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GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH
MINISTRY OF AGRICULTURE

Agriculture and Forests Division

Section-I

NOTIFICATION

Dhaka, the 27th June, 1985

No. S.R.O. 279-L/85.—In pursuance of the Proclamation of the 24th March, 1982 and in exercise of all powers enabling him in that behalf, the President is pleased to make the following rules, namely :—

THE COTTON DEVELOPMENT BOARD GAZETTED OFFICERS AND
NON-GAZETTED STAFF RECRUITMENT RULES, 1985

1. **Short title.**—These rules may be called The Cotton Development Board Gazetted Officers and Non-Gazetted Staff Recruitment Rules, 1985.

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 ;

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- (d) "recognised University" means the 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 ;
- (e) "requisite qualification", in relation to a specified post, means the qualification laid down in the Schedule in relation to that post ;
- (f) "Schedule" means the Schedule annexed to these rules ; and
- (g) "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 of posts, appointment to a specified post shall be made—

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

(2) No person shall be appointed to the 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 :

Provided that the upper limit of age may be relaxed in the case of a person who has already been appointed to a specified post on *ad hoc* basis, by such period as he may have been holding the post continuously as an *ad hoc* appointee.

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 :

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 appointment is certified by a Medical Board set up for the purpose by the Director-General 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 persons 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 applications 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 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 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 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, direct by order.

SCHEDULE

Sl. No.	Name of the specified post.	Age limit for direct recruitment.	Method of recruitment.	Qualification.
1	2	3	4	5
1	Executive Director	...	100% by promotion/by transfer on deputation from BCS (Agriculture : Agriculture).	From amongst Deputy Director's equivalent having 18 years' experience in cotton research/extension including 3 years' experience in the feeder post.
2	Deputy Director	...	Ditto	From amongst Senior Cotton Dev. Officers/equivalents having 10 years' experience including 3 years' experience in the feeder post.
3	Chief Farm Manager	...	By promotion/transfer on deputation from BCS (Agriculture : Agriculture) or by promotion from amongst Specialists/equivalents.	From amongst Senior Cotton Development Officers/Specialists/equivalents having 10 years' experience including 2 years' experience in the feeder post in cotton cultivation.
4	Senior Cotton Development Officer.	...	By promotion/transfer on deputation from BCS (Agriculture : Agriculture).	From amongst Cotton Development Officers/equivalents having 7 years' experience in the feeder post.
5	Insect Pest Specialist/ Soil Nutrition and Water Management Specialist/ Seed Production Specialist.	...	By promotion/transfer on deputation from BCS (Agriculture : Agriculture) or by promotion from amongst Assistant Cotton Breeder/Assistant Cotton Agronomist/Assistant Cotton Entomologist/Assistant	From amongst Cotton Development Officers with 7 years' experience/Assistant Cotton Breeders/Assistant Cotton Agronomists/Assistant Cotton Entomologists/Assistant Cotton Pathologists/Assistant Soil Scientists/equivalents with 5 years' experience in the allied field.

Cotton Pathologist/
Assistant Soil Scientist.

- 6 Assistant Cotton Breeder/
Assistant Cotton Agromonomist/Assistant Cotton Entomologist/Assistant Cotton Pathologist/Assistant Soil Scientist. 27 years (relaxable for Government servants). By promotion/transfer on deputation from BCS (Agriculture : Agriculture) or by direct recruitment.
- (i) *For promotion* : From amongst Cotton Dev. Officers/equivalents having 4 years' experience in the allied field.
- (ii) *For direct recruitment* : 1st Class Master's Degree or 2nd Class Master's Degree with 2nd Class Honours with the allied subject with 4 years' experience in the respective field.
- 7 Cotton Development Officer/Technical Officer. Ditto 20% by promotion 80% by direct recruitment/transfer on deputation from BCS (Agriculture : Agriculture).
- (i) *For promotion* : From amongst Assistant Seed Cotton Procurement and Ginning Officers with diploma in Agriculture with 5 years' experience in the feeder post or from amongst Cotton Unit Officers with 15 years' service with departmental experience.
- (ii) *For direct recruitment* : Degree with Honours in Agriculture.
- 8 Seed Cotton Procurement and Ginning Officer. 27 years, relaxable for Government servants. 75% by promotion 25% by direct recruitment.
- (i) *For promotion* : From amongst Assistant Seed Cotton Procurement and Ginning Officers having 3 years' experience in the feeder post.
- (ii) *For direct recruitment* : 2nd Class Master's Degree in Science, Commerce or Economics/Social Science (relaxable for departmental candidates).

