



TAMIL NADU GOVERNMENT GAZETTE

PUBLISHED BY AUTHORITY

No. 40]

CHENNAI, WEDNESDAY, OCTOBER 26, 2011
Aippasi 9, Thiruvalluvar Aandu-2042

Part II—Section 2

Notifications or Orders of interest to a section of the public
issued by Secretariat Departments.

NOTIFICATIONS BY GOVERNMENT

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NOTIFICATIONS BY GOVERNMENT

INDUSTRIES DEPARTMENT

REVIVAL OF COMMON CADRE SYSTEM

No. II(2)/IND/437/2011.

[Co-operative and Public Sector Sugar Mills – Common Cadre System abolished during year 1997 – Revival of Common Cadre System for the officers of the Co-operative and Public Sector Sugar Mills – Orders – Issued.]

The following Government Order is published:—

[G.O. Ms. No. 68, Industries (MIC.2), 1st March 2011,
மாசி 17, திருவள்ளூர் ஆண்டு-2042.]

READ:

1. G.O. Ms. No. 866, Industries Department, dated 25-7-1984.
2. G.O. Ms. No. 834, Industries Department, dated 8-12-1997
3. From Commissioner of Sugar Lr. Rc. No. 7777/S&L1/2010, dated 24-9-2010.

ORDER:—No. 68, Industries (MIC-2), 1st March 2011.

In the Government Order first read above, orders were issued to for the creation of Common Cadre System for the officers working in the Co-operative and Public Sector Sugar Mills and the Director of Sugar was permitted to create a Common Cadre System for the second and third level officers working in the Co-operative and Public Sector Sugar Mills duly authorising him to frame necessary rules and regulations for appointment, transfer etc.

2. Subsequently during the year 1997, after reviewing the functioning of the common cadre system, Government felt that since each Co-op. Sugar Mills is a separate legal entity, the officers, staff and workers working in a sugar mill should be the employees of the particular Co-op. sugar Mills only and ordered the abolition of common cadre system in Co-op. Sugar Mills in Government order 2nd read above. Consequent on the above, the officers and employees who were covered under the above said system were de-caderised and positioned in the respective sugar mills permanently based upon their option and in public interest. Necessary guidelines were also issued by the Commissioner of Sugar prescribing the procedure to be adopted for filling up of the vacancies and the service conditions of the erstwhile Common Cadre employees. The mode of recruitment to the second and third level officer posts in the erstwhile Common Cadre System was specified as Direct Recruitment and a selection committee was also constituted for the said purpose.

3. Now, the Commissioner of Sugar has sent a proposal for the revival of Common Cadre System in the name of "Tamil Nadu Co-operative and Public Sector Sugar Mills Managerial Common Cadre System" in the Co-operative and Public Sector Sugar Mills for the effective functioning of the Sugar Sector, since the above system would go a long way in creating the

ladder of promotion to the eligible in-house personnel from the entry level officers posts up to the level of Chief Officers in their particular field. He has also stated that, the proposed policy of recruitment and promotion would not only satisfy / fulfill the manpower requirement of the mills but would serve as a boon to the qualified personnel to get into the higher posts by offering new avenues for promotion. He has therefore requested the Government to approve the proposal and issue orders in this regard.

4. Government, after careful examination, accept the proposal of Commissioner of Sugar and revive the Common Cadre System in the name of "Tamil Nadu Co-operative and Public Sector Sugar Mills Managerial Common Cadre System" in the Co-operative and Public Sector Sugar Mills.

5. The Commissioner of Sugar is requested to take immediate action with reference to the orders issued in para 4 above and to ensure that the formalities are completed within 60 days and send a report to Government.

6. The Staffing pattern, transfer, confidential report, Recruitment, Qualification, Re-designation of the posts etc. are shown in the Annexure to this order.

7. This order issues with the concurrence of Personnel and Administrative Reforms *vide* its U.O. No. 8842/F2/2011, dated 28-02-2011 and Finance Department *vide* its U.O. No. 12513/Industries/2011, dated 1st March 2011.

