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GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH

[To be substituted for Notification bearing same number and date]

MINISTRY OF HEALTH, POPULATION CONTROL, LABOUR AND
SOCIAL WELFARE

(Population Control and Family Planning Division)

NOTIFICATION

Dacca, the 14th August 1976.

No. S.R.O. 399-L/76/PP-1/IC-4 76 404.—In exercise of the powers conferred by the proviso to article 133 of the Constitution of the People's Republic of Bangladesh, the President, after consultation with the Bangladesh Public Service (First) Commission as required by clause (2) of article 140 of that constitution, is pleased to make the following rules, namely:—

1. **Short title.**—These rules may be called the Gazetted Officers (Directorate of Population Control and Family Planning) Recruitment Rules, 1976.

2. **Definitions.**—In these rules, unless there is anything repugnant in the subject or context,—

- (a) "appointing authority" means the Government and includes, in relation to any specified post or class of such posts, any officer authorised by the Government to make appointment to such post or class of posts;
- (b) "Commission" means the Bangladesh Public Service (First) Commission;
- (c) "requisite qualification" in relation to a specified post means the qualification specified in column 5 of the schedule in relation to that post;

(d) "Schedule" means the Schedule annexed to these rules; and

(e) "Specified post" means a post specified in the Schedule.

3. **Procedure of recruitment.**—(1) Subject to the provisions of the Schedules appointment to a specified post shall be made—

(a) by absorption;

(b) by promotion from amongst persons holding specified posts;

(c) by transfer on deputation; and

(d) by direct recruitment.

(2) In the case of direct recruitment, no person shall be appointed to a specified post unless he has the requisite qualification and is also within the age limit, if any, laid down in the Schedule for that post:

Provided that in the case of a person who is already in the service of the Republic, the age limit may be relaxed by a **maximum** of five years.

4. **Appointment by direct recruitment.**—(1) No appointment to a specified post by direct recruitment shall be made except upon the recommendation of the Commission.

(2) No person shall be eligible for appointment to a specified post by direct recruitment, if he—

(a) is not a citizen of Bangladesh, or a permanent resident of, or domiciled in Bangladesh;

(b) is married to, or has entered into a promise of marriage with a person who is not a citizen of Bangladesh.

(3) No appointment to a specified post by direct recruitment shall be made until—

(a) the person selected for appointment is certified by a Medical Board set up for the purpose by the Government to be medically fit for such appointment and that he does not suffer from any such organic defect as is likely to interfere with the discharge of the duties of the specified post;

(b) the antecedents of the person so selected have been verified through appropriate agencies and found to be such as do not render him unfit for appointment in the services of the Republic.

5. **Appointment by promotion.**—(1) Appointment by promotion to a specified post shall be made after considering the recommendations of such Departmental Promotion Committee as the Government may set-up for the purpose on the basis of merit-cum-seniority for the posts of Deputy Director and above and seniority-cum-merit for the posts below the posts of Deputy Directors.

(2) A person shall not be eligible for appointment by promotion to a specified post if he has unsatisfactory service records.

6. **Appointment by absorption.**—Appointment by absorption to the post of Directors and Deputy Directors specified in the Schedule shall be made on the recommendation of the Superior Selection Committee set up by the Government and to other specified posts on the recommendation of Departmental Promotion Committee to be set up by Government and in consultation with the Commission.

SCHEDULE

[See rule 2(d)]

Sl. No.	Name of post.	Age limit for direct recruitment.	Requisites qualifications for direct recruitment to the post.	Method of recruitment.
(1)	(2)	(3)	(4)	(5)
1	Director General ..	.. No age limit	<p>(i) The person concerned shall be an officer not below the rank and status of Joint Secretary to the Government having experiences in development programme or Population Control and Family Planning; or</p> <p>(ii) doctor on deputation who holds or held the post of Director of Health Services or the post of Principal of a medical college or the post of Superintendent of Medical College Hospital; or</p> <p>(iii) have put in at least 5 years service as Director of the Directorate of Population Control and Family Planning.</p>	(i) By transfer on deputation or by promotion from Directors.