1	2	3	4	5
9	Fibre Technologist	27 years, relaxable for Government servants.	Either by promotion or by direct recruitment.	(i) For promotion : From amongst Cotton Testers having 8 years' experience in the feeder post. (ii) For direct recruitment : B.Sc. in Cotton Textile.
10	Senior Accounts Officer	Ditto	100% by promotion	From amongst Administrative Officer/Accounts Officer having 3 years' experience in the feeder post.
11	Administrative Officer/ Accounts Officer.	...	100% by promotion	From amongst Assistant Administrative Officers/ Assistant Accounts Officers having 5 years' experience in the feeder post.
12	Assistant Seed Cotton Procurement and Ginning Officer.	27 years' relaxable for Government servants.	100% by direct recruitment	2nd Class Honours Degree in Science/ Commerce/Economics/Social Science with 5 years' experience in procurement and marketing (relaxable for departmental candidates).
13	Cotton Unit Officer/ Farm Overseer/Field Assistant.	...	100% by promotion	From amongst Store-cum-Fieldman with Diploma in Agriculture and 5 years' experience in the feeder post.
14	Laboratory Assistant	...	100% by direct recruitment	B.Sc. 2nd Division with 3 years' experience in Laboratory/Research.
15	Ginning Supervisor	27 years, relaxable for Government servants.	50% by promotion 50% by direct recruitment.	(i) For promotion : From amongst Ginning Mechanic with 5 years' experience in the feeder post.

(ii) *For direct recruitment* : Diploma in Mechanical Engineering from any Institute recognised by the Government with 3 years' experience in the allied field.

16	Cotton Tester	27 years (relaxable for Government servants).	By direct recruitment	Diploma in Textile or H.S.C. (Science) 2nd Division with 5 years' experience in Fibre Testing.
17	Assistant Administrative Officer.	Ditto	100% by promotion	From amongst U.D.A.'s (Selection Grade)/Office Superintendent, Stenographers having 3 years' experience in the feeder post.
18	Assistant Accounts Officer	Ditto	100% by promotion	From Accountants having 3 years' experience in the feeder post.
19	U.D.A. (Selection Grade)/Accountant.	Ditto	100% by promotion	From amongst U.D.A.'s/U.D.A.-cum-Accountant having 3 years' experience in the feeder post.
20	Stenographer	Ditto	By promotion from Stenotypists who have at least 5 years' experience and continuous satisfactory services.	H.S.C. passed having sufficient knowledge in Stenography with minimum speed of 100 or 80 words per minute in shorthand and 35 or 30 words per minute typing in English and Bengali respectively.
21	Steno-typist	Ditto		H.S.C. passed with minimum speed in shorthand 80 or 60 words per minute and 35 or 30 words per minute typing in English and Bengali respectively.

1	2	3	4	5
22	U.D. Assistant/U.D.A.- cum-Accountant.	27 years (relaxable for Government servants).	100% by promotion	From amongst L.D.A's/Accounts Assistant/Cashier/Typist/Store-keeper- cum-Cashier having 5 years' ex- perience.
23	L.D.A.'s/Clerk-cum- Typists/Accountants/Cashiers/ Store-Keeper-cum-Cashier/ Typist/Store-Keeper.	Ditto	100% by direct recruitment	H.S.C. preferably with typing know- ledg.
24	Store-cum-Fieldmen	Ditto	100% by direct recruitment	Diploma in Agriculture from any Institute recognised by the Government.
25	Gin Mechanic	Ditto	100% by direct recruitment	Certificate in Mechanical or Elec- trical Trade Course from any institute recognised by the Govern- ment with experience in the line.
26	Driver (Vehicle/Tractor/ Truck)/Motor Boat/Speed Boat, etc.	Ditto	100% by direct recruitment	(a) Academic qualifications up to Class VIII standard. (b) Licence in respective trade from recognised Institute/Workshop/ Authority concerned.
27	Cyclostyle Operator	Ditto	100% by promotion	From amongst Class IV Employees having 3 years' experience in handling Cyclostyle machines.

28 Peon (Messenger/Cash)/
Peon-cum-Lab. Attendant/
Peon-cum-Chowkider/
Chowkider/Tractor Mate/
Darwan/Mali/Cattle-Keeper.

100% by direct recruitment

Ditto

Qualification up to Class VIII having good health.

By order of the President
S. A. MAHMOOD
Secretary.