



ABSTRACT

Establishment - Employment and Training – Training Wing – Implementation of the Revised Staffing Pattern in the Industrial Training Institutes/Industrial Training Centre of Tamil Nadu – Fixing ratio and qualifications to certain posts - Orders – Issued.

LABOUR AND EMPLOYMENT (P1) DEPARTMENT

G.O.(Ms) No. 291

Dated: 13.12.2013
Vijaya, Karthigai 27,
Tiruvalluvar Aandu 2044,
Read:

1. G.O. Ms No.2102, Labour and Employment (P1) Department, Dated 22.09.1981.
2. The Director of Employment and Training, letter RC No.1/42138/2009, dated 05.10.2009 and 02.03.2013

ORDER:

In the reference first read above, the Government have issued orders fixing a ratio of 1:1:1 between Degree/Diploma holders: Certificate holders with SSLC and five years service as Assistant Training Officers: Certificate holders with ESLC or III Form or VIII Standard and 10 years as Assistant Training Officers prescribing certain ratio and qualification for promoting the Assistant Training Officer to the post of Training Officer.

2. The Director of Employment and Training has stated that the Special rules (section 7B), governing Training officer posts in the Industrial Training Institutes in the Tamil Nadu Employment and Training Subordinate Service, prescribes the method of appointment and ratio between the Diploma/Degree holders and certificate holders as follows for the appointment by promotion:-

Promotion in the ratio of 1:1:1 as between

- a) Degree/Diploma holders;
- b) Certificate holders with SSLC and five years service as Assistant Training Officers;
- c) Certificate holders with ESLC or III Form or VIII Standard and 10 years as Assistant Training Officers, in the above cyclical order;

Provided if no degree/diploma holder or certificate holder either in category (b) or in category (c) or is available for promotion as per the term in the cyclical order, that vacancy shall be filled by a person having the qualifications mentioned in the next turn in the cycle.

3. The Director of Employment and Training has further stated that now, category (c), that is, certificate holders with ESLC pass has got exhausted. Therefore, promotion to the post of Training Officer is being made as per the cyclical order which resulted in the ratio of 1: 1 between Diploma/Degree holders and Certificate holders with SSLC pass. As no persons are available in the category of Certificate holders with ESLC pass and as there will be no further recruitment with this qualification in the entry level post of Junior Training Officer, the category of National Trade Certificate with ESLC qualification will not arise for consideration for promotion to the post of Training Officer. As such as per the service rules in cyclic order of turn, the ratio of 1:1 between Diploma and Certificate holders with SSLC will only be continued.

4. The Director of Employment and Training has also stated that this was examined in detail as per the existing National Council for Vocational Training norms and the existing service rules provisions for the method of promotion to the post of Training officer. Based on NCVT decisions, Institutes (ITIs) desirous of taking affiliation from NCVT must apply for a minimum of two units (or multiple of two units) of a trade at a time and appoint two instructors one for each unit, as per norms but of these two instructors, one instructor must be with Diploma / Degree in relevant branch of Engineering from recognized board/University and experience prescribed by NCVT. In Tamil Nadu state, all the training courses/trades are started with a minimum of two units. As per NCVT norms, one Instructor with Diploma qualification must be appointed to protect the affiliation of trades. Similar norms applicable to the post of entry level post of Junior Training Officer has also to be followed and the Government has been addressed separately on the same. While, the ratio of 1:1 between Diploma and NTC is suggested for the recruitment of Junior Training Officer which is the feeder category to the post of Training officer and proposed to Government as per NCVT norms, the same ratio shall be maintained in the Training Officer promotion also to avoid backlog in Diploma category in their promotion as Training Officers. Hence, the ratio of 50:50 between Diploma and NTC holder is the justifiable ratio in the present context of norms fixed by NCVT as well to improve the quality of Training. The Director of Employment and Training has further stated that the NTC holders are being trained in a particular trade only. They are appointed as Junior Training Officer in a trade in which they are qualified. They are not having exposure to other trades. For example, a NTC holder in Turner trade will not have a focus in Automobile trades like, Mechanical Motor Vehicle, Mechanical Diesel, Tractor Mechanic, etc., or he will not be having a focus in the area of Welding, Sheet Metal, Carpenter, Plumber, etc., That is NTC holders will have qualification in a relevant trade only and they are appointed as Junior Training Officer in these trades only. Hence they are neither qualified nor got experience in other trades. While they are promoted as Training Officer, which is a supervisory nature of post, they cannot be able to supervise training practices in other trades. Whereas Diploma holders are having focus on all area of mechanical trades as they are covered in Diploma in Mechanical Engineering and they can manage training supervision in all other trades. In the similar fashion Electrical, Wireman, Electronics can be managed by a Diploma/Degree holder in the Training Officer cadre. But, NTC holders can be able to supervise only the trade in which he was trained. It has also been stated that as per the service rules, the ratio of 1:1 is the existing ratio between the Degree/Diploma holders and certificate holders with SSLC pass in the absence of Certificate holders with ESLC pass. Further, in the entry level post of Junior Training Officer also the ratio of 1:1 is need to be followed as per the DGE&T orders. In that situation, having examined all the above facts, it is recommended to maintain the existing ratio of 1:1 between

Degree/Diploma holders and Certificate holders with SSLC Pass in the promotion to the post of Training officer, in the absence of the category, certificate holders with ESLC pass.

5. The Director of Employment and Training has also proposed that the redundant qualification of certificate holders with ESLC mentioned as category C in the service rules for the promotion of Training Officer may be deleted and other two qualifications, viz, Degree/ Diploma holders and Certificate holders with SSLC pass may be maintained with the ratio of 1:1 between Diploma/Degree holders and Certificate holders with SSLC Pass.

6. The Government have examined the above matter based on NCVT norms, and accept the proposal of Director of Employment and Training and direct that the vacancies in the post of Training Officer of the Employment and Training Department be filled up by direct recruitment and promotion in the ratio of 1:1 and also to incorporate the above proviso. The draft relating to amendment of Special Rules for the Tamil Nadu Subordinate Service Rules under Section 7B will be issued separately by Government.

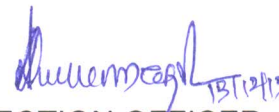
(BY ORDER OF THE GOVERNOR)

MOHAN PYARE
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Director of Employment and Training, Chennai-32.
The Pay and Accounts Officer, Chennai-9.
The Principal Accountant General, Chennai-18 /35.
All Treasury Officers.
The personnel and Administrative Reforms (E) Department, Chennai-9.
The Secretary, Tamil Nadu Public Service Commission, Chennai-3.

Copy to:-
The Private Secretary to Principal Secretary to Government, Labour and Employment Department, Chennai – 9.
The Personal Assistant to the Joint Secretary, Labour and Employment Department, Chennai – 9
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SECTION OFFICER
