

Decisions taken in the meeting held on 24-11-10

1. The meeting agreed to the above staff pattern subject to the approval of the Council of Ministers.
2. The Hon. Minister (Industries) and the Hon. Minister (Finance) mentioned that the recruitment process should be carried out in a transparent manner and reputed agencies like Kerala Industrial and Technical Consultancy Organization Ltd., (KITCO), Kerala State Productivity Council (KSPC) and National Institute of Personnel Management (NIPM), Thiruvananthapuram chapter should be entrusted the responsibility of recruitment so that the whole process is managed professionally. They insisted that competency and skills should be the major criteria for selection of candidates.
3. The Hon. Minister (Finance) mentioned that people of the local community should be given a weightage. Previous experience in related fields should also carry a weightage. It was decided that candidates from the nearest contiguous panchayats may get 30% weightage and candidates from the same District may get 20% weightage, 40% weightage should be given for the test, 20% for the interview and 10% for previous experience. The upper age limit shall be 35 years with normal relaxations.
4. The ex-employees of erstwhile Kerala Spinners have represented that they may be considered for employment when the Mill re-opens. KSTC has received representations from about 60 persons, who claim to be Badalies in the erstwhile Mill. Personnel up to 40 years of age may be considered if they pay back the VRS exgratia compensation, if received.
5. Though the selection process can be conducted, filling up of vacancies shall only be based on completion of production facilities, requirement of skill training and phased requirement. This has to be with the concurrence of respective Boards.
6. The 20 employees of Serifed who are left in Uduma are to be considered for suitable positions in the New Textile Mill Project by KSTC.
7. The minutes may be taken as the base for preparing the Council Notes for the approval of the Cabinet.

THE CONSOLIDATED MANPOWER REQUIREMENT

Sl. No.	Name of Unit	Officers		Staff/ Workers		Total
		Technical	Non-technical	Technical	Non-technical	
1	Steel Casting Unit, AKL *	22	0	204	37	263
2	Alleppey Co-operative Spinning Mills	0	0	0	53	53
3	Tool Room, SIDCO	15	1	48	4	68
4	Machining Unit, SIFL	14	0	28	18	60
5	Meter Factory Unit, UEI	7	4	71	5	87
6	House Wiring Cable Unit, TRACO	12	2	48	58	120
7	Tool Room, KSEDC	17	4	34	5	60
8	Hi-tech Weaving Factory, KSTC	7	10	11	132	160
9	New Textile Mill, KSTC	7	15	9	152	183
10	Komalapuram Spinning & Weaving Mills, KSTC	12	7	18	315	352
11	Malabar Spinning & Weaving Mills Ltd, KSTC	0	0	0	187	187
12	Trivandrum Spinning Mills, KSTC (2 nd Phase)	0	0	0	13	13
13	Kerala Soaps Unit, KSIE (1 st Phase)	5	4	26	58	93
	Kerala Soaps Unit, KSIE (2 nd Phase)	0	7	12	31	50
14	Container Freight Station, KSIE	4	7	13	19	43
15	GMP Project, KSDP	11	0	42	14	67
16	Trivandrum Spinning ** Mills, KSTC (1 st Phase)	9	4	8	39	60
Total		142	65	572	1140	1919

**Procedure suggested for recruitment of personnel to State Owned Enterprises by
Recruiting Agencies- NIPM/KSPC/KITCO**

Based on the discussion we had on 17.12.2010 at Cochin, the following procedure has been finalized for undertaking the recruitment to SOEs

- 1) Advertisement inviting applications for all the positions in the organizations has to be released by the respective organization.
- 2) The Recruiting Agency will assist the organizations in preparing advertisement matter & format
- 3) If the advertisement has to be released by the Recruiting Agent, advertisement charges has to be released by the respective organization within five (5) working days on submission of invoice.
- 4) Applications for all the positions will be invited online only.
- 5) Format for online application in website and arrangements for receiving application online will be done by the Recruiting Agency
- 6) Ten days lead time will be given for receiving applications from the date of advertisement
- 7) Ten days lead time is required for scrutinizing the applications
- 8) Preliminary screening by means of written test/ group discussion will be carried out within the next 20 days after scrutiny of applications.
- 9) For the positions Assistant Manager and below, written test will be conducted for screening the candidates after giving sufficient lead time.
- 10) Trade test/skill test/ physical test/ interview will be conducted for the shortlisted candidates immediately on completion of the process of short listing based on the written test
- 11) Selection to the positions Deputy Manager and above will be based on Group discussion and Interview. However, if the number of eligible applicants for the higher positions is above 30 nos, preliminary screening will be conducted by a written test.
- 12) Written test will be evaluated by OMR scanning
- 13) Cut off marks for the written test will be 50%. (Candidates scoring below 50% marks in the written test will not be shortlisted for the next level selection)
- 14) 80% marks will be given for tests (written test/ trade test/ skill test/physical test/ group discussion/ aptitude test) and 20% marks will be given for interview
- 15) Detailed proposals with terms and conditions of the Recruiting agency will be forwarded to individual organizations and the recruitment process will commence upon receipt of confirmed work order with advance payment.
- 16) Necessary orders may be issued by the Government to the effect that the recruitment processes are handed over to the respective recruiting agencies.