Sl. No.	Name of post.	Age limit for direct recruitment.	Requisites qualifications for direct recruitment to the post.	Method of recruitment.
(1)	(2)	(3)	(4)	(5)
2 Directors;				
(i) Director (Administration and Implementation).				
Not below 35 years.		The person concerned shall be an officer not below the rank and status of Deputy Secretary to the Government.	By transfer on deputation.	
(ii) Director (Service Delivery)				
Ditto		Master's Degree (minimum 2nd class) with (2nd class) Hons. degree in Social Science or in Population Science or MBBS with MPH or DPH in Public Health or MCH and a minimum of 12 years' experience in family planning oriented Health Care and MTH Services in a senior class I position.	(i) Initially by absorption from amongst the Directors or Project Directors.	
<i>OR</i>				
MBBS with PHD or Dr. ph. in Public Health having a minimum of 10 years' experience in family planning oriented Health Care and MCH services in a senior class I position.			(ii) 2/3rd by promotion from Deputy Directors having at least 5 years' experience as Deputy Director. In case of non-availability of suitable candidates for promotion, by transfer on deputation.	

(iii) 1/3rd by transfer on deputa-
tion.

Master's degree from a foreign
University in Social Science,
Statistics or Demography or
MBBS with MPH or DPH
and a minimum of 12 years'
experience in the field of family
planning or socio-economic
research, evaluation, demogra-
phic survey and manpower
planning in a senior class I
position.

OR

PHD in Social Science or Sta-
tistics or Demography or
MBBS with Dr. ph. having
10 years' experience in the
field of family planning or
socio-economic research evalua-
tion or demographic survey or
manpower planning in a senior
class I position.

(iii) Director (Research and
Training). Ditto

Ditto.

Master's Degree from a foreign
University in Communication,
Social Science, Journalism or
education having 12 years' ex-
perience in the field of infor-
mation, education and com-
munication in a family planning
or Population Control field in
a senior class I position.

(iv) Director (Communication
and Motivation). Ditto

Sl. No.	Name of post.	Age limit for direct recruitment.	Requisites qualifications for direct recruitment to the post.	Method of recruitment.
(1)	(2)	(3)	(4)	(5)
<i>OR</i>				
<p>PHD in Communication, Social Science, journalism or education having 10 years' experience in the field of information, education, communication or journalism in a senior class I position in family planning.</p>				
3 Deputy Directors:				
(1) Deputy Director (Administration). Not below 32 years.				
<p>Master's Degree (minimum 2nd class) with 2nd class Hons. having 10 years' experience in programme management or administration in a class I position in programme management or administration.</p>				
<i>OR</i>				
<p>An officer of the rank and status of a senior section officer having experience in programme management or administration for 10 years.</p>				
(i) Initially by absorption from amongst the Deputy Directors of erstwhile Family Planning Council or Family Planning Board.				
(ii) 75% by promotion from Assistant Directors or DPC and FPOs or DTOs or Principals and District Medical Officers having 5 years' service in the post.				

(ii) Deputy Director (Implementation).	Ditto	Master's Degree (minimum 2nd class) with 2nd class Hons. having 10 years' experience in programme management or implementation in a class I position.	(iii) 25% by direct recruitment.
(iii) Deputy Director (Statistics and Evaluation).	Ditto	Master's Degree (minimum 2nd class) with 2nd class Hons. in Statistics or Mathematics or any Social Science with Statistics as subsidiary subject having 10 years' experience in the field of programme evaluation or analysis, in a class I position.	
(iv) Deputy Director (Research)	Ditto	Master's Degree (minimum 2nd class) with 2nd class Hons. in Social Science or MBBS with MPH having 10 years' experience in the field of Research in a class I position.	
(v) Deputy Director Training	Ditto	Master's Degree (minimum 2nd class) with Hons. (2nd class) in Social Science or MBBS with MPH or DPH with special training in training methodology and having 10 years' experience in the field of organizing the Training programme in a class I position.	

Sl. No.	Name of post.	Age limit for direct recruitment.	Requisites qualifications for direct recruitment to the post.	Method of recruitment.
(1)	(2)	(3)	(4)	(5)
(vi)	Deputy Director (Communication and Motivation).	Not below 32 years.	Master's Degree (minimum 2nd class) with Hons. (2nd class) in communication or Social Science, Health Education or Education or journalism having 10 years' experience in the field of designing, development management or evaluating of communication, education and motivational programmes in a class I position.	
(vii)	Deputy Director (Service Delivery).	Ditto	MBBS with MPH or DPH having 10 years' experience in the field of family planning or MCH or Health care service dispensation in a class I position.	
4 Assistant Directors:				
(i)	Assistant Director (Administration).	Not below 30 years.	Master's Degree (minimum 2nd class) with Hons. (2nd class) in Social Science or Public Administration with 8 years' experience in family planning programme or administration and management in a class I position.	(i) Initially by absorption from amongst the Assistant Directors, Medical Social Organizer or Officer on Special Duty of erstwhile Family Planning Council, Assistant Directors, Medical Officers or Accounts Officers or DFPOs, DTOs or Principals or erstwhile Family Planning Board.

