

**CHENNAI METRO POLITAN WATER SUPPLY
AND SEWERAGE BOARD**



SPECIAL REGULATION 1982

CHENNAI METROPOLITAN WATER SUPPLY AND SEWERAGE BOARD

In exercise of the powers conferred by Clause 'C' of sub-section (2) of section 81 of the Chennai Metropolitan Water supply and Sewerage Act, 1978, the Chennai Metropolitan Water Supply and Sewerage Board makes the following Special Regulations in respect of the several service under the Board. These Special Regulations will be read with Chennai Metropolitan Water Supply and Sewerage Board Service Regulations.

1. CLASSIFICATION OF SERVICES

The service under the Chennai Metropolitan Water Supply and Sewerage are shall be classified as follows:

GROUP A: Board's servants in posts on pay Matrix, the minimum of which is Rs.59,300/- and above.

GROUP B: Board's servants in posts on pay Matrix, the minimum of which is Rs.35,900/- and above but less than Rs.59,300/- in the ordinary grades.

GROUP C: Board's servants in posts on pay Matrix, the minimum of which is Rs. 35600/- and above but less than Rs.15900/- in the ordinary grades.

GROUP D: Board's servants in posts on pay scales, the minimum of which is below Rs.15700/-.

Note: The selection grade / special grade posts will come under the respective groups which the posts in the ordinary grades are classified.

(Amended vide B.R.No.140/09 dt.22.05.09, B.P No.16/09, dt.10.06.09)

2. CONSTITUTION

The following Services shall be constituted for the officers and servants of the Chennai Metropolitan Water Supply and sewerage Board.

- (i) The Chennai Metropolitan Water supply and Sewerage Board General Services.
- (ii) The Chennai Metropolitan Water supply and Sewerage Board Engineering and Technical Services.
- (iii) The Chennai Metropolitan Water supply and Sewerage Board Engineering and Technical Sub-Ordinate Services.

(iv) The Chennai Metropolitan Water supply and Sewerage Board General Sub-Ordinate Services.

(v) The Chennai Metropolitan Water supply and Sewerage Board Basic Servants Services.

I. THE CHENNAI METROPOLITAN WATER SUPPLY AND SEWERAGE BOARD GENERAL SERVICES.

This service shall consist of the following categories of officers, namely:

CATEGORY:

1. Chief Controller of Finance
 2. Secretary-cum-General Manager
 3. Controller of Finance
 4. Internal Auditor
 5. Financial Analyst
 6. Information Technology Manager
 7. Staff Manager
 8. Industrial Relations Manager
 9. Public Relations Manager
 10. Deputy Controller of Finance
 11. Deputy Controller of Finance (Costing)
 12. Data processing Manager
 13. Senior System Analyst
 14. System Analyst
 15. Grievance Redressal & Facilitation Officer (then IFO)
 16. Senior Administrative Officer
 17. Senior Accounts Officer
 18. Administrative Officer
 19. Accounts Officer
 20. Senior Depot Manager
1. Administrative Officer
 2. Accounts Officer
 3. Assistant Administrative Officer
 4. Assistant Accounts Officer

II. THE CHENNAI METROPOLITAN WATER SUPPLY AND SEWERAGE BOARD ENGINEERING AND TECHNICAL SERVICES.

This service shall consist of the following categories of officers, namely:

CATEGORY:

1. Chief Engineer
2. Superintending Engineer
3. Executive Engineer
4. Hydrogeologist
5. Purchase Manager and Inventory Control Manager
6. Chief Analyst
7. Assistant Executive Engineer (Civil & Mechanical)

8. Assistant Executive Engineer (Electrical)
9. Deputy Hydrogeologist
10. Water Analyst / Chief Chemist
11. Assistant Engineer (Civil & Mechanical)
12. Assistant Engineer (Electrical)
13. Assistant Hydrogeologist

III. THE CHENNAI METROPOLITAN WATER SUPPLY AND SEWERAGE BOARD ENGINEERING AND TECHNICAL SUB ORDINATE SERVICES

This service shall consist of the following categories of officers namely:

CATEGORY:

1. Assistant Water Analyst / Chemist
2. Junior Engineer (Civil & Mechanical)
3. Junior Engineer (Electrical)
4. Farm Manager *
5. Photographer
6. Technical Assistant (wireless) **(upgraded as Technical Officer)**
7. Surveyor- cum - Draughtsman
8. Mechanical Operator *
9. Electrical Operator (H.T)
10. Operator (L.T)
11. Laboratory Technician Grade I
12. Technician (Wireless) **(upgraded as Technical Assistant)**
13. Driller *
14. Laboratory Technician Grade II
15. Electrician
16. Asst. Operator (Mechanical & Instrumentation)*
17. Driver (Motor Vehicle)
18. Motor Cycle Messenger
19. Sewer Superintendent **
20. Diesel Generator Driver *
21. Chloronome Operator
22. Filter Operator
23. Assistant Driller *
24. Technician A/V Aids
25. Mechanic Grade II *
26. Welder Grade II *
27. Machine Operator Grade II *
28. Fitter Grade II *
29. Pump House Motor Driver *
30. Electrical Pumps Man
31. Plumber / Pipe Line Fitter*
32. Pump Operator*

- 33. Field Assistant *
- 34. Field man *
- 35. Blue Print Operator*
(* abolished vide B.P.No.215/2007 Dt.23.07.2007)
(** abolished vide B.P.No.22/2009 Dt.19.08.2009)

IV. THE CHENNAI MEIROPOLITAN WATER SUPPLY AND SEWERAGE BOARD GENEAL SUB-ORDINATE SERVICES.

This service shall consist of the following categories of officers, namely:

CATEGORY

- 1. Programmer (Computer)
 - 2. Junior Administrative Officer
 - 3. Junior Accounts Officer
 - 4. Depot Manager Grade I
 - 5. Junior Public Relation Officer (downgraded from DPRM)
 - 6. Steno-Typist Grade I
 - 7. System Operator
 - 8. Steno-Typist Grade II
 - 9. Assistant
 - 10. Depot Manager Grade II
 - 11. Librarian
 - 12. Steno-Typist Grade III*
 - 13. Data Entry Operator **
 - 14. Typist Grade I **
 - 15. Junior Assistant
 - 16. Typist *
 - 17. Depot Manager *
 - 18. Telephone Operator
 - 18. Record Assistant
 - 20. Lift Operator
1. Superintendent

* Abolished vide B.R.No.144/2013 dt.14.08.2013 /B.P.No.17/2013 dt. 11.09.13

** Will be abolished vide B.R.No.144/2013 dt.14.08.2013 /B.P.No.17/2013 dt. 11.09.13

V. THE CHENNAI METROPOLITAN WATER SUPPLY AND SEWERAGE BOARD BASIC SERVANTS SERVICES

CATEGORY:

- 1. Office Assistant
- 2. Watchman
- 3. Scavenger / Sanitary Worker
- 4. Sweeper

3. CADRE STRENGTH:

The permanent cadre strength of each class, category and grade of the Board Services shall be fixed by the Board. The need or otherwise for permanent retention of temporary posts, will as a rule be examined by the Board after a period of 3 years from the date of creation of the concerned post.

4. METHOD OF RECRUITMENT:

Where the normal method of recruitment to any class of service, category or grade in both by recruitment and by promotion.

- (i) The proportion in which the vacancies may be filled by persons recruited direct and by promotes shall be as may be prescribed by the Board. In all such case the principle that the first vacancy shall go to the direct recruits shall apply.
- (ii) Nothing in these regulations shall adversely affect any persons who on the date of issue of these regulations was an approved probationer of such class of service, category or grade, as the case may be, or wherever no probation is prescribed was appointed to the post on a regular basis,

5. LANGUAGE QUALIFICATION:

No person shall be eligible for appointment to any service either by direct recruitment or by recruitment by transfer or by promotion unless he/she has an adequate knowledge of the official language of the state, namely Tamil.

EXPLANATION:

For the purpose of this sub-rule a person with an adequate knowledge of Tamil shall mean a person.

- (i) Who has acquired knowledge in Tamil in the High School Course.

or

- (ii) Who is able to speak, read and write Tamil

or

- (iii) Who has passed the second class language test in Tamil conducted by the Tamil Nadu by the Tamil Nadu Public Service Commission.

Provided that where a person appointed to any service by transfer or by promotion does not possess adequate knowledge of Tamil he/she shall be deemed to have acquired an adequate knowledge of Tamil if he passes the second class language test in Tamil within the period of his probation or within a period of two years on duty within a continuous period of three years if no probation has been prescribed, If he fails to pass the test within such period. He shall not be eligible to draw

increments in the time scale of pay applicable to him until he passes the test. Such ineligibility to draw increments shall not have the effect of postponing future increments after he passes the test.

Provided further that in the case of appointment of Engineering and Technical Service if no qualified and suitable candidate possessing an adequate knowledge of Tamil is available, recruitment may be made from among persons who do not possess adequate knowledge of Tamil subject to the condition that such person shall pass the second class language test in Tamil within the period of his probation.