Sd/-
Dr.N.Vijiyan Pillai
Chairman
NIPM

sd/-
G.Sivakumar
Director
KSPC

sd/-
Suresh Jacob
Project Manager
KITCO

STEEL CASTING & MACHINING UNITS AT AUTOKAST

No.	Name of post	No of persons required	Job Description	Job Specification	Scale of Pay	Or else consolidated pay	Category
1	Managerial Staff Asst Manager/Dy Manager	6 <i>TO</i>	Managing the concerned Departments (Melting/Moulding/Fellinging/Design & Machine Shop) to see and insure that the set targets are achieved. Implementing proper cost control over the activities and to minimise the rejection % to the lowest level.	1) B.Tech Mechanical Engineering/Metallurgy with 2 to 5 years experience or Diploma in Mechanical Engg./Metallurgy with minimum 10 years experience preferably in a steel casting foundry. 2) B.Tech Mechanical Engineering/Metallurgy with 2 to 5 years experience or Diploma Mechanical Engg./Metallurgy with 10 years experience in a CNC Machining Unit.	(1) 2500-7500-100-4000(pre-revised) (2) 3000-100-3500-125-5000 (Pre-revised)	(1)15000/20000 (2)18000/25000	Executive
2	Skilled Worker (Trainee)	204 <i>TS</i>	Carryout the foundry work and machining work of castings as allocated within the time frame.	ITI - Moulder / Foundry Man (70Nos), ITI-Filter(50Nos), ITI Welder(10Nos), ITI-Electrician(4Nos), ITI-Caepenter(4Nos), ITI Machinist (32Nos), ITI-Turner(4Nos), ITI-Black smith/FHT (30Nos)	820-20-1020-25-1270-30-1720(pre-revised)	7500/8500	Workmen
3	Supervisor Asst.Engineer (Diploma Engineer Trainee)	16 <i>TO</i>	Work allocation in concerned departments and to oversee the jobs are carried out in a proper manner with min.wastage and to ensure that the targets are met	1) Diploma in Mech Engg./Metallurgy/Electrical/Civil with 1-2 years experience preferably in a steel casting foundry (12 nos) 2) Diploma in Mech Engg./Metallurgy/Electrical with 1-2 years experience in CNC machining shop(4 nos)	1520-40-1600-50-2300-60-2900(pre-revised)	9000/17500	Jr.Executive
4	Unskilled Worker (Unskilled Worker -	37 <i>NTS</i>	Helping the concerned Departments as directed by the Supervisors	7 th Pass and Good health	785-15-935-20-1135-25-1510(pre-revised)	7000/8000	Workmen
Total		263					

ANM&RMA-IV


Alleppey Co-operative Spinning Mills Ltd

Sl.No	Post/Grade	No. of posts	Job Description	Qualification	Experience	Scale of pay (As per LTA) Stipend during training period	Age limit (max)	Mode of recruitment	Nature of Employment	Nature of Post
1	Workers	53	Worker	upto VIII std	--		25	Direct	permanent	Unskilled

NTS

Age relaxation as per Govt. Norms

For Alleppey Co-operative Spinning Mills Ltd.,


Managing Director



STAFF PATTERN				
Department/Designation	Scale of Pay	Number	Minimum Qualification	Upper age limit
Production Section				
Head -Tool Room cum Training Centre	16,650-23,200/-	1	B-Tech with 2 years Tool Engg Course/4 Years Tool Engg Diploma course	around 50
Tool Room Manager	13,610-20,700/-	1	B-Tech with 2 Years Tool Engg course/4 Years Tool Engg Diploma course	Below 45
Tool Room Engineer	12,250-19,800/-	2	B-Tech with 2 Years tool Engg course/ 4 Years Tool Engg diploma course	25-35
Design Engineer	12,250-19,800/-	1	B-Tech with 2 Years Tool Engg course/ 4 Years Tool Engg diploma course	30-35
Maintenance Engineer	12,250-19,800/-	1	B-Tech/ Diploma Mechanical	25-35
Programmer	11,910-19,350/-	2	2 years Precision Machining course/6 months programming course after +2/Diploma (Mechanical), B Tech Mechanical	30
Asst Tool room Engineer	11,070-18,450/-	6	4 yrs Tool Engg diploma course	30
CNC Operators	5,250-8,390/-	6	2 Years Precision Machining Course	Below 30
Total		20		
Quality Control				
QCE-(Mech Engineer)	11,070-18,450/-	1	B.Tech in Mechanical Engineering/Diploma a mechanical	below 30
Asst QCE	11,070-18,450/-	2	B.Tech Mechanical/ Diploma Mechanical	below 30
Total		3		

