

15 -ാം കേരള നിയമസഭ

4 -ാം സമ്മേളനം

നക്ഷത്ര ചിഹ്നം ഇല്ലാത്ത പോദ്യം നം. 1948

15-03-2022 - ൽ മറുപടിയ്ക്ക്

എറണാകുളം റീജിയണൽ മിൽമയിലെ നിയമനങ്ങൾ

പോദ്യം		ഉത്തരം	
ശ്രീ കെ ആൻസലൻ		null (മൃഗസംരക്ഷണ-ക്ഷീരവികസന വകുപ്പ് മന്ത്രി)	
(എ)	<p>എറണാകുളം റീജിയണൽ മിൽമയിൽ ജൂനിയർ സൂപ്പർവൈസർ പി ആന്റ് ഐ എന്ന തസ്തികയിൽ സ്ഥിരമായും താൽക്കാലികമായും എത്ര തസ്തികകൾ നിലവിൽ ഉണ്ടെന്ന് വ്യക്തമാക്കാമോ; ഓരോ വിഭാഗത്തിലും എത്രപേർ നിലവിൽ ജോലി ചെയ്യുന്നുവെന്ന് വിശദമാക്കാമോ;</p>	(എ)	<p>2020-ലെ പുതുക്കിയ സ്റ്റാഫ് പാറ്റേൺ പ്രകാരം ജൂനിയർ സൂപ്പർവൈസർ തസ്തികയിൽ 25 ഒഴിവുകൾ അനുവദിച്ചിട്ടുണ്ട്. ആയതിൽ 05/11/2020 തീയതിയിലെ G.O(P)No.13/2020 (DD) നമ്പർ സർക്കാർ ഉത്തരവിലെ Special Terms and Conditions of ERCMPU Ltd. Annexure II –ലെ ഉപവകുപ്പ് (1) പ്രകാരം 40% ഒഴിവുകൾ കരാർ നിയമനം വഴി നടത്തേണ്ടതാണ്. അപ്രകാരം ജൂനിയർ സൂപ്പർവൈസർമാരുടെ അനുവദിച്ചിട്ടുള്ള 25 ഒഴിവുകളിൽ 40%ആയ 10 ഒഴിവുകൾ നിശ്ചിതകാല കരാർ വ്യവസ്ഥ പ്രകാരമാണ് നിയമിച്ചിരിക്കുന്നത്. ബാക്കി വരുന്ന 15 ഒഴിവുകൾ നേരിട്ടുള്ള നിയമനത്തിന് നീക്കിവെച്ചിട്ടുള്ളതാണ്. ആയതിനാൽ 14 തസ്തികകയിലും സ്ഥിരം ലാവണത്തിൽ ജീവനക്കാർ നിലവിൽ ജോലിചെയ്യുന്നുണ്ട്.</p>
(ബി)	<p>2020 സെപ്റ്റംബറിൽ നിലവിൽ വന്ന റാങ്ക് ലിസ്റ്റിൽ നിന്നും എത്ര പേർക്ക് സ്ഥിര നിയമനം നൽകി എന്ന് വിശദീകരിക്കാമോ;</p>	(ബി)	<p>മേഖലായൂണിയന്റെ റിക്രൂട്ട്മെന്റ് കമ്മിറ്റി അംഗീകരിച്ച് നൽകിയ 09.09.2020 തീയതിയിലെ റാങ്ക് ലിസ്റ്റിൽ നിന്നും വിജ്ഞാപന പ്രകാരം പ്രസിദ്ധീകരിച്ച ജൂനിയർ സൂപ്പർവൈസർ തസ്തികയിലെ 10 ഒഴിവിലേയ്ക്ക് നേരിട്ടുള്ള നിയമനം വഴി ഉദ്യോഗാർത്ഥികളെ നിയമിക്കുകയുണ്ടായി. തുടർന്നുണ്ടായ ഒഴിവുകളിലേയ്ക്ക് 18.02.2021 തീയതിയിലെ 13-ാം റിക്രൂട്ട്മെന്റ് കമ്മിറ്റിയുടെ അജണ്ട 4 ലെ മിനുട്ട് തീരുമാനപ്രകാരം 2 ഉദ്യോഗാർത്ഥികളെ കൂടി നേരിട്ടുള്ള നിയമനം വഴി നിയമിച്ചിട്ടുണ്ട്.</p>
(സി)	<p>2018 മുതൽ 2022 ഫെബ്രുവരി വരെ എത്ര താൽക്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തി; സ്ഥിരമാക്കുന്നതിനുള്ള മാനദണ്ഡങ്ങൾ ഏതൊക്കെയാണ്; വിശദമാക്കാമോ;</p>	(സി)	<p>2018 മുതൽ 2022 ഫെബ്രുവരി വരെ താൽക്കാലിക ജീവനക്കാർ ആരേയും സ്ഥിരപ്പെടുത്തിയിട്ടില്ല. താൽക്കാലിക ജീവനക്കാരെ സ്ഥിരമാക്കുന്നതിനുള്ള മാനദണ്ഡങ്ങൾ നിലവിൽ ഇല്ല. മാത്രമല്ല മേഖലായൂണിയനിലെ എല്ലാ സ്ഥിരനിയമനങ്ങളും</p>