The maximum period upto which the probation of a Board servant shall be extended so as to enable him to acquire the test qualification be fixed as five years. If he does not acquire the language qualification within the maximum period of five years, he shall be reverted and the qualified and eligible juniors shall be considered for promotion. If such a person is appointed by direct recruitment and has not acquired the language qualification even within the maximum period of five years, his probation shall be terminated.

- 6.** Recruitment to the posts specified in Column (2) of the table below shall be made by the method specified in the corresponding entries in Column (3) of the said table; No person shall be eligible for appointment unless he possesses the qualifications specified in the corresponding entries in column (4) thereof :-

**(I) THE CHENNAI METROPOLITAN WATER SUPPLY AND SEWERAGE BOARD –
GENERAL SERVICE**

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
1	Chief Controller of Finance Level 29 (123400-216300)	<u>Promotion form C.O.F. / Financial Analyst :</u> 1) From the post of Controller of Finance / Financial Analyst. 2) Must be either Chartered Accountant or Cost Accountant. 3) Must have minimum 3 years service as Controller of Finance / Financial Analyst and must have minimum 5 years of service as Deputy Controller of Finance. (B.R.No.116/2006, Dt.28.04.06)
2	Secretary cum General Manager (Secretary cum Personnel & Administrative Manager changed as Secretary cum General Manager vide	<u>By promotion:</u> From Non-Technical Officer in the category of Staff Manager, Candidates must have put in not less than 5 years of service. <u>By Deputation:</u> A District Revenue Officer. (B.R.No.115/94, dt.16.06.94, B.P No.25/94, Dt.29.06.94)
3	Controller of Finance Level 28 (123100-215900)	<u>Direct recruitment either permanently or on contract:</u> Must be either Chartered Accountant or M.B.A. With Finance or Cost Accountant with 10 years of experience of which a minimum of 5 years should be in a responsible middle level Management Finance position in a large organisation. <u>Age:</u> Should not have completed 35 Years of age as on first day of July of the year in which the selection for appointment is made. <u>By Promotion:</u> From the category of Deputy Controller of Finance and Deputy Controller of Finance (Costing), Candidates must have served not less than 5 years as Deputy Controller of Finance / Deputy Controller of Finance (Costing) and must possess the qualification prescribed for direct recruitment.
4	Internal Auditor	<u>By Direct recruitment either permanently or on contract basis:</u> Must be a Chartered Accountant with minimum 10 years of experience out of which 5 years at Middle level in the Internal Audit Department in large Private / Government organization. <u>Age:</u> Should not have completed 40 years of age as on first day of July of the year in which the selection for appointment is made.

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
		<p><u>By Promotion:</u> From the category of Deputy Controller of Finance / Deputy Controller of Finance (Costing). Candidates must have served not less than 5 Years as Deputy Controller of Finance / Deputy Controller of Finance (Costing) and must possess the prescribed qualification for direct recruitment.</p> <p><u>Age:</u> Should not have completed 55 years of age. (B.R.No.338/88, Dt.04.11.88) (B.P.No.43, Dt.16.11.88)</p> <p><u>By Deputation:</u> Deputy Director or Joint Director of Treasuries and Accounts of the State Government or Deputy Secretary to Government, Finance Department or an Officer from the Office of the Accountant General and must have not less than 3 year of service remaining. (B.R.No.64/89, Dt.27.04.89) (B.P.No.13/89, Dt.15.05.89)</p>
5	Financial Analyst Level 28 (123100-215900)	<p><u>By Direct Recruitment:</u> Must be MAC (Management Accountancy Course) or MCM (Post Graduate Course in Corporate Management) or a Chartered Accountant within the meaning of Chartered Accountant Act 1949 (Central Act No.38 of 1949) or a Management Accountant or a Cost and Works Accountant within the meaning of Cost and Works Accountant Act, 1959 (Central Act. 23 of 1959) or a Master Degree of Business Administration (Finance) from IIM, Kolkatta, Ahmadabad or Bangalore.</p> <p><u>Experience:</u></p> <p>A) 10 Years minimum work experience on relevant field preferably in the area of Financial Management, Project Conceptualisation and Evaluation, Financial Forecasting, Pricing Policies and Market Analysis in the case of Persons possessing the qualification of MAC or MCM under the Chartered Accountants Act 1949 and for Management Accountant under the Cost and Works Accountants Act. 1959.</p> <p>B) 15 years minimum work experience in relevant field preferably in the area of Financial Management, project Conceptualisation and Evaluation, Financial Forecasting, Pricing Policies and Market Analysis in the case of persons possessing the qualification of CA or ICWA or MBA (Finance) from IIM.</p> <p><u>Age:</u> Should not have completed 45 years of age.</p>

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
5A	Information Technology Manager Level 28 (123100-215900)	<u>By Promotion from DPM:</u> Must have put in at least 10 years of service as Data Processing Manager and possess the educational qualification prescribed for data processing Manager.
6	Staff Manager Level 25 (59300-187700)	<u>By Promotion:</u> From the Non-Technical Officer in Grade-V, Candidates must have served for a period of not less than 5 years in Non-Technical posts in Grade-V provided he has worked in the Personnel and Administration Department for not less than 2 years. <u>By Deputation:</u> A Deputy Collector.
7	Industrial Relations Manager Level 25 (59300-187700) (IRM upgraded as Deputy General Manager, post valid till the incumbent retired and now downgraded as IRM)	<u>By direct recruitment:</u> Postgraduate degree holder in Public Administration / Social Work who also possess a Post Graduate Diploma in Personnel Management, Industrial Relations and Labour Welfare recognised by the Government of Tamil Nadu. 5 years experience in management or Establishment matters. <u>Age:</u> Should not have completed 35 years of age as on 1st day of July during the year in which appointment is made. <u>By promotion:</u> From the post of Assistant Industrial Relations Manager with minimum service in that post for 5 years. <u>By transfer from any other service:</u> Postgraduate degree holder in Public Administration / Social Work who also possess a Post Graduate Diploma in Personnel Management, Industrial Relations and Labour Welfare recognised by the Government of Tamil Nadu. 5 years experience in Establishment matters in the post equivalent to Grade V category. (B.P.No.10/94, dt.7.4.94) (B.R.No.67/94, dt.5.4.94)
8	Public Relations Manager (Deputation)	<u>By promotion of Grade-V Officer:</u> Must have served for a period of not less than 5 years in posts in Grade-V and possess a degree qualification with a Diploma in Public Relations from an institution recognized by the State or Central Government and with a minimum of 5 years experience. (B.P.No.31/94, dt.14.07.1994) <u>By deputation:</u> Officer of the Information and Public Relations Department with not less than 3 years of service remaining.

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
		<p><u>By transfer:</u> From Grade-V Officers of the Board who possess a Diploma in Public Relations from an Institution recognized by the State or Central Government.</p>
9	Deputy Controller of Finance Level 25 (59300-187700)	<p><u>By Direct recruitment either permanently or on contract:</u></p> <p>Must be a Chartered Accountant or cost Accountant with atleast 5 years experience.</p> <p><u>Age:</u> Should not have completed 35 years of as on 1st day of the year in which selection for appointment is made. (B.R.No.43/2008 dt.13.02.08 / B.P.No.05/2008 dt.18.02.08)</p> <p><u>By Promotion:</u> From Senior Accounts Officers in Grade-V. Candidates must possess the qualifications prescribed for direct recruitment. Must have put in not less than 5 years of service as S.A.O.</p> <p><u>By Deputation:</u> Under Secretary to Government, Finance Department of the State Government. Candidates must have not less than 3 year of service remaining.</p> <p>ii) From other Government Departments / Public Sector undertaking & Statutory Boards provided the candidates possess a Chartered Account or cost Accountant (ICWA) qualification with a minimum of 5 years experience in supervisory cadre.</p> <p>(B.R.No.187/2006, dt.4.9.2006) (B.R.No.113/94, dt.16.6.94) /(B.P.No.31/94, dt.14.7.94)</p>
10	Deputy Controller of Finance (Costing) Level 25 (59300-187700)	<p><u>By Direct recruitment either permanently or by contract:</u></p> <p>Must possess Cost Accountancy qualification under the Cost and Works Accountant Act, 1956 or a Chartered Accountant, qualification under the Chartered Accountants Act, 1949 with a minimum 5 years of costing experience in a large or modernised organisation having commercial Accounting System.</p> <p><u>By Promotion:</u> From Senior Accounts Officer in Grade-V candidates must possess the qualification prescribed for direct recruitment. The post of Deputy Controller of Finance and Deputy Controller of Finance (Costing) are not interchangeable. Deputy Controller of Finance (Costing) will have the same privileges and powers of other Deputy Controller of Finance.</p>