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Office Staff (non-technical)				
Manager Admin/Accounts	13,610-20,700/-	1	MBA /PGDM	Below 35
Office staff (Accounts, Administration, sales)	5250 -8390	10	B.com Degree with special accounts and auditing as special subject for accountancy Others- Degree from a recognized university	Below 35
Peon/Watchman	4510 - 6230	3	1) 8th std , 2) Knowledge of bicycling	Below 35
Driver	5250 - 8390	1	1) Pass in 8th std 2) Current Driving license for driving Heavy duty vehicles. 3) Normal vision standard as prescribed in Motor vehicle Act.	
Staff (Technical)				
Draftsman	7990 - 12930	2	ITI Draftsman Course	Below 35
Machine operators	6680 - 10790	8	ITI machinist course	Below 35
Fitters/Polishers/Technicians	7990 - 12930	16	ITI Fitter/Black smith/ Machinist	Below 35
Electricians/Asst Electricians	7990 - 12930	4	Diploma (Electrical)/ ITI Electrical	Below 35
Total		45		
Grand Total		68		

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S. Ajith Kumar,
Asst. General Manager,
Kerala SIDCO Ltd

STEEL & INDUSTRIAL FORGINGS LIMITED MACHINING UNIT, SHORANUR

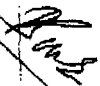
EXECUTIVES

Sl. No.	Post	QUALIFICATION	Vacancy	EXPERIENCE	Pay & Allowances
1	Engineer Trainees	B.Tech. (Mechanical/ Production Engg.)	6	--	Training for one year. Stipend Rs. 10,000/- On completion of training candidates will be inducted into E-8 grade. Scale of pay of Rs. 6450-200-7650-225-11475 (under revision) on probation for 2 years.
2	Diploma Engineer	B.Tech (Electrical/ Electronics & Communication Engg.)	2	--	As above
2	Diploma Engineer	Diploma in Mechanical Engg.	2	3 years experience in CNC programming (CADD/CAM)	Candidates will be inducted into E-10 grade. Scale of pay of Rs. 5000-125-5750-150-8150 (under revision) on probation for 3 years.
3	Diploma Engineer Trainees	Diploma in Mechanical Engg.	2	--	Training for one year. Stipend Rs. 6,000/- On completion of training candidates will be inducted in to E-10 grade. Scale of pay of Rs. 5000-125-5750-150-8150 (under revision) on probation for 2 years.
		Diploma in Electrical Engg.	2	--	As above

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WORKMEN

SKILLED WORKER		SKILLED WORKER TRAINEE		UNSKILLED WORKER TRAINEE	
1	Machinist	ITI Machinist	14	Completion of Apprenticeship under the Apprentices Act 1961 & 3 years experience in CNC Machine operation	Candidates will be inducted into G-7 grade. Scale of pay of Rs 1775-30-1925-35-2100-40-2500-45-2770-50-3120-60-3240 (under revision) on probation for 3 years
1	Forger & Heat Treater/Machinist	ITI (Forger & Heat Treater)/Machinist	04	Completion of Apprenticeship under the Apprentices Act 1961	Training for one year. Stipend Rs 3300/- On completion of training, candidates will be inducted in G-7 grade. Scale of pay of Rs 1775-30-1925-35-2100-40-2500-45-2770-50-3120-60-3240 (under revision) on probation for 2 years
2	Electrician	ITI (Electrician)	05	As above	As above
3	Fitter	ITI (Fitter)	05	As above	As above
		8 th standard	18	Good physique	Training for One year. Stipend Rs 3000/- On completion of training candidates will be inducted in G-8 grade. Scale of pay of Rs 1650-25-1775-30-1925-35-2100-40-2500-45-2770-50-2820 (under revision) on probation for 02 years)


CDR. (RETD) P. SURESH
 MANAGING DIRECTOR
 STEEL & INDUSTRIAL FORGINGS LTD.
 ATHANI, THRISSUR

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Details of Post
KANNUR HOUSE WIRE PROJECT, TRACO CABLE COMPANY LTD.