		<p>വ്യവസ്ഥാപിതമായ മാർഗത്തിലൂടെ 21-11-2018 തീയതിയിലെ സർക്കാർ ഉത്തരവ് നമ്പർ GO(Rt)No.117/2018 പ്രകാരം മേഖല യൂണിയനിലെ സ്ഥിരനിയമനവുമായി ബന്ധപ്പെട്ട നടപടികൾ സർക്കാർ രൂപീകരിച്ച മേഖല യൂണിയന്റെ റിക്രൂട്ട്മെന്റ് കമ്മിറ്റിയാണ് നടത്തുന്നത്</p>
(ഡി)	<p>2019-ലെ വിജ്ഞാപനത്തിൽ പറയുന്ന 10 ഒഴിവുകളിൽ കൂടുതൽ നിയമനം നടത്താൻ കഴിയില്ലെന്ന് സർക്കാരിനെ മിൽമ ഫെഡറേഷൻ അറിയിച്ചിട്ടുണ്ടോ; വ്യക്തമാക്കാമോ?</p>	<p>(ഡി) മേഖല യൂണിയനുകളിലേക്കുള്ള നിയമനങ്ങളുമായി ബന്ധപ്പെട്ട റാങ്ക് ലിസ്റ്റ് തയ്യാറാക്കി നൽകുന്നത് റിക്രൂട്ട്മെന്റ് കമ്മിറ്റിയാണ്. ടി ലിസ്റ്റിൽ നിന്നും നിയമനം നടത്തുവാൻ മേഖല യൂണിയനുകൾക്ക് അധികാരം ഉണ്ട്. ഇത്തരത്തിൽ നടക്കുന്ന നിയമനങ്ങളിൽ സർക്കാരിന്റെ അംഗീകാരം വാങ്ങേണ്ടതില്ല.</p>

സെക്ഷൻ ഓഫീസർ

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GOVERNMENT OF KERALA

Abstract

Agriculture (Dairy) Department – Revision of Staff Pattern in three Regional Cooperative Milk Unions – Sanctioned orders issued.

Agriculture (Dairy) Department

G.O.(P) No.13/2020/DD

Dated, Thiruvananthapuram, 05.11.2020

- Read:
1. G.O.(Ms) No.164/2014/AD dated 02.08.2014.
 2. G.O.(Rt) No.117/2018/DD dated 21.11.2018.
 3. G.O.(Rt) No.88/2019/DD dated 29.07.2019.
 4. Letter Nos.15823/2020/FCDDD, 15824/2020/FCDDD, 15825/2020/FCDDD dated 27.06.2020 of Registrar of Dairy Co-operatives (Director, Dairy Development Department).

ORDER

Government as per order read as 1st paper above has given approval for the Staff Pattern for Kerala Co-operative Milk Marketing Federation Ltd (KCMMF Ltd) and the three Regional Milk Unions viz. Thiruvananthapuram Regional Co-operative Milk Producers' Union Ltd, Ernakulum Regional Co-operative Milk Producers' Union Ltd and Malabar Regional Co-operative Milk Producers' Union Ltd.

2. Government as per order read as 3rd paper above has given direction to the Managing Director, MILMA and the Managing Directors of Regional Unions to submit proposal for revision of existing Staff Pattern in the MILMA Federation and its Regional Unions based on the current needs and requirements after conducting a detailed study and having consultation with all stake holders without any additional financial commitment.

3. The Registrar of Dairy Co-operatives (Director, Dairy Development Department) as per letters read as 4th paper above has submitted the new Staff Pattern proposals of Ernakulum Regional Co-operative Milk Producers' Union Ltd, Malabar Regional Co-operative Milk Producers' Union Ltd and Thiruvananthapuram Regional Co-operative Milk Producers' Union Ltd for approval. The Registrar of Dairy Co-operatives has reported that the proposal was prepared after conducting detailed work study in all the units of the three Regional Unions by the Kerala State Productivity Council and based on that, discussions were held at various levels including all stake holders.

4. The Registrar of Dairy Co-operatives has reported that the present deployment of staff, future growth of the organization, current shortage of manpower and additional financial commitment were taken into account and also reported that the additional expenditure on implementation of the revised staff pattern has to be met only from internal accrual of the Regional Unions.

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5. The Recruitment Committee of the respective Unions, constituted as per G.O read as 2nd paper above, have evaluated the proposal with regard to the factors like Units, Milk Procurement, Product Development, Marketing of Milk, Turn Over, present manpower crisis, justification for creation of posts and financial commitment and recommended to Government for approval.

6. The Government have examined the Staff Pattern Proposal of the three Regional Cooperative Milk Unions in detail and are pleased to accord sanction for the revision of the 'Staff Pattern 2020' of Thiruvananthapuram Regional Co-operative Milk Producers' Union Ltd, Ernakulum Regional Co-operative Milk Producers' Union Ltd and Malabar Regional Co-operative Milk Producers' Union Ltd, appended as Annexures to this Government Order subject to the following conditions as per sub section (2) of Section 80 of KCS Act, 1969.

(i) In case of TRCMPU, the Staff Pattern proposal as detailed in Annexure 1(a), 1(b) and the Annexure 1(c) containing special terms and conditions are approved after including the following modifications:

- a) The five posts of Assistant Managers in the Procurement and Input Department sanctioned as per GO read as 1st paper above shall be retained in the same form.
- b) Similar to ERCMPU & MRCMPU, the post of Assistant Manager (Procurement and Input) shall not be bifurcated into two subsections and follow the same pattern as that of the GO read as 1st paper above.
- c) There shall be four posts of Veterinary officers (in order to protect the existing Officers) and one post of Assistant Veterinary officer.
- d) The new Staff Pattern will have 148 Officers and 644 Workmen, with an increase of 72 new posts.

(ii) In case of ERCMPU, the Staff pattern as detailed in Annexure 2(a), 2(b), and Annexure 2(c) containing special terms and conditions are hereby approved. The new Staff Pattern will have 122 Officers and 509 Workmen, with an increase of 35 new posts.

(iii) In case of MRCMPU, the Staff pattern as detailed in Annexure 3(a), 3(b), and Annexure 3(c) containing special terms and conditions are hereby approved. The new Staff Pattern will have 178 Officers and 736 Workmen, with an increase of 32 new posts, (Seven posts under Staff Regulations (Officers) & Twenty five posts under Standing Orders (Workmen Cadre))

(iv) Recruitments shall be done through the Recruitment Committee constituted as per the registered Bye- Laws of the Regional Unions, till the same is handed over to Kerala Public Service Commission.

(v) The recruitments to posts under the Standing Orders (Workmen Category) shall be done through Written Tests / Examinations only. Qualifying Skill test shall be conducted if required. In case of Field staffs where Communication with people is essential, Group Discussion shall be included in the Recruitment process, provided the Recruitment Committee decides so.

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(vi) No Financial support from Budgetary resources will be provided for the payment of Salaries, Wages or any form of allowances to the Regional Unions.