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
		<p>Age: Should not have completed 35 years of age as on 1st day of July during the year in which selection for appointment is made.</p> <p>(B.R.No.291/09 dt.10.07.90 / B.P. Misc.No.15/09 dt.17.07.90)</p>
11	Data Processing Manager Level 25 (59300-187700)	<p>By direct recruitment:</p> <p>1) Degree in Engineering or M.Sc., with Applied Science or Mathematics or Statistics or Physics as a Main subject or Membership of the Institute of Chartered or Cost Accountant or M.B.A. with Finance or M.C.A.</p> <p>2) 5 Years experience in System Analysis, Computer Programming and applications, out of which 2 years in the capacity of the Senior System Analyst or comparable position.</p> <p>(B.R.No.107/90, dt.09.02.90 / B.P.No.14/90, dt.14.06.90)</p> <p>By promotion: From Senior System Analysts, Must have put in not less than 5 years of experience as Senior System Analyst.</p> <p>(B.R.No.113/94, dt.16.06.94 / B.P.No.31/94, dt.14.07.94)</p>
12	Senior System Analyst Level 23 (56900-180500)	<p>By direct recruitment:</p> <p>1) Degree in Engineering or M.Sc., with Applied Science or Mathematics or Statistics or Physics as a Main subject or Membership of the Institute of Chartered or Cost Accountant or M.B.A. with Finance or M.C.A.</p> <p>2) Three Years experience in System Analysis, Computer Programming and application in a large organisation.</p> <p>(B.R.No.107/90, dt.09.02.90 B.R.No.14/90, dt.14.06.90)</p> <p>By promotion: From System Analysts, Must have put in 5 years of experience as System Analyst.</p> <p>(B.P.No. 31/94, dt.14.07.94)</p>
13	System Analyst Level 22 (56100-177500)	<p>By direct recruitment:</p> <p>1) Degree in Engineering or M.Sc., with Applied Science or Mathematics or Statistics or Physics as a Main subject or MBA with Finance or Membership of the Institute of Chartered or Cost Accountant or M.C.A.</p> <p>2) Three Years experience in Computer Programming Data Processing and applications. Degree in Computer Science / Computer Applications and Post Graduation Diploma in Computer Science will be</p>

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
		<p>preferred.</p> <p>(B.P.No.14/90, dt.14.06.90 /B.P.No.107/90, dt.14.07.90)</p> <p>By promotion: From Programmers. Minimum of 5 years of service as Programmer. Must be able to examine and analyse various systems proposed for computerisation. (B.R.No.113/94, dt.16.06.94 /B.P.No.31/94, dt.14.07.94)</p> <p>By transfer: From other services in the Board in the same scale of pay. Must have had training in Data Processing, Computer applications from a recognised Institute with exposure in the use of Computer is desirable.</p> <p>(B.P.No.14/90, dt.14.06.90)</p>
14	Assistant Industrial Relations Manager	Abolished vide Res.No.319/2007 dt. 04.12.2007
15	Senior Administrative Officer Level 22 (56100-177500)	<p>By Promotion: From persons in the cadre of Administration Officers with not less than 5 years of service.</p> <p>Note: The Service put in the post of Accounts Officer by qualified incumbent for the post of Administrative Officer shall also be reckoned to determine the minimum service of 5 years in the cadre of Administrative Officers.</p> <p>(B.R.No.113/94, dt.16.06.94 /B.P.No.31/94, dt.14.07.94)</p>
16	<p>Senior Accounts Officer Level 22 (56100-177500)</p> <p>(The ratio fixed between Direct recruitment and promotion is 1:2 respectively)</p>	<p>By Direct Recruitment: Must be either Chartered Accountant or Cost Accountant with 2 years of experience.</p> <p>Age: Should not have completed 35 years of age as on 1st day of July of the year in which selection for appointment is made.</p> <p>By Promotion: From persons in the cadre of Accounts Officers with not less than 5 years of service. Must have passed the tests prescribed for becoming eligible for promotion as Accounts Officer.</p> <p>Note: The Service put in the post of Administrative Officers by the qualified incumbent for the post of Accounts Officer shall also be reckoned to determine the minimum service of 5 years in the cadre of Accounts Officer.</p> <p>(B.R.No.113/94, dt.16.06.94 /B.P.No.31/94, dt.14.07.94)</p>

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
17	<p>Grievance Redressal & Facilitation Officer</p> <p>(then Information and Facilitation Officer upgraded as Manager Customer Care vide Res.No.182/07 dt. 04.06.07 till the incumbent retire, now re-designated as GR & FO)</p> <p>Level 22 (56100-177500)</p>	<p><u>By Direct Recruitment:</u> Must possess a Bachelors Degree of any University recognised by the University Grants Commission and Diploma in Public Relations from an institution recognised by State or Central Government (or) Degree in Public Relations. Must have put in not less than five years of service as Officer in the fields of Public Relations.</p> <p><u>Age:</u> Should not have completed 35 years of age as on 1st day of July during the year in which appointment is made.</p> <p><u>By promotion :</u> Grade VI or Grade VII Officers (in the cadre of A.O. or J.A.O.) with the educational qualification prescribed for direct recruitment. Must have put in atleast 5 years of service in the Board. Experience in Public Relations is desirable.</p> <p><u>By transfer from any other service:</u> Must have put in not less than 5 years of service experience in the field of Public Relations with the educational qualification prescribed for the direct recruitment.</p> <p>(B.R.No.303/00, dt.18.09.00 / B.P.No.33/00, dt.20.09.00)</p>
18	<p>Administrative Officer Level 20 (37700-119500)</p>	<p><u>By promotion from Junior Administrative Officer :</u> Must have put in not less than 3 years of service in the cadre of Junior Administrative Officer and must have passed the test prescribed for the post of Junior Administrative Officer.</p> <p>Note: The service put in the post of Jr. Accounts Officer by the qualified incumbent for the post of Jr. Admv. Officer shall also be reckoned to determine the minimum service of 3 years in the J.A.O. cadre.</p>
19	<p>Accounts Officer Level 20 (37700-119500)</p>	<p><u>By promotion from Junior Accounts Officer :</u> Must have put in not less than 3 years of service in the cadre of Junior Accounts Officer and must have passed the test prescribed for the post of Junior Accounts Officer.</p> <p><u>Note:</u> The service put in the post of Jr. Admv. Officer by the qualified incumbent for the post of Jr. Accounts Officer shall also be reckoned to determine the minimum service of 3 years in the Jr. Accounts Officer cadre.</p> <p>(B.R.No.235/93, dt.08.09.93 /B.P.No.31/93, dt.17.09.93)</p>
19	<p>Senior Depot Manager Level 20 (37700-119500)</p>	<p><u>By Promotion:</u> From the category of Depot Manager Grade-I with the minimum of 3 years of service as Depot Manager Grade-I (B.R.No.41/17 dt.03.06.17/ B.P. No.02/2018 dt.06.04.2018)</p>

**(II) THE CHENNAI METROPOLITAN WATER SUPPLY AND SEWERAGE BOARD
ENGINEERING AND TECHNICAL SERVICES**

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
1	Chief Engineer Level 30 (123600-216600)	Promotion from S.E. : From the Engineering personnel in the cadre of Superintending Engineer with 3 years of service as Superintending Engineer. (B.R.No.113/94, dt.16.06.94/ B.P.No.31/94, dt.14.07.94)
2	Superintending Engineer Level 28 (123100-215900)	Promotion from E.E : From the Engineering personnel in the cadre of Executive Engineer. Must possess Degree in Engineering / A.M.I.E. Must have rendered atleast 3 years of service as Executive Engineer.
3	Executive Engineer Level 25 (59300-187700)	By Promotion from AEE (C/M/E): From the Engineering personnel in the cadre of Assistant Exe. Engineer (Civil / Mechanical and Electrical) with not less than 5 years of service in the above post.
4	Hydrogeologist Level 25 (59300-187700)	By promotion: From the holders of the post of Assistant Executive Engineer or Deputy Hydrogeologist with not less than 5 years experience in Ground Water Technology in that cadre of which 3 years should be in the field. By transfer from the cadre of Executive Engineer: Transfer from the holders of the post of Executive Engineer with 5 years of total experience in Ground Water Technology.
5	Purchase Manager and Inventory Control Manager	Direct Recruitment: Must possess a Degree in Engineering (Civil, Mechanical or Electrical) with M.B.A (Materials Management) or Post Graduate Diploma in Materials Management and with 5 years experience in middle level Management in Materials. Age: Should not have completed 40 years of age as on 1 st day of July of the year in which selection for appointment is made. By Promotion: From the cadre of A.E.E with the above qualifications. B.P.No.14/85, dt.09.10.1985
6	Chief Analyst Level 23 (56900-180500)	Direct Recruitment: Must possess a Master's Degree in Chemistry with minimum practical experience of 5 years in any Water Testing Laboratory/Any Research Laboratory.