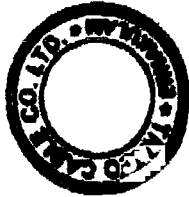
No	Name of the Post	No of persons required	Nature of requirement	Job Description	Minimum Qualification Required	Mfn. experience in the relevant field (Years)	Scale of Pay/ Consolidated Pay (Rs)	Upper age limit (General)
1	Senior Manager	1	Permanent	Unit Head	B.Tech- ME/EE/EEE	18	12000-350-12700-375-15325 (Pre-revised)	45
2	Manager	1	Permanent	Production & Maintenance	B.Tech- ME/EE/EEE	15	10000-300-10600-325-15150 (Pre-revised)	40
3	Manager	1	Permanent	Despatch & Marketing	B.Tech- ME/EE/EEE MBA Preferred	15	10000-300-10600-325-15150 (Pre-revised)	40
4	Asst. Manager	1	Permanent	Production	B.Tech- ME/EE/EEE	8	8250-250-9250-275-13650 (Pre-revised)	40
5	Asst. Manager	1	Permanent	Maintenance	B.Tech- ME/EE/EEE/ETE	8	8250-250-9250-275-13650 (Pre-revised)	40
6	Asst. Manager	1	Permanent	Despatch & Marketing	B.Tech- ME/EE/EEE MBA Preferred	8	8250-250-9250-275-13650 (Pre-revised)	40
7	Asst. Manager	1	Permanent	Inspection & Testing	B.Tech- EEE/EE	8	8250-250-9250-275-13650 (Pre-revised)	40
8	Asst. Manager	1	Permanent	Personal & Administration	MSW/MBA/MA(PM) LLB Preferred	8	8250-250-9250-275-13650 (Pre-revised)	40
9	Asst. Manager	1	Permanent	Finance	CA /ICWA	8	8250-250-9250-275-13650 (Pre-revised)	40
10	Engineer	2	Permanent	Production	B.Tech- ME/EE/EEE	NII	6500-175-7550-200-10550 (Pre-revised)	35
11	Engineer	1	Permanent	Maintenance	B.Tech- ME/EE/EEE/ETE	NII	6500-175-7550-200-10550 (Pre-revised)	35
12	Engineer	1	Permanent	Stores	B.Tech- ME/EE/EEE	NII	6500-175-7550-200-10550 (Pre-revised)	35
13	Engineer	1	Permanent	Purchase	B.Tech- ME/EE/EEE	NII	6500-175-7550-200-10550 (Pre-revised)	35
14	Charge Hand	2	Permanent	Production	ITI	12	3125-95-3600-107-4135-119-4730-131-5385-143-6100-155-6875	40



For: TRACO CABLE COMPANY LIMITED
[Signature]
 Mr. (Retd.) K. Shamsuddin
 Managing Director

30	Fork lift operator (Gr-III)	3	Permanent	Fork lift	10th+Driving Licence	3	2700-65-3025-74-3395-83-3810-92 4270-101-4775-110-5325	35
31	Office Assistant (Gr-III)	14	Permanent	Stores, Marketing, Finance, P&A	B.Com/BA/BSc PGDCA Preferable	2	2700-65-3025-74-3395-83-3810-92 4270-101-4775-110-5325	35
32	Secretarial Assistant (Gr-II)	2	Permanent	P&A	Degree with type writing Higher /DSP/DCP	2	2800-74-3170-84-3590-94-4060- 104-4580-114-5150-124-5770	35
33	Security Guard	8	Permanent	Security	10th std.	3	2500-50-2750-57-3035-64-3355-71- 3710-78-4100-85-4525	35

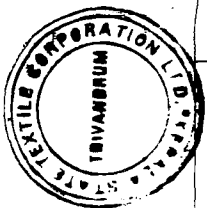
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For TRACO CABLE COMPANY LIMITED
 Mr. J. K. Syamsuddin
 Managing Director

HITECH WEAVING MILL, PINARAYI

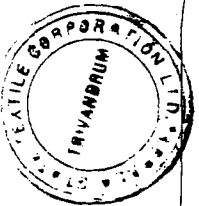
Sl. No	Post/Grade	No. of posts	Job Description	Qualification	Experience	Scale of pay	Age limit (max)	Nature of post
1	G.M	1	Unit in Charge	1st Class B.Tech/BE (Text. Tech/ Mech./ Prod/Ind. Engg.) or MBA (Finance or Marketing)	10 yrs.	25400-600-33100	40	Technical Officer (7 nos)
2	Asst. Manager	1	Asst. Manager (Ma int& OC)	Degree in Textiles/ DTT	2 years/ 8 years	11910-340-19350	35	
3	Electrical Supervisor	1	Electrical Supervisor	Dip. Ele. Engg. B.E(EEE/ECE) (Degree holders will be given preference)	--	8790-200-13610	35	
4	Shift in Charge	4	Shift in Charge	DTT	2 yrs/ 2 yrs/ 2 yrs/ 5yrs/10 yrs experience in Senior post in In a rs. 15 Cr turnover Company.	8790-200-13610	35	
5	Asst. Manager	1	Asst. Manager (Accts)	CA/ICWA/ MBA (Fin)/M. Com/B.Com		11910-340-19350	35	
6	Jr. Manager	1	JM (Mktg.)	MBA	--	10790-280-18000	35	
7	Jr. Manager	1	Jr. Manager (Commercial)	MBA (Mktg)	--	10790-280-18000	35	