(vii) The Regional Unions have to set certain specific standards to control the expenditure with regard to all types of expenditure related to manpower including outsourced contracts, so as to maintain it within certain critical limits. This limit shall be fixed by the board of Directors of the respective Regional Milk Unions in consultation with the Managing Director of the Apex Body i.e. Kerala Co-operative Milk Marketing Federation Limited. The details of the same shall be informed to Government through Registrar of Dairy Co-operatives within three months from the date of approval of this order. This is with reference to sub section (6) of Section 80 of KCS Act.

7. The abstract of new staff strength of the three Regional Cooperative Milk Unions are given below:

Union	Officers (Staff Regulations)	Workmen (Standing Orders)	Total
TRCMPU Ltd	148	644	792
ERCMPU Ltd	122	509	631
MRCMPU Ltd	178	736	914

(By order of the Governor),

TINKU BISWAL
SECRETARY

The Director, Dairy Development Department, Thiruvananthapuram.

The Managing Director, KCMMF Ltd, Pattom, Thiruvananthapuram.

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

Finance Department (U.O. F. No. 1558086/Agri-A2/2020-FIN dated 21.10.2020 & 598048/Agri-A2/104/2020-FIN dated 27.10.2020)

Web & New Media, Information & Public Relations Department

Stock File

Forwarded by Order



Section Officer.

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Annexure 1(a)**Staff Pattern 2020, TRCMPU Ltd - Under Staff Regulations**

Department / Designation	Category Code	HO	Dairy Plants			Other Units		Total
			TVM Dairy	KLM Dairy	PTA Dairy	P&I Unit, Mannar	Mktg Cell, ALPY	
			No of Post	No of Post	No of Post	No of Post	No of Post	
Managing Director	SR-6	1						1
Private Secretary to Chairman / MD / GM	SR-2	1						1
Procurement & Input								
Senior Manager (P&I)	SR-5	1						1
Manager (P&I)	SR-4		1	1				2
Asst Manager (P&I)	SR-3	1	1	1	1	1		5
Milk Procurement Officer	SR-2	1	1	1	1	1		5
Veterinary Officer	SR-2	1	1	1	1			4
Asst Veterinary Officer	SR-1					1		1
Asst Milk Procurement Officer	SR-1		2	2	1	2		7
Marketing								
Senior Manager (Marketing)	SR-5	1						1
Manager (Marketing)	SR-4		1	1			1	3
Asst Manager (Marketing)	SR-3		1		1			2
Marketing Officer	SR-2	1	2	2	1		2	8
Asst Marketing Officer	SR-1		4	2	2		1	9
Finance								
Senior Manager (Finance)	SR-5	1						1
Manager (Finance)	SR-4		1	1				2
Asst Manager (Finance)	SR-3	1	1		1			3
Finance Officer	SR-2						1	1
Asst Finance Officer	SR-1	1	2	1				4
HRD & Administration								
Senior Manager (HRD & ADM)	SR-5	1						1
Manager (HRD & ADM)	SR-4		1					1
Asst Manager (HRD & ADM)	SR-3			1				1
HRD Officer	SR-2	1			1			2
Asst HRD Officer	SR-1	2	1	1				4
Personal Assistant	SR-1		1					1
MIS & Systems								
Asst. Manager (MIS&S)	SR-3	1						1
Systems Officer	SR-2	1						1
Junior Systems Officer	SR-1	1	1					2
Quality Assurance								
Manager (QA)	SR-4		1	1				2
Asst Manager (QA)	SR-3		1		1			2
Quality Assurance Officer	SR-2		1	1	1			3
Asst Quality Assurance Officer	SR-1		3	3	2			8

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Purchase								
Asst Manager (Purchase)	SR-3	1						1
Dairy Engineer	SR-2		1	1	1			3
Production								
Manager (Production)	SR-4	1	1	1				3
Asst Manager (Production)	SR-3		2	1	1			4
Technical Officer	SR-2		6	2	1			9
Asst Dairy Officer	SR-1		8	4	4			16
Engineering & Projects								
Manager (Engineering)	SR-4	1	1	1				3
Asst Manager (Engineering)	SR-3		1		1			2
Dairy Engineer	SR-2	1	2	1	1			5
Asst Engineer	SR-1		4	3	2			9
Unit Head - Dairy								
Senior Manager (Dairy) / General Manager	SR-5		1	1				2
Manager (Dairy)	SR-4				1			1
TOTAL		22	55	35	26	5	5	148

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Annexure 1(b)**Staff Pattern 2020, TRCMPU Ltd - Under Standing Orders**

Department / Designation Under Standing Orders	Entry Cadre Category Code	HO	Dairy Plants			Other Units		Total
			TVM Dairy	KLM Dairy	PTA Dairy	P&I Unit, Mannar	Mktg Cell, ALPY	
		No of Post	No of Post	No of Post	No of Post	No of Post		
Managing Director's Office								
Secretarial Asst.	SO-5	1						1
Office Attender	SO-2	1						1
Procurement & Input								
Secretarial Asst.	SO-5	1						1
Supervisor (P&I)	SO-4		12	9	7	9		37
Jr Asst /Sr.Asst /Jr.Supdt	SO-4		1	1		2		4
Lab Assistant	SO-4					1		1
Technician	SO-4		1	1				2
Office Attender	SO-2		1	1		1		3
Marketing								
Marketing Organizer	SO-6		4	3	2		2	11
Marketing Asst	SO-4		11	11	7		4	33
Jr Asst/Sr.Asst/Jr.Supdt	SO-4		10	3	2		2	17
Plant Assistant	SO-1		41	4	4		4	53
Finance & Accounts								
Jr Asst/Sr.Asst/Jr.Supdt	SO-4	3	3	3	3	1	2	15
HRD & Administration								
Secretarial Asst.	SO-5	1	1	1	1			4
Jr Asst/Sr.Asst/Jr.Supdt	SO-4	3	5	3	2			13
Driver cum Office Attendant	SO-3	2	4	4	1	2	1	14
Office Attender	SO-2	3	2	2	1		1	9
MIS & Systems								
System Supervisor	SO-8		1	1	1		1	4
Quality Assurance								
Lab Assistant	SO-4		10	6	4			20
Purchase								
Technician	SO-4		1	1	1			3
Jr Asst/Sr.Asst/Jr.Supdt	SO-4		1	1	1			3
Plant Assistant	SO-1		1	1	1			3
Production								
Plant Operator	SO-4		14	8	3			25
Plant Assistant	SO-1		167	74	53			294
Engineering & Projects								
Technician	SO-4		30	25	18			73
TOTAL		15	321	163	112	16	17	644

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Annexure 1(c)**SPECIAL TERMS AND CONDITIONS, TRCMPU**

The following conditions were recommended by the Recruitment Committee which shall also be a part of the Staff Pattern 2020 of TRCMPU and approved by the Government of Kerala.