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
		<p><u>By Promotion:</u> From among the holder of the post of Chief Chemist, Water Analyst, Grade V with experience of not less than 7 years of service as Water Analyst/Chief Chemist or any other equivalent post.</p> <p>(B.R.No.450/90, dt.10.12.90/B.P.No.30/90, dt.17.12.90)</p>
7	<p>Assistant Executive Engineer (Civil & Mech) Level 22 (56100-177500)</p>	<p><u>By Promotion from A.E. / J.E. (C/M):</u> From Assistant Engineer/Junior Engineer (Civil & Mechanical) Degree holders in the post of Assistant Engineer must have put in a minimum of 5 years of service. The candidates possessing Diploma in Civil and Mechanical Engineering of the State Board of Technical Education and Training or any other Diploma equivalent to the same must have put in a total service of not less than 10 years as Junior Engineer. Persons (Diploma holders) acquiring Degree qualification in Engineering after entering service every year of service put in from the date of acquiring Degree qualification shall be treated as equivalent to 2 years of service in the normal course (as Diploma holders) for the purpose of total computation of 10 years and must have passed the test conducted departmentally on</p> <ol style="list-style-type: none"> 1) CMWSS Act 1978 2) CMWSS Board Office Manual 3) CMWSS Board Service Regulation 4) Materials Management 5) Accounting Manual (Lower) 6) Labour Laws <p>The ratio of 3:1 should be adopted between Assistant Engineers and Junior Engineers.</p> <p>(B.R.No.251/93, dt.15.11.93 / B.P.No.32/93, dt.17.11.93)</p>
8	<p>Assistant Executive Engineer (Electrical) Level 22 (56100-177500)</p>	<p><u>By Promotion from A.E. / J.E. (E):</u> From Assistant Engineer/Junior Engineer (Electrical) Degree holders in the post of Assistant Engineer (Electrical) must have put in a minimum of 5 years of service. The candidates possessing Diploma in Electrical Engineering of the State Board of Technical Education and Training or any other Diploma equivalent to the same must have put in a total service of not less than 10 years as Junior Engineer (Electrical) Persons (Electrical) acquiring Degree qualification in Engineering after entering service every year of service put in from the date of acquiring Degree qualification shall be treated as equivalent to 2 years of service in the normal course (as Diploma holders) for the purpose of total computation of 10 years and must have passed the test conducted departmentally on</p>

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
		<p>1) CMWSS Act 1978 2) CMWSS Board Office Manual 3) CMWSS Board Service Regulation 4) Materials Management 5) Accounting Manual (Lower) 6) Labour Laws</p> <p>The ratio of 3:1 should be adopted between Assistant Engineers and Junior Engineers.</p> <p>(B.R.No.251/93, dt.15.11.93 / B.P.No.32/93, dt.17.11.93)</p>
9	Deputy Hydrogeologist Level 22 (56100-177500)	<p><u>By Promotion</u>: From Assistant Hydro geologist: Must have put in not less than 5 years of service and must have passed the test conducted departmentally on</p> <ol style="list-style-type: none"> 1. CMWSS Act. 1978 2. CMWSS Board Office Manual 3. CMWSS Board Service Regulations <p>(B.R.No.113/94, dt.16.06.94 / B.P.No.31/94, dt.14.07.94)</p>
10	Water Analyst / Chief Chemist Level 22 (56100-177500)	<p><u>By Promotion</u>: From Assistant Water Analyst / Chemist Must have put in not less than 5 years of service and must have passed the test conducted departmentally on</p> <ol style="list-style-type: none"> 1. CMWSS Act. 1978 2. CMWSS Board Office Manual 3. CMWSS Board Service Regulations
11	Agricultural Specialist	<p><u>Abolished</u> Vide B.R.No.215/2007 dt. 23.07.2007</p>
12	Assistant Engineer (Civil/Mech) Level 20 (37700-119500)	<p><u>By Direct Recruitment and By transfer from any other class or category</u> : Must possess a degree in Engineering (Civil or Mechanical) of any University or institution recognised by the University Grants Commission for the purpose of its grant. A degree in Production Engineering or Industrial Engineering awarded by the Anna University also recognised as equivalent to B.E. (Mechanical) for the purpose of appointment to the above said post. Provided that preference shall be given to persons who have acquired Master's Degree in Public Health Engineering granted by an University or Institution recognised by the University Grants Commission for the purpose of its grant. A pass in section A & B of the A.M.I.E. Examination.</p> <p>A ratio of 3:1 i.e. three Graduate Engineers by Direct recruitment or by transfer and one Diploma Holder by promotion.</p> <p>A Junior Engineer (Civil / Mechanical) on the acquisition</p>

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
		<p>of a degree in Civil / Mechanical Engineering or a pass in Section-A & B of the A.M.I.E. shall be re-designated as Asst. Engineer (Civil / Mech) allowing him the scale of pay attached to the said post and he will be assigned the rank below the name of the last among the Asst. Engineer in service in the list of approved candidate drawn up by the Board subject to the rule of reservation for appointment as Asst. Engineers in that year prior to the acquisition of the Engineering Degree by the Junior Engineer, i.e. the day following the last day of the examination.</p> <p>(B.R.No.78/94, dt. 16.06.94 / B.P.No.29/94, dt.07.07.1994) (B.R.No.139/92, dt.29.06.92)</p>
13	Assistant Engineer (Electrical) Level 20 (37700-119500)	<p><u>By Direct Recruitment and By transfer from any other class or category</u> : Must possess a degree in Electrical Engineering or Electrical and Electronics Engineering or Electronic and Communication Engineering of any University or institution recognised by the University Grants Commission for the purpose of its grant. Provided that preference shall be given to persons who have acquired Master's Degree in Electrical Engineering of any University Grants Commission for the purpose of its grant or a pass in section A & B of the A.M.I.E. Examination with Electrical or Electrical and Electronics or Electronics & Communication.</p> <p>(B.R.No.139/92, dt.29.6.92)</p> <p>A ratio of 3:1 i.e. 3 Graduate Engineers by Direct recruitment or by transfer and one Diploma Holder by promotion.</p> <p>(B.R.No.34/85, dt.18.02.85)</p> <p>A Junior Engineer (Electrical) on the acquisition of a degree in Electrical Engineering or Electrical and Electronics Engineering or Electronics and Communication Engineering or a pass in Section-A & B of the A.M.I.E. Examination with Electrical or Electrical & Electronics or Electronics and Communication as a subject shall be re-designated as Asst. Engineer (Electrical) allowing him the scale of pay attached to the said post and he will be assigned the rank below the name of the last among the Asst. Engineer in service in the list of approved candidate drawn up by the Board subject to the rule of reservation for appointment as Asst. Engineer in that year prior to the acquisition of the Engineering Degree by the Junior Engineer, i.e. the day following the last day of the examination.</p> <p>(B.R.No.139/92, dt.29.06.92)</p>

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
14	Assistant Hydrogeologist Level 17 (36700-116200)	<p><u>By direct recruitment:</u> Must possess M.Sc., Geology of any University recognised by University Grants Commission or its equivalent.</p> <p><u>By transfer of qualified Personnel from any other service of the Board:</u> Must possess M.Sc., Geology of any University recognised by University Grants Commission or its equivalent.</p>

The posts in Sl.No. from 1 to 9 above shall be selection post and promotion to these posts shall be made. On grounds of merit and ability, seniority being considered where merit and ability are approximately equal.

**III. THE CHENNAI METROPOLITAN WATER SUPPLY AND SEWERAGE BOARD
ENGINEERING AND TECHNICAL SUB ORDINATE SERVICES**

Sl. No.	Name of the post & pay Level	Method of Recruitment / Qualification
1	Assistant Water Analyst / Chemist Level 15 (36200-114800)	<u>By direct recruitment:</u> A degree in Science from a university recognised by the University Grants Commission with Chemistry as the main subject. <u>By transfer from any other service of the Board:</u> A degree in Science from a university recognised by the University Grants Commission with Chemistry as the main subject.
2	Junior Engineer (Civil/Mech) Level 13 (35900-113500)	<u>By Promotion:</u> Diploma holders in Civil and Mechanical Engineering in the categories of Surveyor-cum-Draughtsman and Mechanical Operator and allied posts. Must have put in a minimum service of five years. (B.R.No.113/94, dt. 16.06.94 / B.P.No. 31/94, dt. 14.07.94)
3	Junior Engineer(Electrical) Level 13 (35900-113500)	<u>By Promotion:</u> Diploma holders in Electrical Engineering in the cadre of Electrical Operator H.T. Must have put in a minimum service of five years. (B.R.No.113/94, dt. 16.06.94 B.P.No.31/94, dt. 14.07.94)
4	Farm Manager	Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007
5	Photographer Level 11 (35400-112400)	<u>By direct recruitment:</u> i) Must possess a diploma in cinematography and Sound Engineering (LC & SE) or Diploma in Cinematography awarded by the Institute of Film Technology, Chennai and ii) Must have experience for a period of not less than 2 years in a Private Firm or a Government Undertaking <u>By transfer from any other service:</u> i) Must possess a diploma in cinematography and Sound Engineering (LC & SE) or Diploma in Cinematography awarded by the Institute of Film Technology, Chennai and ii) Must have experience for a period of not less than 2 years in a Private Firm or a Government Undertaking. (B.P.Misc.No.45/88, dt.19.12.88)