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Sl. No	Post/Grade	No. of posts	Job Description	Qualification	Experience	Scale of pay	Age limit (max)	Nature of Post
8	Jr. Manager	1	Security Officer	Ex. Military at a Major level	--	10790-280-18000	35	Non-Technical Staff/ worker (132)
9	Jr. Manager	1	Executive (Admn.)	MBA/MSW/MA (PM)	--	10790-280-18000	35	
10	Jr. Manager	1	Executive (HR)	MBA/MSW/MA (PM)	--	10790-280-18000	35	
11	Jr. Manager	1	Executive (Public Relations)	MBA	--	10790-280-18000	35	
12	Jr. Manager	1	Executive (Accs.)	B.Com/M.Com/MBA/CA-ICWA Inter	10/5/1/1 years experience	10790-280-18000	35	
13	Jr. Manager	1	Executive (MIS)	MBA (Fin)	--	10790-280-18000	35	
14	Jr. Manager	1	Executive (Stores)	MBA + Dip. In Materials Mgt.	--	10790-280-18000	35	
15	Worker	5	Electrician	ITI Electrician	--	As per LTA	35	
16	Worker	6	Fitter	ITI Fitter	--	As per LTA	35	
17	Office Attender cum Driver	1	Office Attender cum Driver	SSLC, Driving License	--	4630-120-7000	35	
18	Office Attender	1	Office Attender	SSLC, Cycling	--	4630-120-7000	35	
19	Worker	126	Worker	SSLC	--	As per LTA	35	
20	Security	4	Security		--		--	
Total		160						

For Kerala State Textile Corporation Ltd.



M. G. K. S. H.
Managing Director

UPUMA TEXTILE MILLS

Sl. No	Post/Grade	No. of posts	Job Description	Qualification	Experience	Scale of pay	Age limit (max)	Nature of Post
1	G.M	1	Unit in charge	1st Class B.Tech/BE(Tech. Tech/Mech./Prod) or MBA (Finance/Mktg/Operations)	10 yrs.	25400-600-33100	40	Technical Officer (7 nos)
2	Asst. Manager	1	Asst. Mgr. (Quality)	Degree in Textiles/ DTT	2 years/ 8 years	11910-340-19350	35	
3	Asst. Manager	1	Asst. Manager (Maint.)	Degree in Textiles/ DTT	2 years/ 8 years	11910-340-19350	35	
4	Shift in Charge	3	Shift in Charge	DTT		8790-200-13610	35	
5	Electrical Supervisor	1	Electrical Supervisor	Dip. Ele. Engr. B.E(FEE/ECE) (Degree holders will be given preference)	--	8790-200-13610	35	
6	Jr. Manager	1	Jr Manager (Mktg)	MBA (HR/Mktg)	--	10790-280-18000	35	
7	Jr. Manager	2	Jr. Manager Accts.	CA/ICWA/ MBA (Fin)/M. Com/B.Com	2 yrs/ 2 yrs/ 2 yrs/ 5yrs/10 yrs experience in Senior position in a rs. 15 Cr turnover Company.	10790-280-18000	35	



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Sl.No	Post/Grade	No. of posts	Job Description	Qualification	Experience	Scale of pay	Age limit (max)		
8	Jr. Manager	1	Jr. Manager (HR)	MBA/MSW/MAP (M)	--	10790-280-18000	35	Non Technical Officer (contd)	
9	Jr. Manager	1	Executive (Commercial)	MBA (Mktg.)	--	10790-280-18000	35		
10	Jr. Manager	1	Executive (Public Relations)	MBA	--	10790-280-18000	35		
11	Jr. Manager	1	Executive (Stores)	MBA + Dip. In Material Mgt.	--	10790-280-18000	35		
12	Jr. Manager	2	Executive MIS	MBA (Fin.)	--	10790-280-18000	35		
13	Jr. Manager	2	Executive Project Mgt.	MBA (Fin./Operations)	--	10790-280-18000	35		
14	Jr. Manager	1	Liason officer	MBA/ PG	3 years experience	10790-280-18000	35		
16	Jr. Manager	1	Security Officer	Ex-Service (Retd. Subedar/ Hon. Lieutenant)	--	10790-280-18000	35		
17	Jr. Manager	2	Executive Marketing	MBA (Mktg)	--	10790-280-18001	35		
18	Worker	5	Electrician	ITI Electrician	--	As per LTA	35		
19	Worker	4	Fitter	ITI Fitter	--	As per LTA	35		
									Technical Staff/ Worker (9 nos)



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Sl.No	Post/Grade	No. of posts	Job Description	Qualification	Experience	Scale of pay	Age limit (max)	Nature of Post
20	Office Attender cum Driver	1	Office Attender cum Driver	SSLC, Driving License	3 years	5250-130-8390	35	Non-Technical Staff/worker (152 nos)
21	Office Attender	1	Office Attender	SSLC, Cycling	--	4630-120-7000	35	
22	Workers	145	Worker	SSLC	--	As per LTA	35	
23	Security	5	Security	SSLC	--	As per LTA	35	
	Total	183						



For Kerala State Textile Corporation Ltd.