1. 40% of the total positions under Standing Orders for which direct recruitment are resorted in the scale of pay / category viz. SO-1 (Plant Assistant), SO-2 (Office Attender), SO-4 (Junior Assistant) and SO-5 (Secretarial Assistant) shall not be filled by permanent hands and such vacancies shall be filled up by contract staff. This is an existing system, which shall continue.

2. In case of posts which are skilled in nature coming under Standing Orders, 75% of the posts shall be filled up by direct recruitment / promotion (whichever is applicable) and 25% of the total post shall be filled through contract staff. SO-4 cadre namely Technician, SO-6 cadre namely Marketing Organizer and SO-8 cadre namely System Supervisor are the skilled posts identified by the Recruitment Committee for this purpose.

3. 10% of the total positions in the entry cadre under Staff Regulations in the category code SR-1, wherever direct recruitment is applicable shall not be filled up by permanent hands and such vacancies shall be contracted out.

4. In case of the post of Technician (EMT) the posts will automatically become supernumerary as and when the permanent hands attain superannuation and the works shall be outsourced.

5. In case of Driver post, permanent hands shall not be recruited once the permanent hands attain superannuation and shall be contracted out. Also when the vehicles get condemned, the Union shall go for contract vehicles and the posts will stand automatically abolished. Only two permanent posts, one each for the official vehicles of Chairman and Managing Director shall be allowed to continue.

6. In Refrigeration section, only one Technician shall be engaged in a shift.

7. Cash collection, Products store, Tray Washing, Operation of Effluent Treatment Plant shall be outsourced in phased manner.

8. Existing practice of outsourcing shall be continued and no staff will be added to the Staff Pattern for such works.

9. For performing quality related works at Bulk Milk Coolers installed at primary Dairy Co-operative Societies in Thiruvananthapuram, Kollam and Pathanamthitta districts, 4 persons can be engaged through outsourced contract, over and above the approved Staff Pattern.

10. On exigencies, the Regional Union may require, change of post by shifting a particular post from one Unit to another Unit or from one location to another location. In such cases based on the recommendation of the Personnel Committee of the Regional Union, the Recruitment Committee is fully authorized to

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permit the Regional Union for such temporary shifting of posts by specifying a period applicable for such shifting without altering the total strength of that particular cadre.

11. Among the Senior Managers, Two Senior Managers can be designated as General Managers without any financial Commitment by the Board of Directors of the Regional Union based on the recommendation of the Personnel Committee of TRCMPU Ltd.

12. Based on the recommendation of the Personnel Committee of the Regional Union, the Recruitment Committee could permit the Union to accommodate an employee fulfilling the educational qualifications but has not the minimum experience as prescribed, to the higher post without any financial commitment and claim of that higher post. By this, the next immediate employee who already has satisfied the promotion policy criteria and waiting for a vacancy in position could be promoted.

13. In Staff Regulations Category, Category Code SR-1 and SR-2 cadres will be under Supervisory Cadre (Assistant Officers and Officers) and Category Code from SR-3 to SR-5 will be under Managerial Cadre. SR-6 Cadre, Managing Director will be considered as part of the Management.

14. If any post in the cadre of SR-2 under Staff Regulations becomes vacant or not filled up, such posts shall be down filled to SR-1 for recruitment purposes.

15. If any post in the cadres of SR-3 or SR-2 under Staff Regulations becomes vacant or not filled up, and in case no one is eligible for promotion, such posts shall be down filled to SR-2 or SR-1 whichever is applicable for recruitment purposes subject to the decision of the Recruitment Committee of the Regional Union.

16. The Unit Heads positioned at Dairies shall be from Production & Engineering Departments only.

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Manager (QA)	SR-4		1							1	
Asst Manager (QA)	SR-3			1	1					2	
Quality Assurance Officer	SR-2		1	1			1			3	
Asst Quality Assurance Officer	SR-1		3	1	2	2	1			9	
Purchase											
Manager (Purchase)	SR-4	1								1	
Asst Manager (Purchase)	SR-3		1							1	
Purchase Officer	SR-2		1							1	
Asst Purchase Officer	SR-1			1	1		1			3	
Production											
Senior Manager (Production)/ General Manager	SR-5	1								1	
Manager (Production)	SR-4		1							1	
Asst Manager (Production)	SR-3		1	1	1					3	
Technical Officer	SR-2		2	1	1		1			5	
Asst Dairy Officer	SR-1		8	3	3	2	2			18	
Engineering & Projects											
Senior Manager (Engineering) / General Manager	SR-5	1								1	
Manager (Engineering)	SR-4		1							1	
Asst Manager (Engineering)	SR-3				1					1	
Dairy Engineer	SR-2		1				1			2	
Asst Engineer	SR-1		3	2	1	1				7	
Unit Head - Dairy											
Senior Manager (Dairy)	SR-5		1							1	
Manager (Dairy)	SR-4			1	1		1			3	
Asst Manager (Dairy)	SR-3					1				1	
T O T A L		18	38	19	20	10	12	2	1	2	122

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Annexure 2(b)**Staff Pattern 2020, ERCMPU Ltd - Under Standing Orders**