Sl. No.	Name of the post & pay Level	Method of Recruitment / Qualification
6	Technical Assistant Level 11 (35400-112400) (upgraded as Technical Officer) vide Board Res. No.221/2003 dt. 09.09.2003	<p><u>By Direct Recruitment:</u> Diploma in Electronics with minimum one year experience in servicing Radio equipments.</p> <p>The Board resolved to down grade the post of Technical Assistant and Technician with lesser scales of pay of Rs.780-1385 and Rs.610-1075 (old scale of pay) respectively. The above downgrade revision will apply only for further recruitment and will not affect the existing three incumbents in service.</p> <p>(B.R.No.62/89, dt. 27.04.89 / B.P.Misc.No.14/89, dt.15.05.89)</p>
7	Surveyor cum Draughtsman Level 11 (35400-112400)	<p><u>By direct recruitment:</u> A Diploma in Civil Engineering awarded by the Board of Technical Education and Training Tamil Nadu or its equivalent.</p> <p><u>By transfer from any other service method:</u> A Diploma in Civil Engineering awarded by the Board of Technical Education and Training, Tamil Nadu or its equivalent.</p> <p><u>By Promotion:</u> From Assistant Draughtsman possessing ITI Certificate in Draughtsman or Surveyor and must have put in not less than 5 years of service as Assistant Draughtsman. (B.R.No.113/94, dt.16.06.94)</p>
8	Mechanical Operator	Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007
9	Electrical Operator (HT) Level 11 (35400-112400)	<p><u>By direct recruitment:</u> A Diploma in Electrical Engineering awarded by the State Board of Technical Education and Training, Tamil Nadu or its equivalent.</p> <p><u>By transfer from any other service:</u> A Diploma in Electrical Engineering awarded by the State Board of Technical Education and Training, Tamil Nadu or its equivalent.</p>
10	Electrical Operator (LT) Level 10 (20600-65500)	<p><u>By promotion:</u> From Electrician possessing ITI Trade certificate in Electrician or Wireman License issued by TNEB and must have put in a minimum service of not less than 7 years as Electrician.</p>
11	Lab Technician Grade-I Level 13 (35900-113500)	<p><u>By Promotion:</u> By promotion from Lab. Technician Grade II. Must possess minimum general educational qualification. Must have successfully completed Lab</p>

Sl. No.	Name of the post & pay Level	Method of Recruitment / Qualification
		<p>Technician training in Government Institutions or Medical Colleges and must put in a minimum service of not less than 5 years as Lab. Technician Grade II.</p> <p>(B.R.No.113/94, dt. 16.06.94 / B.P.No. 31/94, dt. 14.07.94)</p>
12	<p>Technician Level 9 (20000-63600)</p> <p>(upgraded as Technical Assistant) vide Minutes of Committee of Director dated 06.12.2005</p>	<p>By Direct Recruitment: Passed ITI Trade test (NTC or NAC) in General Electronics/Radio and TV Maintenance with minimum one-year experience in servicing Radio equipments.</p> <p>The Board also resolved to down grade the post of Technical Assistant and Technician with lesser scales of pay of Rs.780-1385 and Rs.610-1075 respectively. The above downward revision will apply only for future recruitments and will not affect the existing three incumbents in service.</p> <p>(B.P.Misc.No.14/89, dt.15.05.89/ B.P.No.62/89, dt.27.04.89)</p>
13	Driller	<p>Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.215/2007, dt.23.07.2007</p>
14	<p>Lab Technician Grade-II Level 11 (35400-112400)</p>	<p>By direct recruitment: Must possess minimum general educational qualification and must have successfully completed Lab. Technician Training in Government Institutions or Medical college.</p> <p>By transfer from any other service: Must possess minimum general educational qualification and must have successfully completed Lab. Technician Training in Government Institutions or Medical college.</p>
15	<p>Electrician Level 8 (19500-62000)</p>	<p>By Promotion: From Electrical Pumps man possessing ITI Trade Certificate in Electrical Wiring or Wireman License issued by TNEB. Must have put in not less than 5 years of service as Electrical Pumps man.</p> <p>(B.R.No.113/94, dt. 16.06.94 / B.P.No. 31/94, dt. 14.07.94)</p>
16	Assistant Operator (Mechanical & Instrumentation)	<p>Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007</p>
17	Assistant Draughtsman	<p>Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007</p>
18	<p>Driver (Motor Vehicle) Level 8 (19500-62000)</p>	<p>By direct recruitment: Must possess License for driving Heavy Vehicles in the case of Lorries and Light Motor Vehicles License in the case of Cars, Jeeps, Vans and must have practical experience in driving Motor Vehicles for a period not less</p>

Sl. No.	Name of the post & pay Level	Method of Recruitment / Qualification
		<p>than one year. Must have passed VIII Standard.</p> <p><u>By appointment of persons from any other service by transfer:</u> Must possess License for driving Heavy Vehicles in the case of Lorries and Light Motor Vehicles License in the case of Cars, Jeeps, Vans and must have passed VIII Standard.</p>
19	Motor Cycle Messenger Level 8 (19500-62000)	<p><u>By direct recruitment or By transfer from any other service:</u></p> <p>i) Must not have completed thirty years of age on the 1st day of July of the year in which the selection for appointment is made.</p> <p>ii) Must possess a good physique and</p> <p>iii) Must possess a current driving license of motorcycle issued by a competent authority under the Motor Vehicles Act 1939 with practical experience of driving a motorcycle for a period of not less than 5 years and</p> <p>iv) Must have passed Illrd Form or VIII Standard.</p> <p>(B.R.No.65/91, dt.06.03.91, B.P.Misc.No.06/91, dt.14.03.91)</p>
20	Sewer Superintendent	Abolished vide: B.R.No.218/2009, dt.17.08.2009 B.P.No.22/2009, Dt. 19.08.2009
21	Assistant Agricultural Officer	Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007
22	Diesel Generator Driver	Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007
23	Chloronome Operator Level 8 (19500-62000)	<p><u>By transfer from Labour Establishment:</u> From the lower category with 7 years of service, provided he has worked in the Chloronome Operation Wing for not less than 2 years and must pass the Practical Test to be conducted in Chloronome Operation by the Board. (B.R.No.267/91, dt.27.10.91, B.R.Misc.No.36/91, dt.15.11.91)</p>
24	Filter Operator Level 8 (19500-62000)	<p><u>By transfer from Labour Establishment:</u> From the lower category with 7 years of service, provided he has worked in the Filter for not less than 2 years and must pass the Practical Test to be conducted in Filter Operation by the Board. (B.R.No.67/91, dt.06.03.91, B.P.Misc.No.16/91, dt.01.04.91)</p>
25	Assistant Driller	Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007

Sl. No.	Name of the post & pay Level	Method of Recruitment / Qualification
26	Technician A/V Aids	<u>By direct recruitment:</u> Diploma in Cinematography
27	Mechanic Gr.II	Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007
28	Welder Grade II	Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007
29	Machine Operator Grade II	Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007
30	Fitter Grade II	Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007
31	Pump House Motor Driver	Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007
32	Electrical Pumpsman Level 5 (18200 – 57900)	<u>By direct recruitment</u> : Must possess the Trade Certificate in the Trade of Electrician issued by ITI or wireman license issued by TNEB <u>By transfer from any other service:</u> Must possess I.T.I part time craftsman Training scheme course and should have put in a service of not less than 5 years in the Lower Grade after acquiring the part time I.T.I. Course. (B.R.No.72/91, dt.06.03.91 B.P.No.07/91, dt.14.03.91)
33	Plumber / Pipeline Fitter	Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007
34	Pump Operator	Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007
35	Field Assistant	<u>By direct recruitment</u> : Must possess the SSLC examination or its equivalent and should have been working in a lower cadre atleast for 5 years. <u>By transfer from any other service:</u> -do-
36	Field Man	<u>By direct recruitment</u> : 1. Must possess the minimum general educational qualification and 2. A pass in 2 years Agricultural Science Certificate Course either in Gandhi Gramam Rural Institute, Madurai or in Sri Ramakrishnana Missison Vidyalaya, Coimbatore. <u>By transfer from any other service:</u> -do-
37	Blue Print Operator	Abolished vide: B.R.No.215/2007, dt.23.07.2007 B.P.No.15/2007, dt.26.07.2007

(IV). THE CHENNAI METROPOLITAN WATER SUPPLY AND SEWERAGE BOARD

GENERAL SUB – ORDINATE SERVICE

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
1	Programmer Level 13 (35900-113500)	<p><u>By direct recruitment:</u></p> <p>1) Degree in Engineering or M.Sc., with Applied Science or Mathematics or Statistics or Physics as Main subject. Degree in Computer Science and allied subject preferred.</p> <p>2) Two years experience in Computer programming and knowledge of computer languages and packages, Experience in Minis/Net working Environment desirable. (B.R.No.107/90, dt. 09.02.90 / B.P.No.14/90, dt.14.06.90)</p> <p><u>By promotion:</u> From the post of System Operator:</p> <p>1) Must possess a degree in Engineering or M.sc., with Applied Science or Mathematics or Statistics or Physics as Main Subject. Degree in Computer Science and allied subjects preferred.</p> <p>2) Must have put in a minimum period of 5 years of service in the Board as System Operator. (B.R.No.177/98, dt.29.06.98 / B.P.No.17/98, dt.24.07.98)</p> <p><u>By Transfer:</u> From any other services in the Board in the pay scale of Rs.1400-2600(revised scale of Rs.5000-150-8300). Training in Computer Programming and Data Processing from a recognised institute is essential. (B.R.No.107/90, dt. 09.02.90 / B.P.No.14/90, dt.14.06.90)</p>
2	Junior Administrative Officer Level 18 (36900-116600)	<p><u>By promotion from Assistants:</u></p> <p>a) Must have put in a minimum of 5 years of service as Assistant and</p> <p>b) Must have passed the test conducted departmentally on</p> <p>1) Materials Management 2) Labour Law 3) Accounting Manual (Lower) and must have passed the test prescribed for Jr. Assistant for promotion as Assistant. (B.P.No.31/93, dt. 17.09.93)</p>
3	Junior Accounts Officer Level 18 (36900-116600)	<p><u>By promotion from Assistants:</u></p> <p>a) Must have put in a minimum of 5 years of service as Assistant and</p> <p>b) Must have passed the test conducted departmentally on</p>