M. GANESH
 M. GANESH
 Managing Director

Komalapuram Spinning & Weaving Mills

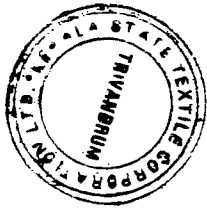
Sl.No	Post/Grade	No. of posts	Job Description	Qualification	Experience	Scale of pay	Age limit (max)#	Nature of Post
1	G.M	1	Unit in Charge	1st Class B.Tech/ BE(Text. Tech/ Mech/ Prod./Ind. Engg.) or MBA (Finance / Marketing/Operations)	10 yrs.	25400-600-33100	40	Technical Officer (12 nos)
2	Asst. Manager	2	AM Technical	Degree in Textiles/DTT	2 years/ 8 years	11910-340-19350	35	
3	Shift in Charge	6	Shift In charge	DTT		8790-200-13610	35	
4	Electrical Supervisor	1	Electrical Supervisor	Dip. In E:E Degree holders will be given preference		8790-200-13610	35	
5	HVAC Supervisor	1	HVAC Supervisor	Dip.Mech Engg. (Degree holders will be given preference		8790-200-13610	35	
6	Electronic Supervisor	1	Electronic Supervisor	Dip. In Electronics(Degree holders will be given preference		8790-200-13610	35	

with reference

Sl.No	Post/Grade	No. of posts	Job Description	Qualification	Experience	Scale of pay	Age limit (max)#	Nature of Post
7	Asst. Manager	1	Asst. Manager (Accts.)	CA/ICWA/MBA (Fin)/M. Com/B.Com	2 yrs/ 2 yrs/ 2 yrs/ 5yrs/10 yrs experience in Senior post in in a rs. 15 Cr turnover	11910-340-19350	35*	Non Technical Officer (7 nos)
8	Jr. Manager	1	Executive (HR)	MBA(HR)/MSW	Company	10790-280-18000	35	
9	Jr. Manager	1	Executive (MIS)	MBA (Fin)/CA (Inter)	--	10790-280-18000	35	
10	Jr. Manager	1	Executive (Public Relation.)	MBA	--	10790-280-18000	35	
11	Jr. Manager	1	Executive (Stores)	MBA + Dip. In Materials Management	--	10790-280-18000	35	
12	Jr. Manager	1	Jr. Manager (Comp. Secy)	C.S Inter	--	10790-280-18000	35	
13	Jr. Manager	1	Executive (Commercial)	MBA(Mktg)	--	10790-280-18000	35	
14	Worker	7	Electrician	ITI Electrician	--	As per LTA	35	Technical Staff/Worker (18 nos)
15	Worker	11	Fitter	ITI Fitter	--	As per LTA	35	



Sl.No	Post/Grade	No. of posts	Job Description	Qualification	Experience	Scale of pay	Age limit (max)#	Nature of Post
16	Office Attender Cum Driver	2	Office Attender Cum Driver	SSLC & Driving Licence(LMV)	3 years	5250-130-8390	35	Non-Technical Staff/Worker (315 Nos.)
17	Workers	313	Worker	SSLC	--	As per LTA	35	
	Total	352						



For Kerala State Textile Corporation Ltd.
M. Ganesh
 M. GANESH
 Managing Director

Malabar Spinning & Weaving Mills

Sl.No	Post/Grade	No. of posts	Job Description	Qualification	Experience	Scale of pay	Age limit (max)	Mode of recruitment	Nature of Employment	Nature of Post
1	Workers	187	Worker	SSLC	--	As per LTA	35	Direct	Permanent	Unskilled

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Note: Preference will be given to those candidates having experience in the respective fields.