Department / Designation	Entry Cadre Category Code	HO No of Post	Dairy Plants					MCC			Total
			EKM Dairy	KTYM Dairy	TCR Dairy	KTNA Dairy	PRD Dairy	MVPZ A	CHLK DY	ADML Y	
			No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	
Procurement & Input											
Supervisor (P&I)	SO-4	1	3	6	3	3		4	3	2	25
Marketing											
Marketing Organizer	SO-6		8	4	4	2	3				21
Marketing Asst	SO-4		11	5	4	2	2				24
Jr Asst/Sr.Asst/Jr.Supdt	SO-4	1	2	1	1	1	1				7
Finance											
Jr Asst/Sr.Asst/Jr.Supdt	SO-4	2	2	2	2	1	1				10
HRD & Administration											
Jr Asst/Sr.Asst/Jr.Supdt	SO-4	3	3	2	2						10
Driver cum Office Attendent	SO-3	2	2	2	2						8
Office Attender	SO-2	2	2		1						5
MIS & Systems											
System Supervisor	SO-8		1	1	1						3
Quality Assurance											
Lab Assistant	SO-4		9	3	3	2	2	2	2		23
Purchase											
Jr Asst/Sr.Asst/Jr.Supdt	SO-4	1	1		1		1				4
Production											
Jr Asst/Sr.Asst/Jr.Supdt	SO-4		2								2
Plant Operator	SO-4		20	3	4	2	5				34
Plant Assistant	SO-1		110	40	45	10	60	5	5		275
Engineering & Projects											
Technician	SO-4		16	12	11	6	6	3	3		57
Jr Asst/Sr.Asst/Jr.Supdt	SO-4	1									1
TOTAL		13	192	81	84	29	81	14	13	2	509

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Annexure 2(c)**SPECIAL TERMS AND CONDITIONS, ERCMPU**

The following conditions were recommended by the Recruitment Committee which shall also be a part of the Staff Pattern 2020 of ERCMPU and approved by the Government of Kerala.

1. 40% of the total vacant positions under Standing Orders for which direct recruitment is resorted in the scale of pay/category viz. SO-1 (Plant Assistant), SO-2 (Office Attender), SO-4 (Junior Assistant), SO-5 (Secretarial Assistant) shall not be filled up by permanent hands and such vacancies shall be contracted, which is already an existing system, shall continue.

2. In case of posts which are skilled in nature coming under Standing Orders, 75% of the posts shall be filled up by direct recruitment / promotion (whichever is applicable) 25% of the total vacant positions shall be contracted out in the scale of pay/category viz. SO-4 (Technician, Lab Assistant), SO-6 (Marketing Organizer) and SO-8 (System Supervisor). Recruitment and Promotion to the post of Marketing Assistant and Lab Assistant shall be considered for the 75% of the total posts in the said cadres.

3. 10% of the total positions in the entry cadre under Staff Regulations in the category code SR-1, wherever direct recruitment is applicable shall not be filled up by permanent hands and such vacancies shall be contracted out.

4. In case of the post of Technician (EMT) the posts will automatically become supernumerary as and when the permanent hands attain superannuation and the works shall be outsourced.

5. In case of Driver post, permanent hands shall not be recruited once the permanent hands attain superannuation and shall be contracted out. Also when the vehicles get condemned, the Union shall go for contract vehicles. Only Two permanent posts, one each for the official vehicles of Chairman and Managing Director shall be allowed to continue.

6. Cash collection, Products store, Tray Washing, Operation of Effluent Treatment Plant shall be outsourced in phased manner.

7. Existing practice of outsourcing shall be continued and no staff will be added to the Staff Pattern for such works.

8. On exigencies, the Regional Union may require, change of post by shifting a particular post from one Unit to another Unit or from one location to another location. In such cases based on the recommendation of the Personnel Committee of the Regional Union, the Recruitment Committee is fully authorized to permit the Regional Union for such temporary shifting of posts by specifying a period applicable for such shifting without altering the total strength of that particular cadre.

9. Among the Senior Managers, Two Senior Managers can be designated as General Managers without any financial Commitment by the Board of Directors of the Regional Union based on the recommendation of the Personnel Committee of ERCMPU Ltd.

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10. Based on the recommendation of the Personnel Committee of the Regional Union, the Recruitment Committee could permit the Union to accommodate an employee fulfilling the educational qualifications but has not the minimum experience as prescribed, to the higher post without any financial commitment and claim of that higher post. By this, the next immediate employee who already has satisfied the promotion policy criteria and waiting for a vacancy in position could be promoted.

11. In Staff Regulations Category, Category Code SR-1 and SR-2 cadres will be under Supervisory Cadre (Assistant Officers and Officers) and Category Code from SR-3 to SR-5 will be under Managerial Cadre. SR-6 Cadre, Managing Director will be considered as part of the Management.

12. If any post in the cadre of SR-2 under Staff Regulations becomes vacant or not filled up, such posts shall be down filled to SR-1 for recruitment purposes.

13. If any post in the cadres of SR-3 or SR-2 under Staff Regulations becomes vacant or not filled up, and in case no one is eligible for promotion, such posts shall be down filled to SR-2 or SR-1 whichever is applicable for recruitment purposes subject to the decision of the Recruitment Committee of the Regional Union.

14. The Unit Heads positioned at Dairies shall be from Production & Engineering Departments only.

Annexure 3(a)**Staff Pattern 2020, MRCMPU Ltd - Under Staff Regulations**

Department/ Designation	Category Code	HO	P&I	Dairy Plants								MCC		Total
				KKD Dairy	PKD Dairy	KNR Dairy	Malayora Dairy	KSD Dairy	WYD Dairy	Central Products Dairy	Ice-Cream Plant	PTBY	ATPY	
				No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	
Managing Director	SR-6	1												1
Private Secretary to Chairman / MD/ GM	SR-2	1												1
Procurement & Input (P&I)														
Senior Manager (P&I)	SR-5		1											1
Manager (P&I)	SR-4		2											2
Asst Manager (P&I)	SR-3		4											4
Milk Procurement Officer	SR-2		7											7
Veterinary Officer	SR-2		3											3
Asst Milk Procurement Officer	SR-1		8											8
Asst Dairy Development Officer	SR-1		6											6
Marketing														
Senior Manager (Marketing)	SR-5	1												1
Manager (Marketing)	SR-4			1	1				1					3
Asst Manager (Marketing)	SR-3	1				1	1							3
Marketing Officer	SR-2			2	1			1	1	1				6
Asst Marketing Officer	SR-1			2	2			1	3					8
Finance														
Senior Manager (Finance)	SR-5	1												1
Manager (Finance)	SR-4			1										1
Asst Manager (Finance)	SR-3				1				1					2
Asst Manager (Finance Comptroller)	SR-3	1												1
Finance Officer	SR-2			1		1	1							3
Asst Finance Officer	SR-1				1			1	1	1				4

