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GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH

MINISTRY OF EDUCATION

(Education Division)

NOTIFICATION

Dacca, the 9th July, 1980

No. S.R.O. 228-L/80.—In exercise of the powers conferred by the proviso to article 133 of the Constitution of the People's Republic of Bangladesh, and in supersession of all rules made in this behalf, the President, after consultation with the Bangladesh Public Service Commission as required by clause (2) of article 140 of that Constitution, is pleased to make the following rules, namely:—

THE BANGLADESH INSTITUTE OF LEATHER TECHNOLOGY
OFFICERS AND EMPLOYEES RECRUITMENT RULES, 1980

1. Short title.—These rules may be called the Bangladesh Institute of Leather Technology Officers and Employees Recruitment Rules, 1980.

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;

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- (b) "Commission" means the Bangladesh Public Service Commission;
- (c) "Monotechnic Institute" means Bangladesh Institute of Leather Technology, Bangladesh Textile Institute, Bangladesh Glass and Ceramic Institute and Graphic Arts Institute;
- (d) "probationer" means a person appointed on probation to a specified post;
- (e) "recognised university" means a university established by or under any law for the time being in force and includes any other university declared by the Government, after consultation with the Commission to be a recognised university for the purpose of these rules;
- (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; and
- (h) "specified post" means a post specified in the Schedule.

3. Procedure for recruitment.—(1) Subject to the provisions of the Schedule and instructions relating to reservation for the purpose of clause (3) of article 29 of the Constitution of the People's Republic of Bangladesh, appointment to a specified post shall be made—

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

(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 laid down in the Schedule for that post.

4. Appointment by direct recruitment.—(1) No appointment to a specified post by direct recruitment shall be made by the appointing authority 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 Bangladesh;

Provided that this clause shall not apply in the case of a person who is already in the service of the Republic;

- (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 such appointment is certified by a Medical Officer or a Medical Board authorised or, as the case may be, set up for the purpose by the Director of Health Services 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; 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 was notified by the Commission while inviting application for the specified 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 the Superior Selection Board or such Departmental Promotion Committee as the Government may constitute in this behalf:

Provided that appointment by promotion to a specified post of higher class shall be made on the recommendation of the Commission.

(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) Persons selected for appointment to a specified post against 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 the conduct and work of the probationer is unsatisfactory 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 his 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, prescribe.

SCHEDULE

Serial No.	Name of the specified post.	Age limit for direct recruitment.	Method of recruitment.	Qualification and experience.
1	2	3	4	5
1	Principal	Not less than 35 years and not more than 50 years.	By direct recruitment	<p>(a) First Class Bachelor's degree in Leatner Technology or its equivalent degree or Second Class Master's degree in Chemistry, preferably with Honours plus diploma in Leatner Technology from a recognised university, candidate who has higher degree in Leatner Technology may be given preference; and</p> <p>(b) 10 years' experience of which 5 years must be in teaching or research or in both, relaxable by one year for Master's degree holders in Leatner Technology and by three years for Ph. D. degree holders in Leatner Technology; persons with administrative experience may be given preference.</p>

1	2	3	4	5
2	Instructor in Leather	Not exceeding 30 years, relaxable for departmental candidates.	(a) 50% by direct recruitment; and (b) 50% by promotion amongst the Junior Instructors in Leather Technology and Demonstrators in Leather Chemistry.	<i>For direct recruits</i> —At least Second Class Bachelor's degree in Leather Technology or its equivalent degree or Second Class Master's degree in Chemistry with diploma in Leather Technology from a recognised university.
3	Lecturer in Bacteriology.	Not exceeding 30 years, relaxable for departmental candidates.	By direct recruitment	<i>For promotees</i> —At least 5 years' experience in the post from which promotion is to be made. First Class Master's degree, or Second Class Master's degree with Second Class Honours, in Bio-Chemistry or Botany or Zoology, or at least Second Class Master's degree in Microbiology with special paper on Bacteriology. Preference will be given to candidates who have teaching or research experience.
4	Instructor in Book-keeping and Accountancy.	Not exceeding 30 years, relaxable for departmental candidates.	By direct recruitment	First Class Master's degree, or Second Class Master's degree with Second Class Honours, in Accountancy or Management, or Master's degree in Business Administration from a recognised university. Preference will be given to a candidate who has teaching experience.