Age relaxation as per Govt. Norms

SIVAKUMAR.G.
DIRECTOR
 Kerala State Productivity Council
 Kerala State Productivity Council
 Kollam
 Kerala State Productivity Council
 Kollam

TRIVANDRUM SPINNING MILLS (II Phase)

Sl.No	Post/Grade	No. of posts	Job Description	Qualification	Experience	Scale of pay	Age limit (max)	Mode of recruitment	Nature of Employment	Nature of Post
1	Worker	3	Mixing Attender	SSLC	--	As per LTA	35	Direct	Permanent	
2	Worker	7	Operator	Certificate course in TT/ VHSE/ Plus Two	--	As per LTA	35	Direct	Permanent	Unskilled
3	Worker	3	Packer	SSLC	--	As per LTA	35	Direct	Permanent	
	Total	13								

Note: Preference will be given to those candidates having experience in the respective fields.
Age relaxation as per Govt. Norms

SINAKUMAR.G.
 DIRECTOR
 Kerala State Productivity Council
 Kalamassery - 683 104

NFS

Sl. No	Name of Post	No. of Persons Required	Job Description	Qualification	Age	Scale of Pay	Nature of Post	
14	Store Keeper	1	Store Keeper	Diploma in any discipline with 2 years experience in store keeping	below 35	6680-160-7480-170-7990-200-9590-240-10790	Permanent	NTS
15	Plant Operator (Sk) Batch Weigher & Sigma Mixer	3	Plant Operator	ITI Mechanical / Production with 2 years experience	below 35	6080-150-6680-160-7480-170-7990-200-9590-240-9830	Permanent	TS
16	Plant Operator (Sk) Simplex Refiner to Cutter	3	Plant Operator	ITI Mechanical / Production with 2 years experience	below 35	6080-150-6680-160-7480-170-7990-200-9590-240-9830	Permanent	TS
17	Plant Operator (Sk) Stamper	3	Plant Operator	ITI Mechanical / Production with 2 years experience	below 35	6080-150-6680-160-7480-170-7990-200-9590-240-9830	Permanent	TS
18	Plant Operator (Sk) Wrapping	3	Plant Operator	ITI Mechanical / Production with 2 years experience	below 35	6080-150-6680-160-7480-170-7990-200-9590-240-9830	Permanent	TS
19	Mechanic Maintenance & Uti	3	Mechanic Maintenance & Utilites	ITI Mechanical / Production with 2 years experience	below 35	6080-150-6680-160-7480-170-7990-200-9590-240-9830	Permanent	TS
20	Electricians	3	Electricians	ITI Electrical with 2 years experience	below 45	6080-150-6680-160-7480-170-7990-200-9590-240-9830	Permanent	TS
21	Helper (Unsk) RMS	3	Helper	SSLC	below 45	4510-120-4990-130-5510-140-5930-150-6230	Permanent	NTS
22	Helper (Unsk) CFGS	3	Helper	SSLC	below 45	4510-120-4990-130-5510-140-5930-150-6230	Permanent	NTS
23	Helper (Unsk) Box Filling & Shifting	6	Helper	SSLC	below 45	4510-120-4990-130-5510-140-5930-150-6230	Permanent	NTS
24	Helper (Unsk) Mechanical Maintenance & Uti	3	Helper	SSLC	below 45	4510-120-4990-130-5510-140-5930-150-6230	Permanent	NTS
25	Helper (Unsk) RM feed	6	Helper	SSLC	below 45	4510-120-4990-130-5510-140-5930-150-6230	Permanent	NTS
26	Helper (Unsk) House Keeping & Gen Asst	10	Helper	SSLC	below 45	4510-120-4990-130-5510-140-5930-150-6230	Permanent	NTS

K. K. P. B.

Dr. B. USHADEVI
General Manager (HR) I/C
Kerala State Industrial Enterprises Ltd.
Thiruvananthapuram - 695 014

Sl. No	Name of Post	No. of Persons Required	Job Description	Qualification	Age	Scale of Pay	Nature of Post	Category	
27	Branch Managers (Assistant General Manager)	2	Branch Manager (Marketing - Karnataka, Tamil Nadu, Andhra Pradesh,	MBA Mktg with 7 years experience	below 40	13610-380-16650-450-20700	Permanent	NTTC	
28	Assistant General Manager (Direct Marketing & Institutional Sales)	1	AGM (Direct Mktg)	MBA Mktg with 7 years experience	below 40	13610-380-16650-450-20700	Permanent	NTTC	
29	Assistant General Manager (Advertisement)	1	AGM (Adv)	MBA Mktg with 7 years experience	below 40	13610-380-16650-450-20700	Permanent	NTTC	
30	Territory Manager (Assistant Manager)	3	AM (Territory)	Degree with PGDM in Marketing with 5 years experience	below 35	11910-340-13610-380-16650-450-19350	Permanent	NTT	
II Phase Total									
		80							
31	Plant Operator (Sk) Simplex Refiner to Cutter	3	Plant Operator	ITI Mechanical / Production 3 years experience	below 40	6080-150-6680-160-7480-170-7990-200-9590-240-9830	Permanent	TS	
32	Plant Operator (Sk) Stamper	3	Plant Operator	ITI Mechanical / Production 3 years experience	below 40	6080-150-6680-160-7480-170-7990-200-9590-240-9830	Permanent	TS	
33	Plant Operator (Sk) Wrapping	3	Plant Operator	ITI Mechanical / Production 3 years experience	below 40	6080-150-6680-160-7480-170-7990-200-9590-240-9830	Permanent	TS	
34	Plant Operator (Sk) Batch Weigher & Sigma Mixer	3	Plant Operator	ITI Mechanical / Production 3 years experience	below 40	6080-150-6680-160-7480-170-7990-200-9590-240-9830	Permanent	TS	
35	Helper (Unsk) RM feed	9	Helper	SSLC	below 45	4510-120-4990-130-5510-140-5930-150-6230	Permanent	NTS	
36	Helper (Unsk) Mechanical maintenance & Uti	3	Helper	SSLC	below 45	4510-120-4990-130-5510-140-5930-150-6230	Permanent	NTS	
37	Helper (Unsk) House Keeping & Gen Asst	3	Helper	SSLC	below 45	4510-120-4990-130-5510-140-5930-150-6230	Permanent	NTS	
38	Helper (Unsk) RMS & CFGS	4	Helper	SSLC	below 45	4510-120-4990-130-5510-140-5930-150-6230	Permanent	NTS	
39	Helper (Unsk) Box Filling & Shifting	12	Helper	SSLC	below 45	4510-120-4990-130-5510-140-5930-150-6230	Permanent	NTS	