HRD & Administration													
Senior Manager (HRD & ADM)	SR-5	1											1
Manager (HRD & ADM)	SR-4		1										1
Asst Manager (HRD & ADM)	SR-3			1		1		1					3
HRD Officer	SR-2	1			1		1						3
Asst HRD Officer	SR-1		1	1				1					3
MIS & Systems													
Manager (MIS&S)	SR-4	1											1
Asst. Manager (MIS&S)	SR-3	1											1
Systems Officer	SR-2	1						1					2
Junior Systems Officer	SR-1	2	1	1		1			1				6
Quality Assurance													
Manager (QA)	SR-4	1											1
Asst Manager (QA)	SR-3		1	1				1					3
Quality Assurance Officer	SR-2				1	1			1	1			4
Asst Quality Assurance Officer	SR-1		1	2	1	1	1	2	1				9
Purchase													
Asst Manager (Purchase)	SR-3	1											1
Purchase Officer	SR-2		1	1				1					3
Asst Purchase Officer	SR-1				1	1	1		1				4
Production													
Senior Manager (Production)/ General Manager	SR-5	1											1
Manager (Production)	SR-4		1										1
Asst Manager (Production)	SR-3		1	1	1	1	1	1					6
Technical Officer	SR-2	1	2	2	1	1	1	2	1	1			12
Asst Dairy Officer	SR-1		2	2	1	1	2	3	1	1	1		14
Engineering													
Senior Manager (Engineering)/ General Manager	SR-5	1											1
Manager (Engineering)	SR-4	1											1
Asst Manager (Engineering)	SR-3	1	1	1				1					4

Dairy Engineer	SR-2	1		1	1	1	1	1	1	1				8
Asst Engineer	SR-1	1		2	1		1	1	1	1			1	9
Projects														
Manager (Projects)	SR-4	1												1
Unit Head - Dairy														
Senior Manager (Dairy)	SR-5			1	1				1					3
Manager (Dairy)	SR-4					1	1	1		1				4
Asst Manager (Production)	SR-3										1			1
T O T A L		23	31	24	22	11	13	13	24	11	4	1	1	178

Annexure 3(b)**Staff Pattern 2020, MRCMPU Ltd - Under Standing Orders**

Department/ Designation	Entry Cadre Category Code	HO	P&I	Dairy Plants								MCC			Total
				KKD Dairy	PKD Dairy	KNR Dairy	Malayora Dairy	KSD Dairy	WYD Dairy	Central Products Dairy	Ice-Cream Plant	MTDY	PTBY	ATPY	
				No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	No of Post	
Managing Director's Office															
Jr Asst /Sr.Asst /Jr.Suptd	SO-4	1													1
Office Attender	SO-2	1													1
Procurement & Input															
Senior Supervisor (P&I)	SO-6		12												12
Junior Supervisor (P&I)	SO-4		14												14
Jr Asst /Sr.Asst /Jr.Suptd	SO-4		9												9
Marketing															
Marketing Organizer	SO-6	1		2	2	1	1	1	1	1					10
Marketing Asst	SO-4			5	8	3	2	3	7	2					30
Jr Asst/Sr.Asst/Jr.Suptd	SO-4	2		9	5	5	1	3	6						31
Finance															
Jr Asst/Sr.Asst/Jr.Suptd	SO-4	8		6	5	4	2	3	5	1					34
Office Attender	SO-2	1													1
HRD & Administration															
Jr Asst/Sr.Asst/Jr.Suptd	SO-4	3		3	3	2	1	1	2	1					16
Office Attender	SO-2	1													1
MIS & Systems															
System Supervisor	SO-8	3		2	1	1	1	1	2						11
Quality Assurance															
Lab Assistant	SO-4			12	12	7	7	7	8	2		1	2	1	59
Purchase															
Jr Asst/Sr.Asst/Jr.Suptd	SO-4			1	1		1		1						4

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Production															
Jr Asst/Sr.Asst/Jr.Supdt	SO-4	1		1	1		1		1		1				6
Plant Operator	SO-4			12	14	5	7	6	1						45
Plant Assistant	SO-1			87	88	38	35	24	7	19	2	2	7	5	314
Engineering															
Technician	SO-4	1		23	24	12	17	13	18	7	7		2	1	125
Driver cum Office Attendant	SO-3	2		1	1	3									7
Jr Asst/Sr.Asst/Jr.Supdt	SO-4	1		1	1				1						4
Projects															
Jr Asst/Sr.Asst/Jr.Supdt	SO-4	1													1
T O T A L		27	35	165	166	81	76	62	60	33	10	3	11	7	736

Annexure 3(c)**SPECIAL TERMS AND CONDITIONS, MRCMPU**

The following conditions were recommended by the Recruitment Committee which shall also be a part of the Staff Pattern 2020 of MRCMPU and approved by the Government of Kerala.

1. 40% of the total positions under Standing Orders for which direct recruitment are resorted in the scale of pay / category viz. SO-1 (Plant Assistant), SO-2 (Office Attender), SO-4 (Junior Assistant), SO-5 (Secretarial Assistant) shall not be filled by permanent hands and such vacancies shall be filled up by contract staff. This is an existing system, which shall continue.

2. In case of posts which are skilled and professional in nature coming under Standing Orders, 75% shall be filled by direct recruitment/ promotion (whichever applicable) and 25% of the total post shall be filled through contract staffs. SO-4 cadre namely Technician & Lab Assistant, SO-6 cadre namely Marketing Organizer and SO-8 cadre namely System Supervisor are the skilled and professional posts identified by the Committee.