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
		1) Accounting Manuals of the Board 2) Budgeting and Billing and Collection manuals 3) Materials Management Manual 4) Elements of Book Keeping- Batliboi 5) Elements of Auditing a) Internal Audit Manual of the Board b) Internal Audit Manual for Public Sector Undertaking of Tamil Nadu Government Auditing 6) Business Organization and Office Management by Shukla or any standard book (e.g) Ghosh and Bhusan and must have passed the Test Prescribed for Jr. Assistant for promotion as Assistant. (B.P.No.31/93, dt.17.09.93)
4	Depot Manager Grade-I Level 13 (35900-113500)	<p><u>By promotion from Depot Manager Gr.II :</u></p> <p>From the category of Depot Manager Grade-II with minimum 5 years of service as Depot Manager Grade-II. Must have passed the Departmental Test prescribed for promotion to the post of Junior Accounts Officer.</p> <p>(B.R.No.318/2007 dt. 04.12.07,B.P.No.23/2007 dt.05.12.07)</p>
5	Junior Public Relations Officer Level 13 (35900-113500) (upgraded as Deputy Public Relations Officer as per B.R No. 80/2006 dt. 01.03.2006)	<p><u>By Direct Recruitment:</u> Must possess a Bachelors Degree of any University recognised by the University Grants Commission and Diploma in Public Relations from an institution recognised by State or Central Government (or) Degree in Public Relations.</p> <p>Must have put in not less than five years of service as Officer in the fields of Public Relations.</p> <p><u>Age:</u> Should not have completed 35 years of age as on 1st day of July during the year in which appointment is made.</p> <p><u>By promotion:</u> Grade IX (Assistant) or Grade X (Junior Assistant) with the educational qualification prescribed for direct recruitment. Must have put in atleast 5 years of service in the Board.</p> <p><u>By transfer from any other service:</u> Must have put not less than 5 years of service experience in the field of Public Relations with the educational qualification prescribed for the direct recruitment.</p> <p>(B.R.No.303/2000, dt.18.09.2000) (B.P.No.33/2000, dt.20.09.2000)</p>

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
6	Steno Typist Grade-I Level 18 (36900-116600)	<u>By promotion:</u> From the persons working in Grade II (B.R.No.73/94, dt.16.6.94) (B.P.No.26/94, dt.29.6.94)
7	System Operator Level 12 (35600-112800)	<u>By direct recruitment:</u> Bachelor's Degree in any discipline, 2 years experience in Computer operations in Government / Public Sector/ Recognised Private Organisation, Experience with Mini-Computer and recognised Diploma in Computer operation is desirable. (B.R.No.107/90, dt. 09.02.90 / B.P.No.14/90, dt.14.06.90) <u>By promotion:</u> From the post of Data Entry Operator 1) Bachelor's Degree in any discipline, 2 years experience in computer operations in Government Public Sector / Recognised Private Organisation. Experience with Mini-Computer and recognised Diploma in Computer operations is desirable. 2) Must have put in a minimum period of 5 years of service in the post of Data Entry Operator <u>By transfer from any other service:</u> Bachelor's Degree in any discipline. Must possess the Diploma in Computer Applications. Knowledge of Computer applications is considered preferable. (B.R.No.177/98, dt. 29.06.98 / B.P.No.17/98, dt.24.07.98)
8	Steno Typist Grade-II Level 11 (35400-112400)	From the persons working in Grade III (B.R.No.73/94, dt. 16.06.94/ B.P.No. 26/94, dt. 29.06.94)
9	Assistant Level 10 (20600-65500)	<u>By Promotion from Junior Assistant appointed prior 14.08.2013:</u> From Junior Assistants and Typists. 1. From the combined seniority of Jr.Asst. and Typist based on their regular date of appointment. 2. Must have put in not less than 3 years of service as Junior Asst. / Typist. 3. The typists should have worked as Junior Asst. for a period of not less than one year before their promotion. 4. Must have passed the following Department Tests: 1) CMWSS Act 1978 2) CMWSSB Office Manual 3) CMWSSB Service Regulation (B.R.No.70/09, dt.21.02.09) (B.P.No.9/2009, dt.27.04.2009)

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
10	Depot Manager Grade-II Level 10 (20600-65500)	<p><u>By promotion from Depot Manager :</u></p> <p>From the category of Depot Manager with minimum 5 years of service as Depot Manager. Must have passed the test conducted departmentally on</p> <p>1) CMWSS Board Act 1978 2) CMWSS Board Office Manual 3) CMWSS Board Employees Service Regulations</p>
11	Steno Typist Grade-III	<p>Abolished</p> <p>The Sanctioned Strength in this cadre had been merged with newly created common Junior Assistant as per the B.R.No.144/2013 dt.14.08.2013. (B.P.No.17/2013 dt. 11.09.13)</p>
12	Typist	<p>Abolished</p> <p>The Sanctioned Strength in this cadre had been merged with newly created common Junior Assistant as per the B.R.No.144/2013 dt.14.08.2013. (B.P.No.17/2013 dt. 11.09.13)</p>
13	Typist Grade-I Level 10 (20600-65500)	<p>The Sanctioned Strength in this cadre will be merged with newly created common Junior Assistant post after the promotion or retirement of the incumbents as per the B.R.No.144/2013 dt.14.08.2013. (B.P.No.17/2013 dt. 11.09.13)</p>
14	Librarian Level 8 (19500-62000)	<p>By direct recruitment:</p> <p>Diploma/Certificate in Librarianship with one year experience.</p> <p>By transfer from any other service:</p> <p>Diploma/Certificate in Librarianship with one year experience.</p> <p>(B.R.No.362/88, dt.01.12.88 B.R.Misc.No.45/88, dt.19.12.88)</p>
15	Data Entry Operator	<p>The Sanctioned Strength in this cadre will be merged with newly created common Junior Assistant post after the promotion or retirement of the incumbents as per the B.R.No.144/2013 dt.14.08.2013. (B.P.No.17/2013 dt. 11.09.13)</p>

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
16	Junior Assistant	<p>Abolished</p> <p>The Sanctioned Strength in this cadre had been merged with newly created common Junior Assistant as per the B.R.No.144/2013 dt.14.08.2013. (B.P.No.17/2013 dt. 11.09.13)</p>
17	Depot Manager	<p>Abolished</p> <p>The Sanctioned Strength in this cadre had been merged with newly created common Junior Assistant as per the B.R.No.144/2013 dt.14.08.2013. (B.P.No.17/2013 dt. 11.09.13)</p>
18	Telephone Operator Level 8 (19500-62000)	<p><u>By direct recruitment:</u> Must possess the minimum general educational qualification and undergone Training course for Telephone Operator conducted by Post and Telegraphs Department.</p> <p><u>By transfer from any other service:</u> Must possess the minimum general educational qualification and undergone Training course for Telephone Operator conducted by Post and Telegraphs Department.</p>
19	Lift Operator Level 1 (15700-50000)	<p><u>By direct recruitment:</u></p> <ul style="list-style-type: none"> i) Must have passed VIII Std. ii) He should have completed 18 years of age. iii) He should have got trained in operating Lift as well as in rescuing trapped passengers in case of emergency. A certificate to this effect, obtained from a recognized lift manufacturer should be possessed by him. <p><u>By transfer from Labour Establishment:</u></p> <ul style="list-style-type: none"> i) Must have passed VIII Std. ii) Must possess qualification prescribed for direct recruitment. <p>(B.R.No.288/08, dt.30.12.08/B.P.No.18/2008, dt.31.12.08)</p>
20	Record Assistant Level 2 (15900-50400)	<p><u>By direct recruitment:</u> Must have passed 10th Std or its equivalent.</p> <p><u>By transfer:</u></p> <ul style="list-style-type: none"> 1) Must have passed the III Form / VIII Standard in a recognised Secondary School or must possess the Indian Army I Class Certificate or Education of the Indian Army III Class English certificate.