- 5 Mechanical Instructor. Not exceeding 30 years, relaxable for departmental candidates. By direct recruitment or by transfer of Instructor (Mechanical) from Polytechnic Institutes. *For direct recruits.*—B.Sc. in Engineering (Mechanical) or A. M. I. E. (Mechanical) or B.Sc. in Technical Education (Mechanical) or its equivalent degree from a recognised university.
- 6 Lecturer in related subjects. Not exceeding 30 years. By direct recruitment or by transfer of incumbents of similar posts in Polytechnic or Monotechnic Institutes. *For direct recruits.*—First Class Master's degree, or Second Class Master's degree with Second Class Honours, in the relevant subjects. Preference will be given to a candidate who has teaching or research experience.
- 7 Junior Instructor in Leather Technology. Not exceeding 25 years, relaxable up to 35 years for departmental candidates. By direct recruitment. At least Second Division or Second Class Diploma in Leather Technology.
- 8 Demonstrator in Leather Chemistry. Ditto. Ditto.
- 9 Assistant Chemist. Not exceeding 25 years, relaxable up to 35 years for departmental candidates. By direct recruitment. At least Second Division Bachelor's degree with Chemistry as one of the subjects from a recognised university. Preference will be given to a candidate who has teaching or research experience.

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10 Junior Instructor in Pysics. Not exceeding 25 years; relaxable up to 35 years for departmental candidates. By direct recruitment or by transfer from Polytechnic or Manatechnic Institutes. *For direct recruits*—At least Second Division Bachelor's degree with Physics as one of the subjects from a recognised university.

Preference will be given to a candidate who has teaching or laboratory experience.

11 Instructor in Leather goods. Not exceeding 27 years, relaxable up to 40 years for departmental candidates.

By promotion from amongst the Demonstrators, and if none is found suitable for promotion, by direct recruitment.

(a) *For promotees*—5 years' experience as Demonstrator in Leather goods makings

(b) *For direct recruits*—Diploma or Higher Full Course Certificate in Leather goods making from any educational institution recognised in this behalf.

12 Instructor in Footwear.

Not exceeding 27 years, relaxable upto 40 years for departmental candidates.

By promotion from amongst the Demonstrators in Boot and Shoe Making and, if none is found suitable for promotion, by direct recruitment.

(b) *For direct recruits*—Diploma or Higher Full Course Certificate in Boot and Shoe Making technology from a Board or Institute recognised in this behalf.

- 13 Tannery Foreman Not exceeding 30 years, relaxable for departmental candidates. By promotion from amongst the Assistant Foreman, and if none is found suitable for promotion, by direct recruitment.
- (a) *For promotees.*—5 years' experience as Assistant Foreman.
 (b) *For direct recruits.*—Diploma in Leather Technology from any educational institution recognised in this behalf with at least 5 years' practical experience.
- 14 Assistant Foreman Not exceeding 27 years, relaxable upto 40 years for departmental candidates. By promotion from amongst the Assistant Tanners, and if none is found suitable for promotion, by direct recruitment.
- (a) *For promotees.*—5 years' experience as Assistant Tanner.
 (b) *For direct recruits.*—Diploma in Leather Technology from any educational institution recognised in this behalf.
- 15 Physical Instructor Not exceeding 25 years' relaxable up to 30 years for Government servants. By direct recruitment or by transfer from Polytechnic or Monotechnic Institutes.
- For direct recruitment.*—Bachelor's degree with diploma or degree in Physical Education from a recognised university.
- Preference will be given to an experienced candidate.

By order of the President

KAZI FAZLUR RAHMAN

Secretary.

MINISTRY OF CIVIL AVIATION AND TOURISM

NOTIFICATION

Dacca, the 10th July, 1980

No. S.R.O. 229-L/80.—In exercise of the powers conferred by section 29 of the Bangladesh Biman Corporation Ordinance, 1977 (XIX of 1977), the Government is pleased to make the following rules, namely:—

THE BANGLADESH BIMAN CORPORATION EMPLOYEES (SENIORITY OF FREEDOM FIGHTERS) RULES, 1980

1. **Short title.**—These rules may be called the Bangladesh Biman Corporation Employees (Seniority of Freedom Fighters) Rules, 1980.