ANNEXURE

Regulations for the Tamil Nadu Co-op and Public Sector Sugar Mills Managerial Officers Common Cadre System.

Following Regulations are suggested for the Tamil Nadu Co-op. and Public Sector Sugar Mills Managerial Officers Common Cadre System.

1 Classification of Employees

The employees of the Co-op. and Public Sector Sugar Mills will be classified into the following four categories:—

Category : A Chief Officers consisting of Chief Engineer, Chief Chemist, Chief Accountant and Chief Cane officer.

Category : B Deputy Chief Officers consisting of Deputy Chief Engineer, Deputy Chief Chemist, Cane Development Officer and **other officers in the grade of Assistant Engineer, Manufacturing Chemist, Cane Officer, Office Manager, Labour Welfare Officer and Accounts Officer.** The existing Senior Managers and Medical Officers will also come under this category.

Category : C Junior Engineers, Electrical Supervisors, Mechanical Supervisors, Draftsman, Instrument Supervisors, Accountants, **all staff in the rank of Superintendents,** Lab. Chemists, Manufacturing Supervisors etc.

Category : D Other staff and workers.

All officers in category A & B category will come under the purview of Tamil Nadu Co-op. and Public Sector Sugar Mills Managerial Common Cadre System.

- (ii) All the officers in A and B grade are liable for transfer to any sugar mill, but they will not be as far as possible, posted in their native district.
- (iii) Confidential Reports for all officers in A and B category will be maintained by the Commissioner of Sugar, who will be the Cadre Controlling Authority for the A & B category officers.
- (iv) There will not be any change in the pay structure due to the above classification and redesignation of posts, if any.

2. Recruitment:

The following posts shall be filled up either by direct recruitment or by promotion. The Commissioner of Sugar may, from time to time prescribe the ratio between direct recruitment and promotion posts.

- Assistant Engineer (Mech. / Elec. / Civil)
- Manufacturing Chemist
- Cane Officer

For the direct recruitment posts, the age at entry / communal rotation and reservation will be as applicable to Government servants. The existing employees in the category of Junior Engineer (Mech.), Junior Engineer (Elec.), Junior Engineer (Civil), Manufacturing Supervisors, Mechanical Supervisors Draughtsman, Electrical Supervisors, Instrument supervisors, Lab. Chemist, Cane Assistant / Cane Development Assistant will be considered for promotion as per seniority, eligibility and suitability and suitability subject to availability of vacancies.

The Accounts Officer and Office Manager are purely promotional posts, for the Accountants and Superintendents respectively; and once they are promoted as Office Manager / Accounts Officer, they will come under the grade B officer category.

The Chief Accountant and Labour Welfare Officer are purely direct recruitment posts.

All Deputy Chief Officers post (CDO / Dy. CE / Dy. CC) and Chief Officers post (CCO / CE / CC) are promotional posts and there will be a state common seniority, based on the date of joining in the feeder category.

3. Qualifications for various posts are prescribed below:

A. Chief Officers

Chief Engineer: B.E. (Mech.) degree with ADSI/ANSI and BOE qualification with 5 years experience as Deputy Chief Engineer in sugar industry (or) Diploma in Engineering (Mech.) with SECC and BOE with 8 year experience in sugar industry.

Chief Chemist: B. Tech (Chemical Engineering) / B.E. (Chemical Engineering) with ADSI / ANSI / PGDST (Anna University) DST (or) M.Sc., (Chemistry) or B.Sc., Chemistry with ANSI / ADSI / PGDST or BE. (Chemical Engg.) with DST / PGDST and 5 years experience as Deputy Chief Chemist.

Chief Cane Officer: M.Sc., (Agri.) or M.Sc., (Sugarcane Technology) or B.Sc., (Agri.) with 5 years experience as Cane Development Officer.