3. 10% of the total positions in the entry cadre under Staff Regulations in the category SR-1, wherever direct recruitment is applicable shall not be filled up by permanent hands and such vacancies shall be contracted out.

4. In case of Driver post, permanent hands shall not be recruited once the permanent hands attain superannuation and shall be contracted out. Also when the vehicles get condemned, the Union shall go for contract vehicles. Only two permanent posts, one each for the official vehicles of Chairman and Managing Director shall be continued.

5. Cash collection, Depot management, Products Store Management, Tray Washing, Curd, Buttermilk & Ice cream Production, and Cleaning of Plant as per FSSAI norms and operation of Effluent Treatment Plant shall be outsourced.

6. Existing practice of outsourcing shall be continued and no staff will be added to the Staff Pattern for above such works.

7. On exigencies, the Regional Union may require, change of post by shifting a particular post from one Unit to another Unit or from one location to another location. In such cases based on the recommendation of the Personnel Committee of the Regional Union, the Recruitment Committee is fully authorized to permit the Regional Union for such temporary shifting of posts by specifying a period applicable for such shifting without altering the total strength of that particular cadre.

8. Among the Senior Managers, Two Senior Managers can be designated as General Managers without any financial Commitment by the Board of Directors of the Regional Union based on the recommendation of the Personnel Committee of MRCMPU Ltd.

9. Based on the recommendation of the Personnel Committee of the Regional Union, the Recruitment Committee could permit the Union to accommodate an employee fulfilling the educational qualifications but has not the minimum

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experience as prescribed, to the higher post without any financial commitment and claim of that higher post. By this, the next immediate employee who already has satisfied the promotion policy criteria and waiting for a vacancy in position could be promoted.

10. In Staff Regulations Category, Category Code SR-1 and SR-2 cadres will be under Supervisory Cadre (Assistant Officers and Officers) and under Category Code from SR-3 to SR-5 will be under Managerial Cadre. SR-6 Cadre, Managing Director will be considered as part of the Management.

11. If any post in the cadres of SR-3 or SR-2 under Staff Regulations becomes vacant or not filled up, and in case no one is eligible for promotion, such posts shall be down filled to SR-2 or SR-1 whichever applicable for recruitment purposes.

12. If any post in the cadres of SR-3 or SR-2 under Staff Regulations becomes vacant or not filled up, and in case no one is eligible for promotion, such posts shall be down filled to SR-2 or SR-1 (whichever is applicable) for recruitment purposes subject to the decision of the Recruitment Committee of the Regional Union.

13. The Unit Heads positioned at Dairies shall be from Production & Engineering Departments only.

14. One post in the SR-2 cadre (Technical Officer/Veterinary Officer/Milk Procurement Officer) can be designated as "Principal, HRD Centre" without any financial Commitment by the Board of Directors of the Regional Union based on the recommendation of the Personnel Committee of MRCMPU Ltd for administrative convenience.

15. No additional posts will be sanctioned for the newly coming up Malappuram Dairy and clause (7) shall be applied for managing the Dairy.

16. The manpower sanctioned in P&I Department, under the Head Office shall be deployed to all P&I units.



GOVERNMENT OF KERALA

Abstract

Agriculture (Dairy) Department - Regional Co-operative Milk Producers Unions - Appointment and Staff Pattern - Personnel Committee and Recruitment Committee - Constituted - Orders issued.

AGRICULTURE (DAIRY) DEPARTMENT

G.O.(Rt) No.117/2018/DD

Dated, Thiruvananthapuram, 21.11.2018

- Read: 1. Minutes of the meeting held on 10.10.2017 under the Chairmanship of Hon'ble Minister (Forest, Animal Husbandry and Dairy Development).
2. G.O.(P)No.2/2018/DD dated 12.01.2018 (SRO No.17/2018)
 3. Order No.C2/2761/2018 dated 02.05.2018 from Director, Dairy Development Department.
 4. Order No.C2/2767/2018 dated 04.06.2018 from Director, Dairy Development Department.
 5. Order No.C2/3181/2018 dated 29.06.2018 from Director, Dairy Development Department.
 6. Lr.No.C1/9886/2016 dated 04.06.2018 & 04.08.2018 from Director, Dairy Development Department.

ORDER

A meeting was held on 10.10.2017, under the chairmanship of the Hon'ble Minister (Forest, Animal Husbandry and Dairy Development) to discuss ways to make the process of recruitment in Regional milk unions more transparent and to make the process complaint-free. The Hon'ble Minister suggested that all the appointments of officers and other staff of Regional milk unions for which direct recruitment is resorted to, shall be made from a select list of candidates furnished by the Kerala Public Service Commission, as is the general policy of the State Government. However, the Chairmen and Managing Directors of Kerala Co-operative Milk Marketing Federation & Regional milk unions informed in the meeting that there will be inordinate delay if the selection procedure is handed over to KPSC, as many appointments are currently overdue. Taking note of the situation it was decided to form Recruitment committees for conducting recruitment process as a temporary measure as per minutes of the meeting read as 1st paper above. It was also further decided to revamp the responsibilities of the Personnel Committee constituted as per the Bye-laws of the Regional Milk Unions affiliated to Kerala Co-operative Milk Marketing Federation (KCMMF) and also to form a Recruitment Committee for formulating staff pattern, conduct of recruitment process etc.

Based on this decision, amendments in the byelaws of the Regional Co-operative Milk Unions for the reconstitution of Personnel Committee and constitution of Recruitment Committees were cleared by the Managing Committee meeting and Special General body meeting of Three Regional Co-operative Milk producers Unions. The Government was kind enough to grant exemption to Rule 9 (ii) by exercising powers under Rule 181 as per the Government Order read as 2nd paper above.

As per the orders read as 3rd, 4th, and 5th paper above, the amendments were registered and incorporated into the byelaws of Regional Co-operative Milk Producers Unions by the Registrar of Dairy cooperatives / Director of Dairy development.

Now as per the letter read as 6th paper above, Director, Dairy Development Department has requested to constitute the Recruitment Committees and reconstitute the Personnel Committee of Regional Co-operative Milk Producers Unions.

