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GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH
MINISTRY OF COMMUNICATIONS
Roads and Road Transport Division
RHE Section

NOTIFICATION

Dhaka, the 1st April, 1984

No. S.R.O. 133-L/84.—In pursuance of the Proclamation of the 24th March, 1982 and in exercise of all powers enabling him in that behalf and in supersession of all rules made in this behalf, the President and the Chief Martial Law Administrator, after consultation with the Bangladesh Public Service Commission, is pleased to make the following rules, namely,—

THE NON-GAZETTED STAFF (ROADS AND HIGHWAYS DEPARTMENT)
RECRUITMENT RULES, 1983.

1. **Short title.**—These rules may be called the Non-Gazetted Staff (Roads and Highways Department) Recruitment Rules, 1983.

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 Commission;

- (c) "probationer" means a person appointed on probation to a specified post against a substantive vacancy;
- (d) "Recognised Education Board/University" means a Board/University established by or under any law for the time being in force and includes any other Board/University declared by the Government, after consultation with the Commission, to be recognised Education Board/University for the purpose of these rules;
- (e) "Recognised Institute" means an Institute recognised by the Government as such;
- (f) "requisite qualification", in relation to a specified post means the qualification laid down in the Schedule in relation to that post;
- (g) "Schedule" means the Schedule annexed to these rules;
- (h) "Specified post" means a post specified in the Schedule.

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

- (a) by direct recruitment; or
- (b) by promotion.

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

4. **Appointment by direct recruitment.**—(1) Subject to the provisions of the Bangladesh Public Service Commission (Consultation) Regulations, 1979, 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 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 an authorised Medical Officer that he is 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 that post; and
- (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 service of the Republic.

(4) No person shall be recommended for appointment to a specified post unless—

- (a) he applied in such form, accompanied by such fee and before such date, as were notified by the Commission while inviting applications for that post; and
- (b) in the case of a person already in Government service or in the service of a local authority, he applied through his official superior.

5. Appointment by promotion.—(1) Appointment by promotion to a specified post shall be made on the recommendation of such Departmental Promotion Committee as the Government may constitute in, this behalf.

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

6. Probation.—(1) A person selected otherwise than by transfer on deputation for appointment to a specified post against a substantive vacancy shall be appointed on probation—

(a) in the case of direct recruitment, for a period of two years from the date of substantive appointment; and

(b) in the case of promotion, for a period of one year from the date of such appointment;

Provided that the appointing authority may, for reasons to be recorded in writing, extend the period of probation by a period or periods so that the extended period does not exceed two years in the aggregate.

(2) Where, during the period of probation of a probationer, the appointing authority is of opinion that his conduct and work is not satisfactory or that he is not likely to become efficient; it may, before the expiry of that period,—

(a) in the case of direct recruitment, terminate his service; and

(b) in the case of promotion, revert him to the post from which he was promoted.

(3) After the completion of the period of probation including the extended period, if any, the appointing authority,—

(a) if it is satisfied that the conduct and work of the probationer during the period of probation has been satisfactory, shall, subject to the provisions of sub-rule (4), confirm him; and

(b) if it is of opinion that the conduct and work of the probationer during that period was not satisfactory, may—

(i) in the case of direct recruitment, terminate his service; and

(ii) in the case of promotion, revert him to the post from which he was promoted.

(4) A probationer shall not be confirmed in a specified post until he has passed such examination and undergone such training as the Government may, from time to time, direct.

The Schedule.

Sl. No.	Name of the specified post.	Age limit for direct recruitment.	Method of recruitment.	Qualification.
1	2	3	4	5
1	Sub-Assistant Engineer (Civil).	Not exceeding 25 years.	(i) 15% by promotion from amongst the unqualified Overseers, Sub-Overseers, Work Supervisors and Surveyors. (ii) 85% by direct recruitment	<i>For promotion.</i> —10 years experience in a feeder post or posts specified in column 4. <i>For direct recruitment.</i> —Diploma in Civil Engineering from a recognised Institute.
2	Arboricultural Sectional Officer/Estimator.	Not exceeding 27 years.	By direct recruitment	Diploma in Agriculture from a recognised Institute.
3	Harbortium Assistant ..	Not exceeding 25 years.	Ditto	Bachelor Degree in Science not below 2nd Division from a recognised University. Preference will be given to those having systematic Botany or experience in Harbortium works.
4	Assistant Research Officer	Ditto	Ditto	Bachelor Degree in Science from a recognised University with Geology or soil science as one of the subjects

OR

Diploma in Civil Engineering.

5	Draftsman (Grade-II/III)	..	By promotion from amongst the Draftsman (Grade-IV).	7 years experience in the feeder post.
6	Draftsman (Grade-IV)..	Not exceeding 27 years.	(i) 25% by promotion from amongst the Tracers. (ii) 75% direct recruitment.	<i>For promotion.</i> —5 years experience in the feeder post. <i>For direct recruitment.</i> —S.S.C. Examination passed from a recognised Education Board with. Draftsmanship (2 years Certificate Course) passed from a recognised Institute under the Technical Education Board.
OR				
7	Tracer ..	Not exceeding 25 years.	By direct recruitment	Diploma in Engineering in relevant branch from a recognised Institute. H.S.C. Examination passed from a recognised Education Board.
8	Surveyor ..	Not exceeding 27 years.	Ditto	S.S.C. Examination passed from a recognised Education Board with Survey Final Examination (2 years course) passed from a recognised Institute.
9	Accountant ..	Ditto	By promotion from amongst the Accounts Assistants and, if no suitable candidate is available for promotion, by direct recruitment.	<i>For promotion.</i> —3 years experience in the feeder post. <i>For direct recruitment.</i> —Bachelor Degree in Commerce from a recognised University with 2 years experience in the line.

Sl. No.	Name of the specified post.	Age limit for direct recruitment.	Method of recruitment.	Qualification.
1	2	3	4	5
10	Accounts Assistant	Not exceeding 27 years, relaxable upto 35 years for Departmental candidates.	(i) 50% by promotion from amongst the L.D. Assistant Junior Accounts Clerk/Job Clerk (Accounts)/Cashier. (ii) 50% by direct recruitment.	<i>For promotion.</i> —5 years of service in a feeder post or posts specified in Column 4. <i>For direct recruitment.</i> —Bachelor Degree from recognised University, H.S.C. Examination passed from a recognised Education Board, S.S.C. Examination passed from a recognised Education Board.
11	Cashier	Not exceeding 25 years.	By direct recruitment	
12	Assistant Pay Clerk	Ditto	Ditto	
13	Moharrar	Not exceeding 25 years.	By promotion from amongst the Record Suppliers.	
14	Record Supplier	..	By direct recruitment	S.S.C. Examination passed from a recognised Education Board.
15	Daftory	..	By promotion from amongst the M.L.S.S.	5 years of service in the feeder post.

By order of the President
KHORSHED ALAM
Secretary.

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