(ii) by promotion from Administrative Officer/Supply Officers/Lecturers/Statistician having 8 years' experience in the respective post.

(ii) Assistant Director (Training)	Ditto	Master's Degree (minimum 2nd class) with Hons. (2nd class) in Education, Social Science or MBBS having 8 years' experience in designing, developing, conducting and evaluating training programme in a class I position.
(iii) Assistant (Research),	Director	Master's Degree (minimum 2nd class) with Hons. (2nd class) in Social Science or Statistics having 8 years' experience in the field of Population oriented research in a class I position.
(iv) Assistant Director (Statistics and Evaluation),	Ditto	Master's Degree (minimum 2nd class) with Hons. (2nd class) in Statistics or Mathematics or any other Social Science with Statistics as subsidiary subject having 8 years' experience in the field of programme evaluation of Data processing in a class I position.
(v) Assistant Director (Supply and Stores),	Ditto	Master's Degree (minimum 2nd class) with Hons. (2nd class) or MBBS having 8 years' experience in procurement, management of storages including inventory control of family planning materials in a class I position.

Sl. No.	Name of post.	Age limit for direct recruitment.	Requisites qualifications for direct recruitment to the post.	Method of recruitment.
(1)	(2)	(3)	(4)	(5)
(vi)	Assistant Director (Procurement).	Not below 30 years.	Same as serial No. V.	Ditto.
(vii)	Assistant Director (Projection).	Ditto.	Master's Degree (minimum 2nd class) with Hons. (2nd class) in Education, Social Science, Communication or Journalism, with minimum 8 years' experience in family planning education, communication and motivation in a class I position.	(i) Initially by absorption from amongst the Assistant Director, L.F.O.s of erstwhile FP Council or FP Board. (ii) by promotion from scriptwriters, Artists, Calligrapher, Designers, Editors or Author-Journalist having 8 years' experience in the post.
(viii)	Assistant Director, (Communication and Motivations).	Ditto	Ditto	Ditto.
(ix)	Assistant Director (Production and Distribution).	Ditto	Master's Degree (minimum 2nd class) with Hons. (2nd class) in Education, Communication or Journalism with minimum 8 years' experience in family planning, communication with practical experience in media development, production and distribution in a class I position.	Ditto.

(x) Assistant Director (Budget and Accounts).	Ditto	M. Com. (minimum 2nd class) with Hons. (2nd class) or SAS Accounts with 8 years' experience in Budget and Accounts in a class I position.	By transfer on deputation from the Office of the Accountant-General, Bangladesh.
(xi) Assistant Director (Fertility Control).	Ditto	MBBS with 8 years' experience in family planning oriented health care, services dispensation out of which at least 5 years in a class I position in family planning programme.	(i) Initially by absorption. (ii) by promotion from amongst the Medical Officers or DTOs or Principals.
5 Principal of Training Centre ..	Not below 32 years.	MBBS with 5 years' experience ..	(i) Initially by absorption. (ii) On promotion from Lecturers/ and Thana Technical Officers.
6 Lecturer (Medical) ..	Ditto	MBBS with 5 years' experience ..	(i) Initially by absorption. (ii) By direct recruitment.
7 District Population Control and Family Planning Officer.	Ditto	Master's Degree (minimum 2nd class) with Hons. (2nd class) with 5 years' experience preferably in FP, IEM, Public Relation, Social Works or Education.	(i) Initially by absorption from amongst the DFPOs or Assistant Directors of erstwhile Family Planning Board or Council. (ii) By promotion from SDPC and FPOs.
8 District Technical Officer ..	Ditto	MBBS with 5 years' experience in clinical service management and dispensation in a government organisation.	(i) Initially by absorption of DTOs. (ii) 50% by promotion from TTOs. (iii) 50% by direct recruitment.

