



PLANNING AND ECONOMIC AFFAIRS (BPE) DEPARTMENT

**No. 14896/BPE-2/91/Plg., Thiruvananthapuram,
Dated, 28th February 1992.**

CIRCULAR

Sub.- Selection of personnel's in Public Sector Undertakings –
Procedure for posts outside the purview of Public Service
Commission – Streamlining of -

- Read:-
1. Govt. Circular No. 11555/BPE/85/Plg., dated, 13th June 1985.
 2. Govt. Circular No. 16025/BPE/85/Plg., dated, 5th June 1986.
 3. Govt. Circular No. 39483/G2/87/LBR., dated, 5th January 1988.
 4. Govt. Circular No. 12068/G1/89/LBR., dated, 4th June 1990.

The question of streamlining the procedure for direct recruitment in Government Companies and Corporations against posts which are outside the purview of Kerala Public Service Commission has been under the consideration of Government. After detailed examination, the following procedures for recruitment against these posts in Public Sector Undertakings which are outside the purview of Public Service Commission, are prescribed for strict compliance by the Chief Executives of Government Companies and Corporations.

(i) The Employment Exchange (Compulsory Notification of Vacancies) Act 1959 stipulates that every establishment in the Public Sector shall before filling any vacancy in any employment in that establishment notify the vacancy to the Employment Exchange concerned. Any failure to notify such vacancies is an offence punishable under the Act. Therefore, the Chief Executives of Public Sector establishments shall notify vacancies in posts outside the purview of Public Service Commission so as to comply with the provisions of Employment Exchange (CNV) Act 1959 and rules made there under.

(ii) Recruitment to Managerial and professional posts carrying a starting basic salary (Excluding D.A. and other allowances) of Rs.1500 p.m. and above shall be made by selection from the applications received through sufficient advertisement in Newspapers. The candidates sponsored by the Employment Exchange shall also be considered for selection if the details are furnished by the Employment Exchange before call letters are issued to the short listed candidates for interview/test.

(iii) Selection to all other posts (outside the purview of P.S.C.) shall be made from among the candidates sponsored by Employment Exchanges. In these cases the filling up of vacancies by inviting applications through advertisement in News Papers should be attempted only after obtaining non-availability certificate from Employment Exchange.

(iv) Recruitment to vacancies should be made by “Committees” set up by the Board of Directors with not less than 3 members and at least one of them being a Government representative.

(v) In respect of direct recruitments, the principles of reservation as applicable to Government appointments should be adhered to. The principles of communal rotation as laid down in rule 14 to 17 of the Kerala Subordinate Service Rules Part – II shall be followed.

(vi) No preference shall be given to the ex-apprentices of the undertaking while making recruitment against permanent vacancies.

(vii) The practice of hiring person on daily wages to man posts which can be filled through Employment Exchange shall be discontinued forthwith. All arising vacancies should be anticipated and action taken in advance to fill them. All amount spent on hiring daily wage employees shall be treated as irregular expenditure, which could be recovered from the appointing authority.

(viii) The instructions already issued by the Government, to the extent they are contrary to the foregoing procedures will stand cancelled from the date of issue of this circular.

S. PADMAKUMAR,
Chief Secretary