2. **Rules to override other rules, etc.**—These rules shall have effect notwithstanding anything contained in any other rules, regulations, order or instructions relating to seniority or other conditions of service of the employees of Bangladesh Biman Corporation for the time being in force.

3. **Definition.**—In these rules, unless there is anything repugnant in the subject or context, "Freedom Fighter" means any of the following persons who, being an employee, on the 25th March, 1971, of the erstwhile Pakistan International Airlines, participated in the war of liberation, namely:—

- (i) those who officially reported to the Government of Bangladesh at Mujibnagar and were accepted by the Government of Bangladesh;
- (ii) Those who abstained from their duty in, and did not receive salary from, the erstwhile Pakistan International Airlines with a view to participating in the liberation struggle, whether staying inside or outside Bangladesh, for a continuous period of not less than three months immediately preceding the 3rd December, 1971, and did not serve under any Government or any organisation not under the control of the Government of Bangladesh but could not formally report to the Government of Bangladesh at Mujibnagar;
- (iii) those who expressly declared their allegiance to the Government of Bangladesh from abroad and thereby defected from service under the erstwhile Pakistan International Airlines before the 31st October, 1971;
- (iv) those who worked for the liberation struggle and carried out instructions of the Government of Bangladesh at Mujibnagar during the period from the 17th April to the 16th December, 1971 but had not openly declared their allegiance to the Government of Bangladesh from abroad for tactical reasons and under clear and recorded instructions from the Government of Bangladesh at Mujibnagar; and
- (v) those who suffered imprisonment or detention in the hands of occupation army and on release were not reinstated or were dismissed or removed from service or did not join service before the 16th December, 1971.

4. **Ante-dated seniority.**—A freedom fighter shall be given two years' ante-dated seniority in the post held by him on the 25th March, 1971 with all attendant benefits in terms of promotion and fixation of pay.

Examples—A freedom fighter belonging to 1960 batch of any cadre shall be deemed to be the member of 1958 batch of that cadre with a position corresponding to that in his original batch; and if there be two or more freedom fighters of the same batch they shall retain their relative seniority in their own batch.

5. **Fixation of pay.**—Upon the grant of two years' ante-dated seniority under these rules to a freedom fighter, the pay of the freedom fighter shall be re-fixed having regard to such seniority but no arrears of pay shall be admissible to him on account of such re-fixation.

6. **Rules not to apply in certain cases.**—Where any freedom fighter has been given, only on account of his having participated in the war of liberation, any promotion for which he would not have, on account of his relative seniority been considered, the benefit of two years' ante-dated seniority under these rules shall not be available to him in his promoted position.

By order of the President

MOHAMMAD ALI

Secretary.

CABINET SECRETARIAT

Cabinet Division

NOTIFICATION

Dacca, the 10th July 1980

No. S. R. O. 230-L/80.—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 Commission as required by clause (2) of article 140 of that Constitution, is pleased to make the following amendments in the Gazetted Officers (Cabinet Division) Recruitment Rules, 1978, namely:—

In the aforesaid Rules, in the Schedule, the existing Serial Nos. 1 and 2 in column 1 shall be re-numbered as Serial Nos. 2 and 3 respectively, and before

Serial No. 2 in column 1, re-numbered as aforesaid, and the entries relating thereto in columns 2, 3, 4 and 5, the following new entries shall be inserted namely:—

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| 1. Confidential Officer. | Not exceeding 25 years, relaxable by 5 years in case of a Government servant. | By promotion from amongst the Superintendent or Junior Research Officer or Stenographers of the Cabinet Division, and if none is found suitable for promotion, by direct recruitment. | (i) <i>For promotees:</i>
At least 10 years' experience in the post from which promotion is to be made.

(ii) <i>For direct recruits:</i>
At least Second Class Master's Degree from a recognised university, or Bachelor's Degree from such university with 5 years' experience in a Government Office." |
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By order of the President,

M. RAHMAN
Joint Secretary.