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
		<p>2) Must have completed 3 years of service as Office Assistants under the CMWSS Board Basic Servants service. (B.R.No.205/92, Dt.15.10.92 / B.P.No. 18/92 Dt.20.10.92) (or)</p> <p>1) Must have passed 10th standard (S.S.L.C) or its equivalent.</p> <p>2) Must have completed 5 years of services in the cadre of Field Workers or other Labour Establishment Category.</p> <p>A ratio of 2:1 may be adopted between Office Assistant and Field Workers.</p> <p>(B.R.No.130/2016 Dt.06.10.16 / B.P.No.10/2016 Dt. 08.10.16)</p>

**(V) THE CHENNAI METROPOLITAN WATER SUPPLY AND SEWERAGE BOARD
BASIC SERVANT SERVICES**

Sl. No	Name of the post & pay Level	Method of Recruitment / Qualification
1	Office Assistant Level 1 (15700-50000)	<u>By Direct recruitment:</u> Must possess ESLC, i.e. VIII Standard or candidates failed in S.S.L.C. and must be able to ride bicycle.
2	Watchman Level 1 (15700-50000)	<u>By Direct recruitment</u> Must be able to read and write Tamil. Exemption can be given in respect of Gurkha Watchman only.
3	Sanitary worker Level 1 (15700-50000)	<u>By Direct recruitment</u> Must be able to read and write Tamil.
4	Sweeper Level 1 (15700-50000)	<u>By Direct recruitment</u> Must be able to read and write Tamil. Exemption can be given in respect of legal heir appointments. B.P.No.48/1987, Dt.16.10.1987

**THE CHENNAI METROPOLITAN WATER SUPPLY AND SEWERAGE BOARD GENERAL
SUB-ORDINATE SERVICE AS PER,**

Res.No.144/2013 Dt. 14.08.2013, B.P.No.17/2013, Dt.11.09.2013

Regulation	Name of the post & pay Level	Method of Recruitment / Qualification
6 (iv) 14.a	<p>Junior Assistant</p> <p>Level 8 (19500-62000)</p> <p>(Newly Merged Post from the resultant vacancies from the cadre Jr. Assistant, Steno-Typist Gr.III, Typist & Typist Gr.I, Data Entry Operator & Depot Manager (Ord. Gr.)</p> <p>(vide B.R.No.144/2013.)</p> <p>Level 8 (19500-62000)</p>	<p><u>By Direct recruitment:</u></p> <p>(a) Must have passed a Degree of any University recognised by the University Grants Commission. Priority will be given to B.Com Graduates, B.A (Corporate) & Graduates with Commerce and Accountancy subjects and minimum 30 % of the vacancies will be filled up with them.</p> <p>(b) Must have passed Diploma in Computer Applications or Certificate course in Computer on Office Automation or Certificate in Data Entry Operator Course obtained from reputed Computer Training Organization.</p> <p>(c) Provided that those who possess a Degree (or) Diploma in Computer Science (or) Bachelor in Computer Application (or) Computer Engineering as one of the subjects approved by the University Grants Commission (or) All India Council for Technical Education (or) Directorate of Technical Education (or) any equivalent body shall be exempted from passing the Course in 'b' above.</p> <p><u>By Promotion</u></p> <p>From Record Assistant subject to condition that they must possess</p> <p>1) Minimum General Educational Qualification 2) Must have put in not less than 10 years service as Record Assistant.</p> <p align="center">or</p> <p>i) Must possess a degree with 5 years of service as Record Assistant provided that a ratio of 1:4 shall be adopted between the promotees from Record Assistants and Direct Recruitment (No change).</p> <p>From Telephone Operator</p> <p>Must possess the qualification prescribed for the post of Junior Assistant and Must have put in not less than 5 years of service as Telephone Operator.</p>

Regulation	Name of the post & pay Level	Method of Recruitment / Qualification
		<p><u>By transfer from any other service</u></p> <p>Persons employed in any other category in Board's service can be transferred and appointed as Junior Assistant, if they possess the qualifications prescribed for the direct recruitment.</p>
<p>6 (iv) 8.a</p>	<p>Assistant Level 10 (20600-65500)</p>	<p><u>By Promotion</u></p> <p><u>From Junior Assistant:</u></p> <p>Must have put in a minimum of 4 years of service as Junior Assistant and must have passed the following tests conducted Departmentally.</p> <ol style="list-style-type: none"> 1) CMWSS ACT 1978, 2) CMWSS Board Office Manual, 3) CMWSS Board Service Regulations.
<p>6 (iv) 2.a</p>	<p>Superintendent Level 18 (36900-116600)</p>	<p><u>By Promotion</u></p> <p><u>From Assistant:</u></p> <ol style="list-style-type: none"> a) Must have put in a minimum of 5 years of service as Assistant and b) Must have passed the following tests conducted departmentally in addition to the test prescribed for the post of Assistant <ol style="list-style-type: none"> 1. Materials Management 2. Labour Laws. 3. Accounting Manual (Lower) 4. Accounting Manuals of the Board 5. Budgeting and Billing and Collection Manuals 6. Elements of Auditing <ol style="list-style-type: none"> a. Internal Audit Manual of the Board. b. Internal Audit Manual for Public Sector Undertakings of Tamil Nadu Government Auditing. 7. Business Organisation and Office Management by Shukla or any standard book (e.g) Ghosh and Bhusan 8. Elements of Book Keeping - Batliboi.

THE CHENNAI METROPOLITAN WATER SUPPLY AND SEWERAGE BOARD

GENERAL SERVICE AS PER,

Res.No.144/2013. Dated 11.09.2013 / B.P.No.17/2013 Dt. 11.09.2013

Regulation	Name of the post & pay Level	Method of Recruitment / Qualification
6 (i) 19.a	Assistant Accounts Officer / Assistant Administrative Officer/ Assistant Audit Officer / Assistant Revenue Officer & so on. Level 20 (37700-119500)	<u>By promotion From Superintendent:</u> Must have put in a minimum of 5 years of service as Superintendent and must have passed the tests prescribed for the post of Superintendent.
6 (i) 16.a	Accounts Officer / Administrative Officer / Audit Officer / Revenue Officer Level 22 (56100-177500)	<u>By Promotion</u> From Assistant Accounts Officer / Assistant Administrative Officer / Assistant Audit Officer / Assistant Revenue Officer. Must have put in a minimum of 5 years of service as Assistant Accounts Officer / Assistant Administrative Officer / Assistant Audit Officer / Assistant Revenue Officer and must have passed the tests prescribed for the post of Superintendent. (The ratio fixed between Direct recruitment and promotion is 1:2 respectively) <u>By Direct recruitment</u> Must be either Chartered Accountant or Cost Accountant with 2 years of experience. Age: Should not have completed 35 years of age as on 1st day of July of the year in which selection for appointment is made. (The ratio fixed between Direct recruitment and promotion is 1:2 respectively)
6 (iv) 16.a	Deputy Public Relations Manager Level 13 (35900-113500)	By Direct recruitment (Deleted) <u>By Promotion</u> From Assistant Accounts Officer / Assistant

Regulation	Name of the post & pay Level	Method of Recruitment / Qualification
		<p>Administrative Officer / Assistant Audit Officer / Assistant Revenue Officer.</p> <p>Must have put in a minimum of 5 years of service as Assistant Accounts Officer / Assistant Administrative Officer / Assistant Audit Officer / Assistant Revenue Officer. With Diploma in Public Relations from an Institution recognized by State or Central Government (or) Degree in Public Relations.</p> <p style="text-align: center;">or</p> <p><u>By Transfer from any other service</u></p> <p>(Deleted)</p>
(i) 17.a	<p>Public Information and Facilitation Officer</p> <p>Level 22 (56100-177500)</p>	<p><u>By Direct recruitment</u> (Deleted)</p> <p><u>By Promotion</u> From Assistant Accounts Officer / Assistant Administrative Officer / Assistant Audit Officer / Assistant Revenue Officer.</p> <p>Must have put in a minimum of 5 years of service as Assistant Accounts Officer / Assistant Administrative Officer / Assistant Audit Officer / Assistant Revenue Officer. With Diploma in Public Relations from an Institution recognized by State or Central Government (or) Degree in Public Relations.</p> <p>By Transfer from any other Service (Deleted)</p>
(i) 6.a	<p>Staff Manager</p> <p>Level 25 (59300-187700)</p>	<p><u>By Promotion</u> From Deputy Public Relations Manager / Public Information and Facilitation Officer / Accounts Officer / Administrative Officer / Audit Officer / Revenue Officer.</p> <p>Must have put in a minimum of 5 years of service as Deputy Public Relations Manager / Public Information and Facilitation Manager / Accounts Officer / Administrative Officer / Audit Officer / Revenue Officer. Provided the candidate should have worked in the Personnel and Administration Department or any other Administration Sections in Areas for not less than 2 years.</p> <p style="text-align: center;">or</p> <p>By Deputation: A Deputy collector</p>

Regulation	Name of the post & pay Level	Method of Recruitment / Qualification
(i) 7.a	Industrial Relations Manager Level 25 (59300-187700)	<p><u>By direct recruitment:</u> (deleted)</p> <p><u>By Promotion</u> From Deputy Public Relations Manager / Public Information and Facilitation Manager / Accounts Officer / Administrative Officer / Audit Officer / Revenue Officer.</p> <p>Must have put in a minimum of 5 years of service in the above posts. Provided the candidate should have worked in the Personnel and Administration Department or any other Administration Sections in Areas for not less than 2 years and also must possess a Post Graduate Diploma in Labour Administration awarded by the Tamil Nadu Institute of Labour Studies, Chennai.</p> <p style="text-align: center;">or</p> <p><u>By Deputation</u></p> <p>From the rank of Joint Commissioner of Labour (or) Labour Officer (or) Assistant Commissioner of Labour from the Government of Tamil Nadu.</p> <p style="text-align: center;">or</p> <p><u>By transfer from any other service</u></p> <p>Deleted</p>

6A In the case of direct recruitment wherever no age limit is Prescribed under the Column "Qualification" the following Rules shall apply:

"No person shall be eligible for direct recruitment if he/she has completed or will complete 30 years of age as on the first day of July of the year in which the selection for appointment is made, provided that the age limit prescribed shall be increased by five years in respect of candidates belonging to Scheduled Caste/Scheduled Tribe, Most Backward Class or Backward Class"

The age limit specified for appointment to the posts shall, in the case of appointment of candidates from the Employment Exchange, be reckoned from the date of calling for names of eligible candidates from the Employment Exchange concerned.