The Government have examined the matter in detail and are pleased to constitute the Recruitment Committee and reconstitute the Personnel Committee of all the three Regional Co-operative Milk Producers Unions viz; Thiruvananthapuram Regional Co-operative Milk Producers Union (TRCMPU), Ernakulam Regional Co-operative Milk Producers Union (ERCMPU) and Malabar Regional Co-operative Milk Producers Union (MRCMPU) with the following officials and terms and conditions.

Recruitment Committee

This Recruitment Committee shall be responsible for selection of candidates except the Managing Director, Regional Co-operative Milk Producers Union.

The Recruitment Committee shall consist of the following members.

1. The Secretary to Government in charge of Dairy Development Department, who shall be the chairman of the Committee.
2. The Chairman of Kerala Co-operative Milk Marketing Federation.
3. Registrar of Dairy Co-operative Societies.
4. Managing Director of the Kerala Co-operative Milk Marketing Federation who shall be the convener of the Committee.
5. Chairman of the respective Regional Co-operative Milk Producers Union.
6. Regional Head (Southern Region) of the National Dairy Development Board.
7. A Nominee of the Government not below the rank of Joint Secretary to the Government or an Officer not below the rank of Joint Director.
8. Managing Director of the respective Regional Cooperative Milk producers Union.

The Recruitment Committee will decide on all matters related to recruitment of officers and all other staff of the Union except that of the post of the Managing Director, of the three Regional Co-operative Milk Producers Unions. The above committee shall decide on all matters including publishing the notification, inviting applications for recruitment against vacancy/ies reported by the Managing Director of the respective Union, mode of selection process, conduct of written tests and other tests, conduct of interview & preparation and finalization of rank list of suitable candidates for the vacant post. The conduct of written tests and other tests shall be done either directly by the Recruitment Committee or through an agency approved by the Recruitment Committee.

The interview for the selection of candidates will be conducted by the Recruitment Committee or a sub - committee of the Recruitment Committee. The quorum of the Recruitment Committee will be 5 members. A subject expert for the Interview Board can be nominated by the Chairman of the Recruitment Committee, if required.

In case, the recruitment is for very lower posts like Worker, Helper or posts of similar scale and pay or below, the Chairman of the Recruitment Committee, if he

deems necessary, may constitute a Sub Committee of the Recruitment Committee for conducting interview / written test or any other mode of selection as deemed fit for the selection of candidates. The selection of candidates for the posts other than the posts as mentioned above should be conducted only by the Recruitment Committee.

The Committee will make available the rank list prepared and finalized by the Recruitment Committee to the Board of the respective Milk Union. The Board shall appoint the selected candidates to the vacant position from the rank list prepared by the Recruitment Committee. The Committee shall also be responsible for recommending the staff pattern of the Union. Based on the recommendation of the Recruitment committee, the Board shall in turn approve the staff pattern and shall forward it to the Government of Kerala for approval.

In case the Secretary to Government will not be able to attend the Interview Board a Senior Officer of the Government, not below the rank of Joint Secretary nominated by the Secretary to Government will attend and in such cases the Chairman of the Kerala Cooperative Milk Marketing Federation will be the Chairman of the interview Board. The meeting of the Recruitment Committee will be held only under the chairmanship of the Secretary to Government in charge of Dairy Development Department.

Personnel Committee

The Personnel Committee shall consist of the following members of the union:

1. Chairman of the respective Regional Co-operative Milk Producers Union shall be the chairman of the Personnel Committee.
2. Representative of the National Dairy Development Board in the Board of the Union.
3. Nominee of the Director of the Dairy Development Department in the Board of the Union.
4. Nominee of the Kerala Co-operative Milk Marketing Federation in the Board of the Union.
5. Managing Director of the respective Regional Cooperative Milk Producers Union.

The Personnel Committee is responsible for formulating and implementing personnel policies such as recommending Staff Rules, qualifications for various positions, experience requirements, job requirements, promotions as per the approved promotion policy etc. The recommendations of the Personnel Committee shall be placed before the Board of the Regional Milk Union for approval.

Recruitment Committee for appointment of Managing Director.

For selection and recruitment of Managing Director, the Recruitment Committee shall consist of the following members.

1. Secretary to Government for Dairy Development (Chairman).
2. Chairman of the respective Regional Co-operative Milk Producers Union Ltd.
3. Managing Director of Kerala Cooperative Milk Marketing Federation.
4. Regional Head (Southern Region) of the National Dairy Development Board.

The chairman of the respective Unions shall be the Convener of the above said Recruitment Committee and the Managing Director so selected shall be appointed by the Chairman of the respective regional milk union from the select list with the approval of the Director Board of the respective union.

In the cases where action has already been taken by the Regional milk unions with respect to recruitment, which may be in different stages, the Recruitment Committee will take a final decision on this regarding its future course of action. But that will not be applicable for those cases for which the Director of Dairy Development has already initiated action under Sections 65/66 of Kerala Co-operative Societies Act. It is also ordered that in case of intake of temporary staffs in exigency situations, the Recruitment Committee will have powers to examine and take appropriate decisions on it, but shall be implemented only with the approval of Managing Committees of the respective Regional Co-operative Milk Producers Unions.

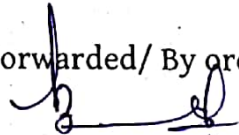
(By order of the Governor)

ANIL X.
SECRETARY

To

The Director, Dairy Development Department, Thiruvananthapuram
The Principal Accountant General (Audit), Thiruvananthapuram
The Principal Accountant General (A&E), Thiruvananthapuram
The Registrar of Co-operative Societies, Thiruvananthapuram
The Director of Co-operative Audit, Thiruvananthapuram
The Managing Director, MILMA, Pattom, Thiruvananthapuram
The Managing Director, Malabar Regional Co-operative Milk Producers Union Ltd., Kunnammangalam, Kozhikode
The Managing Director, Ernakulam Regional Co-operative Milk Producers Union Ltd., Thiruvananthapuram
The Managing Director, Thiruvananthapuram Regional Co-operative Milk Producers Union Ltd., Thiruvananthapuram
Co-operation Department
The Information & Public Relations Department
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