Chief Accountant: B.Com. or M.Com. or MBA with ACA with 5 years experience.

B. Deputy Chief Officer:

Deputy Chief Engineer: B.E., with ANSI / ADSI and BOE with an experience of 10 years as Assistant Engineer in sugar industry (or) Diploma engineering with SECC and BOE and 12 years experience as Assistant Engineer in sugar Industry. Assistant Engineers with M.Tech (Sugar Engineering) are preferable.

Deputy Chief Chemist: B.E. (Chemical Engineering) or B.Tech. (Chemical Engineering) with DST / ANSI / ADSI / PGDST (Anna University) with 10 years experience as manufacturing chemist.

OR

B.Sc., (Chemistry) or M.Sc., (Chemistry) with ANSI / ADSI / PGDST (Anna University) with 12 years experience as manufacturing Chemist. While promoting the Manufacturing Chemist to the Deputy Chief Chemist post, candidates with B.Tech. (Chemical Engineering) or B.E. (Chemical Engineering) with DST/ANSI / ADSI / PGDST are preferable.

Cane Development Officer: M.Sc., (Agri.) or M.Sc., (Sugarcane Technology) with 10 years experience as Cane Officer of Candidates with B.Sc., (Agri) with 12 years experience.

C. Entry level officer post (direct recruitment):

Assistant Engineer: B.E. with 2 years experience in the relevant field in sugar industry i.e., for Assistant Engineer (Mech.), B.E. (Mech.) with 2 years experience in maintenance of sugar mill and for Assistant Engineer (Elec.) B.E., (Elec.) degree with 2 years experience in the relevant field of sugar mills. For A.E. (Civil), B.E. (Civil) with 2 years experience in the relevant field.

Manufacturing Chemist: M.Sc., (Chemistry), or B.Sc., (Chemistry) with ancillary Maths and Physics with ANSI / ADSI / PGDST or B.E., / B.Tech (Chemical Engineering) with 2 years experience in running sugar mills.

Cane Officer: B.Sc., (Agri) with 2 yeras experience in Sugar mills.

Labour Welfare Officer: As prescribed in the Tamil Nadu Labour Welfare Officers Rules 1949.

D. Entry level officer post (By Promotion):

For the post of Assistant Engineer, Manufacturing Chemist, Cane Officer the existing employees in the cadre of Mechanical Supervisor / Junior Engineer (Mech.), Electrical Supervisor, Instrument Supervisor, Junior Engineer (Elec.), Draughtsman, Manufacturing Supervisor, Lab Chemist, Civil Supervisor / Tech. Assistant, Cane Assistant, Cane Development Assistant will be considered for promotion as per seniority and suitability subject to the availability of vacancies.

For Assistant Engineer: Junior Engineer / Electrical Supervisor / Draughtsman / Civil Supervisor / Mechanical Supervisor / Instrument Supervisor with educational qualification (Diploma holders with SECC and BOE and 5 years experience/ For B.E. degree holders with ANSI / ADSI and BOE with 2 years experience from the date of acquiring degree).

Instrument Supervisor with Diploma in Electrical and Electronic Engineering or B.E., with Instrumentation Engineering shall be considered for the promotion to the post of Assistant Engineer (Mech.) at the rate of 4:1 ie. Four Junior Engineers: one electrical Supervisor / Instrument Supervisors.

For Manufacturing Chemist: Manufacturing Supervisors with DST and SMC of VSI, Pune or Lab Chemists with M.Sc., (Chemistry) or B.Sc., (Chemistry) with ancillary Maths and Physics and ADSI / ANSI / PGDST (Anna University) with 5 years experience or B.E., / B.Tech. with ANSI / ADSI / PGDST / DST and with 2 year experience in running sugar mills.

For Cane Officer: Cane Assistants / Cane Development Assistant with B.Sc. (Agri.) and 2 years experience from the date of acquiring B.Sc. (Agri.).

For Accounts Officer: B.Com. / M.Com. with 5 years experience as Account in sugary industry.