In respect of candidates belonging to Most Backward Classes and Denotified Communities, who do not possess a qualification higher than the minimum general educational qualification (Secondary School Leaving Certificate) the age limit for direct recruitment to the posts for which Secondary School Leaving Certificate or below is prescribed as the minimum educational qualification at entry level, be enhanced from 30 (thirty) years to 32 (thirty two) years.

(B.P.No.9/89, dt.10.05.89), B.P.No.40/91, dt.20.11.91) and (B.P.No.2/94, dt. 17.01.94)
B.R.No.9/94, dt.12.1.94)

- (1) "The age limit be raised to 48 years in the case of Ex-Servicemen not belonging to SC/ST, B.C. M.B.C. and to 53 years in the case of Ex-servicemen belonging to SC/ST, B.C., M.B.C.

(B.P.No.120/90, dt.9.2.90)
(B.P.Misc.No.5/90, dt.21.02.90)

The Board shall have powers to relax any of these Special Regulations as may be found necessary in exceptional cases.

The Method of selection for the initial level appointments to various services for which minimum qualification prescribed is a basic degree/diploma in Engineering shall be as follows:

- i) 65% weightage for marks obtained by the candidate in the qualifying Board/University Examination.
- ii) 25% weightage for marks obtained in the written examination (objective type) conducted by the Selection Committee of the Board or by the any other Committee or Agency appointed or nominated by the Board.
- iii) 10% weightage for personal interview.
(B.P.No.115/91, dt.12.04.91)
(B.P.No.19/91, dt.02.05.1991)

7. DEPARTMENTAL UNIT:

For purposes of direct recruitment, promotion, seniority, probation, discharge for want of vacancy re-appointment of probationers and approved probationers and appointed as full members, the entire Board's Officers under the Board shall form a single unit.

8. APPOINTING AUTHORITY:

The appointing authorities for the various categories of posts in the Board by direct recruitment by transfer or by promotion are specified below:

APPOINTMENT

Sl. No	Name of the Posts & Pay Matrix	Appointing Authority
	<u>Group – A</u>	
1.	Chief Engineer (Level 30) Rs.123600 – 216600	Board with the prior approval of the Government
2.	Chief Controller of Finance (Level 29) Rs. 123400 – 216300	-do-
3.	Secretary - cum - General Manager / Controller of Finance / Superintending Engineer / Internal Auditor / Financial Analyst (Level 28) Rs. 123100 -215900	-do-
3A.	Information Technology Manager (Level 28) Rs. 123100 -215900	-do-
4.	Staff Manager / Industrial Relations Manager / Public Relations Manager / Deputy Controller of Finance / Deputy Controller of Finance (C) / Data Processing Manager / Executive Engineer / Hydrogeologist / Purchase Manager / Inventory Control Manager (Level 25) Rs. 59300 - 187700	Managing Director with the approval of the Board
	<u>GROUP – B</u>	
5.	Senior System Analyst / Chief Analyst (Level 23) Rs. 56900 - 180500	Managing Director with the approval of the Board
6.	Medical Officer / Assistant Executive Engineer / Chief Chemist / Water Analyst / Deputy Hydrogeologist / Senior Admv. Officer / Senior Accounts Officer / System Analyst / Information & Facilitation Officer (Grievance Redressal & Facilitation Officer) (Level 22) Rs. 56100 - 177500	Managing Director with the approval of the Employment Committee
7.	Assistant Engineer (Level 20) Rs. 37700 – 119500 Assistant Hydrogeologist (Level 17) Rs.36700–116200	-do-
8.	Admv. Officer/Accounts Officer (Level 20) Rs. 37700 – 119500 Assistant Water Analyst / Chemist. (Level 15) Rs. 36200 - 114800	-do-
9.	Junior Admv. Officer / Junior Accounts Officer / Steno Typist Grade-I (Level 18) Rs. 36900 – 116600	-do-

Sl. No	Name of the Posts & Pay Matrix	Appointing Authority
10.	Junior Engineer / Programmer/ Depot Manager Gr-I / Lab. Technician Grade-I / Junior Public Relations Officer (then DPRM) (Level 13) Rs. 35900 – 113500	-do-
	<u>GROUP – C</u>	
11.	System Operator (Level 12) Rs. 35600 - 112800	-do-
12.	Photographer/ Technical Assistant /Steno Typist Gr. II (Level 11) Rs. 35400 - 112400	-do-
13.	Surveyor-cum-Draughtsman / Electrical Operator H.T./ Lab. Technician Grade-II (Level 11) Rs. 35400 - 112400	Managing Director with the approval of the Employment Committee
14.	Assistant / Electrical Operator L.T / Depot Manager Grade-II / Librarian (Level 10) Rs. 20600 - 65500	-do-
15.	Technician (Level 9) Rs. 20000 - 63600	-do-
16.	Junior Assistant / Electrician / Filter Operator / Driver / Telephone Operator / Motor Cycle Messenger / Chloronome Operator (Level 8) Rs. 19500 - 62000	-do-
17.	Electrical Pumps man (Level 5) Rs. 18200 - 57900	-do-
18.	Field Man / Field Assistant	Managing Director
19.	Record Assistant (Level 2) Rs.15900-50400	-do-
	<u>GROUP – D</u>	
20.	Office Assistant / Sweeper/ Sanitary Worker/ Watchman/ Gurkha Watchman (Level 1) Rs.15700 - 50000	Managing Director

PROMOTIONS

Sl. No	Name of the Posts & Pay Matrix	Authority competent to approve Promotions
	<u>Group – A</u>	
1.	Chief Engineer (Level 30) Rs.123600 – 216600	Board with the prior approval of the Government
2.	Chief Controller of Finance (Level 29) Rs. 123400 – 216300	-do-
3.	Secretary - cum - General Manager / Controller of Finance / Superintending Engineer / Internal Auditor / Financial Analyst (Level 28) Rs. 123100 - 215900	Board (B.P.No.26/96, dt.14.08.96)
3A.	Information Technology Manager (Level 28) Rs. 123100 - 215900	-do-
4.	Medical Officer / Assistant Executive Engineer / Chief Chemist / Water Analyst / Deputy Hydrogeologist / Senior Admv. Officer / Senior Accounts Officer / System Analyst / Information & Facilitation Officer (Grievance Redressal & Facilitation Officer) (Level 22) Rs. 56100 – 177500	-do-
	<u>GROUP – B</u>	
5.	Senior System Analyst / Chief Analyst (Level 23) Rs. 56900 - 180500	-do-
6.	Medical Officer / Assistant Executive Engineer / Chief Chemist / Water Analyst / Deputy Hydrogeologist / Senior Admv. Officer / Senior Accounts Officer / System Analyst / Information & Facilitation Officer (Grievance Redressal & Facilitation Officer) (Level 22) Rs. 56100 - 177500	Managing Director
7.	Assistant Engineer (Level 20) Rs. 37700 – 119500 Assistant Hydrogeologist (Level 17) Rs.36700–116200	-do-
8.	Admv. Officer/Accounts Officer (Level 20) Rs. 37700 – 119500 Assistant Water Analyst / Chemist. (Level 15) Rs. 36200 - 114800	-do-
9.	Junior Engineer / Programmer/ Depot Manager Gr-I / Lab. Technician Grade-I / Junior Public Relations Officer (then DPRM) (Level 13) Rs. 35900 - 113500	Managing Director

Sl. No	Name of the Posts & Pay Matrix	Authority competent to approve Promotions
	<u>GROUP –C</u>	
10.	System Operator (Level 12) Rs. 35600 - 112800	Managing Director
11.	Photographer/ Technical Assistant /Steno Typist Gr. II (Level 11) Rs. 35400 - 112400	-do-
12.	Surveyor-cum-Draughtsman / Electrical Operator H.T./ Lab. Technician Grade-II (Level 11) Rs. 35400 - 112400	General Manager
13.	Assistant / Electrical Operator L.T / Depot Manager Grade-II / Librarian (Level 10) Rs. 20600 - 65500	-do-
14.	Technician (Level 9) Rs. 20000 - 63600	-do-
15.	Junior Assistant / Electrician / Filter Operator / Driver / Telephone Operator / Motor Cycle Messenger / Chloronome Operator (Level 8) Rs. 19500 - 62000	-do-
16.	Electrical Pumps man (Level 5) Rs. 18200 - 57900	-do-
17.	Field Man / Field Assistant	-do-
18.	Record Assistant (Level 2) Rs.15900-50400	-do-