Sl. No.	Name of post.	Age limit for direct recruitment.	Requisites qualifications for direct recruitment to the post.	Method of recruitment.
1	2	3	4	5
9	District Medical Officer ...	Not below 32 years.	MBBS with 5 years' experience in clinical service management and dispensation in a government organisation.	(i) Initially by absorption. (ii) By direct recruitment.
10	Subdivisional Population Control and Family Planning Officer.	Not below 25 years.	Master's Degree (minimum 2nd class) with Hons. (2nd class) having 5 years' experience in FP/ IEM/Public Relation.	(i) Initially by absorption of Assistant Directors and officers of equivalent posts. (ii) 100% by promotion from TPC and FPOs and TTOs.
11	Thana Technical Officer ...	Ditto	MBBS from a recognised University.	(i) 100% by direct recruitment.
12	Administrative Officer ...	Not below 30 years.	Bachelor's Degree with 5 years' administrative experience.	(i) Initially by absorption. (ii) On promotion through the Commission from Grade VII post having experience in administration.
13	Statistician ...	Not below 25 years.	Master's Degree in Statistics or Bachelor's Degree with Diploma in Statistics having 5 years' experience.	(i) Initially by absorption. (ii) 50% by promotion from Assistant Statistician, Statistical Assistant, Research Assistant, Coder and Editor. (iii) 50% by direct recruitment.

14	Librarian	...	Ditto	...	Master's Degree in Library Science	(i) Initially by absorption. (ii) By direct recruitment.
15	Evaluator	...	Ditto	...	Master's Degree in Social Science/ Statistics/Mathematics.	(i) Initially by absorption. (ii) By promotion from grade VII posts having experience in the line.
16	Thana Population Control and Family Planning Officer.	...	Ditto	...	Bachelor's degree with experience in motivation education, communication, community organization, social welfare activities and office administration for 5 years.	(i) Initially by absorption. (ii) 20% on promotion from grade VII posts. (iii) 80% by direct recruitment.
17	Superintendent	...	Ditto	...	Bachelor's degree with 5 years' administrative experiences.	(i) Initially by absorption from existing Superintendent, Head Assistant, Assistants, Auditors, Accountant, Stenographer, UDA, UDC, Steno-typists and Interviewer. (ii) On promotion from Head Assistant, Stenographers, UDA Accountants, Steno-typists, and Store Keepers.
18	Supply Officers	...	Ditto	...	Bachelor's degree with 5 years' experience in procurement/supply, storage or clearing.	(i) Initially by absorption. (ii) On promotion from Store keeper and Store Assistants.

Sl. No.	Name of post.	Age limit for direct recruitment.	Requisites qualifications for direct recruitment to the post.	Method of recruitment.
1	2	3	4	5
19	Lecturer (Social Science)	Not below 25 years.	Master's Degree in Social Science with 5 years' experience in health, education, demography or IEM.	(i) Initially by absorption of Junior Lecturers, Councillors, S. W. Organizer, Research Officer, Research and Evaluation Supervisors and TFPOs. (ii) By direct recruitment.
20	Lecturer (Nursing and Mid-wifery).	Ditto	Trained nurse midwife having 5 years' experience in teaching.	(i) Initially by absorption or promotion from Nurse Tutors and Councillors having LHV Training. (ii) by direct recruitment.
21	Field Trainer (Field practice area).	Ditto	Trained nurse with 3 years' experience or LHV with 5 years' experience or LFPV with 6 years' experience and Training for 6 months as trainer in field practice area.	(i) Initially by absorption and promotion from Nurse, LHV, LFPV having requisite qualifications and training. (ii) By direct recruitment.
22	Editor	Ditto	Bachelor's degree with 5 years' experience in editing journals newspapers or literary magazines.	(i) Initially by absorption and promotion from the Script Writer, Author-journalist or Script-writer-cum-printing in-charge. (ii) By direct recruitment.

23	Designer	..	..	Ditto	..	Diploma in Commercial Arts with 5 years' experience.	(i) Initially by absorption and promotion from the Artists. (ii) By direct recruitment.
24	Script-writer	..	..	Ditto	..	Bachelor's degree with 5 years' experience in Script-writing.	(i) Initially by absorption/promotion from the Script-writer/Author Journalist/Script-writer-cum-printing-in-charge.
25	Artist	..	..	Ditto	..	Diploma in Commercial Arts with 5 years' experience.	Ditto.
26	Calligrapher	..	..	Ditto	..	Ditto	(i) Initially by absorption and promotion from Calligraphers. (ii) By direct recruitment.

By order of the President
M. A. SATTAR
Additional Secretary.