For Office Manager: Any degree with 5 years experience in supervisory grade in sugar industry.

4. Pay:

There will not be any change in the pay structure due to the classification and redesignation of the employees in the Grades A, B, C & D. Salary and wages decided by the Government or Wage Board is applicable.

5. Cadre Authority:

The Commissioner of Sugar will be the cadre authority and the cadre authority will decide the recruitment, promotion and transfer of the officers. The confidential report on the officers in A and B grade will be maintained in the office of the common cadre authority. While directly recruiting to the entry level officers posts, all the conditions prescribed by the Government with regard to age at the entry and retirement and age relaxation, communal rotation then and there ordered by the Government is applicable. In respect of promotion to the post in Grade-B there will not be any age limit for entry. For promotion as mentioned above a common seniority will be adopted by the cadre authority for all the above posts. If the date of joining of the two individuals are same, the date of acquiring the requisite qualifications will be taken into account for deciding the seniority in a particular feeder category. Once the Superintendents are promoted as Office Manager and the Accountants are promoted as Accounts Officer they will be coming under the purview of the Tamil Nadu Co-op. & Public Sector Sugar Mills Managerial Common Cadre System. Service conditions stipulated in Special bylaw and Standing Orders will be applicable to Grade-C and D. The rules and regulations stipulated to TNCS Act and Rules are applicable to Grade A and B officers.

6. Feeder category:

The following will be the feeder category for the posts included in category A and B (for promotions)

Grade	Feeder category
Chief Engineer	Deputy Chief Engineer
Chief Chemist	Deputy Chief Chemist
Chief Cane Officer	Cane Development Officer
Deputy Chief Engineer	Assistant Engineer
Deputy Chief Chemist	Manufacturing Chemist / Lab-in-Charge
Cane Development Officer	Cane Officer

Assistant Engineer

Following in-service candidates with educational qualification (Diploma holders with SECC and BOE and 5 years experience For B.E. degree holders with ANSI / ADSI / M. Tech. (Sugar Engineering) and BOE and 2 years experience from the date of acquiring degree).

Junior Engineer / Electrical Supervisor / Mechanical Supervisor / Instrument Supervisor / Draughtsman. Civil Supervisor J.E. (Civil)/ Technical Assistant.

Manufacturing Chemist

Following in-service candidates with DST and SMC of VSI, Pune or M.Sc., (Chemistry), or B.Sc., (Chemistry), with ancillary Maths and Physics and ADSI / ANSI / PGDST / (Anna University) with 5 years experience or B.E., / B.Tech with ANSI / ADSI / PGDST / DST and 2 years experience in running sugar mills. Lab Chemists / Manufacturing Supervisors.

Cane Officer

Following in-service candidates with B.Sc., (Agri.) with 2 years experience from the date of acquiring qualification Cane Assistant / Cane Development Assistants.

Office Manager

In house candidate with any degree and 5 years experience as Superintendents.

Accounts Officer

In house candidate with B.Com., or M.Com., and 5 years experience as Accountant.

7. Redesignation of present posts:

The existing designation will be redesignated as follows as in private mills.

Office Manager	- Assistant Manager (Administration)
Accounts Officer	- Assistant Manager (Finance & Accounts)
Assistant Engineers	- Assistant Manager (Engineering)

Manufacturing Chemist	-	Assistant Manager (Manufacturing)	Cane Development Officer	-	Deputy Manager (Cane)
Cane Officer	-	Assistant Manager (Cane)	Chief Engineer	-	Manager (Engineering)
Deputy Chief Engineer	-	Deputy Manager (Engineering)	Chief Chemist	-	Manager (Manufacturing)
Deputy Chief Chemist	-	Deputy Manager (Manufacturing)	Chief Cane Officer	-	Manager (Cane)
			Chief Accountant	-	Manager (Finance & Accounts).

(By order of the Government)

RAJEEV RANJAN,
Principal Secretary to Government.