers, working under of the control</p>
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1	2	3	4	5	6	7	8
						of the Labour Commissioner, who have an experience of working as such for a minimum period of three years.	
						<i>Note:</i> —For filling up the posts of Assistant Labour Commissioners, a roster in the ratio of 90% and 10% will be prepared and maintained, and the first vacancy shall be filled up from amongst the Labour-cum-Conciliation Officers	
9	Superintendent Grade-I		Hundred Percent			From amongst the Superintendents Grade-II working under the control of the Labour Commissioner, who have an experience of working as such for a minimum period of four years	