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KSIE - Container Freight Station (CFS) Project - [Manpower Requirement]

Sl. No	Name of Post	No. of Persons Required	Job Description	Qualification	Age	Scale of Pay	Nature of Post	
1	General Manager	1	DGM	MBA (Marketing) with 10 to 15 years experience of which 5 years in the senior managerial level	40-50	25400-600-26600-650-33100	Permanent	NTO
2	Deputy General Manager	1	DGM	MBA (Marketing) with 10 years experience of which 5 years in the middle management level, preference will be given to candidates with additional qualification in logistics and supply chain management.	35-50	20700-500-23200-550-25400-600-26600	Permanent	NTO
3	Assistant General Manager	2	AGM	MBA/ PGDBA in Marketing with 5 years experience	30-45	13610-380-16650-450-20700	Permanent	NTO
4	Duty Officer (Assistant Manager)	1	AM	MBA (HR)/ LLM/ PGDHRM/ MSW with 3 years experience will be preferred.	18-50	11910-340-13610-380-16650-450-19350	Permanent	NTO
5	Fire-cum-Safety Officer Gr. I	1	FSO	Diploma in Fire Fighting/ Industrial Security. preference will be given to Ex Service man below 50 years	18-50	11910-340-13610-380-16650-450-19350	Permanent	TO
6	Executive Engineer (Maintenance)	3	Executive	B. Tech (Mechanical) Degree with 2 years experience.	18-50	9190-200-9590-240-10790-280-11910-340-13610-380-15510	Permanent	TO
7	Duty Officer (Executive)	3	Executive	Degree with PG Diploma in Marketing/ Logistics/ HR with 2 years experience	18-50	9190-200-9590-240-10790-280-11910-340-13610-380-15510	Permanent	TO
8	Accountant	2	Accountant	M.Com with Financial management as optional subject and Certificate in Computer Applications, with 2 years experience.	18-50	7480-170-7990-200-9590-240-10790-280-11910	Permanent	NTS
9	Office Assiatant	5	Assistant	Graduation with with 2 years experience.	18-50	7480-170-7990-200-9590-240-10790-280-11910	Permanent	NTS

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Sl. No	Name of Post	No. of Persons Required	Job Description	Qualification	Age	Scale of Pay	Nature of Post
10	Junior Office Assistant	3	Assistant	Graduation with computer proficiency, Shorthand with 2 years experience.	18-50	6080-150-6680-160-7480-170-7990-200-9590-240-9830	Permanent
11	Electricians	4	Electrician	SSLC, NCVT (ITI / ITC) Certificate. Electrician with one year experience.	18-50	6080-150-6680-160-7480-170-7990-200-9590-240-9830	Permanent
12	Computer Assistants	3	Assistant	Graduation, Recognized Certificate course in Office Automation/ Computer with 2 years experience.	18-50	5650-140-5930-150-6680-160-7480-170-7990-200-8790	Permanent
13	Fork Lift Operator	6	Machinery Operator	Certificate in Forklift Operation with one year experience.	18-50	11910-340-13610-380-16650-450-19350	Permanent
14	Reach Stacker Operators	2	Machinery Operator	Certificate in Heavy Equipments operation (Reach stacker/ Crane) with two years experience.	18-50	11910-340-13610-380-16650-450-19350	Permanent
15	Floor Assistants	6	Assistant	SSLC, National Trade Certificate in Electrician with one year experience.	18-50	4630-120-4990-130-5510-140-5930-150-6680-160-7000	Permanent

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Kolo B. B.

Dr. B. USHADEVI
 General Manager (HR) IIC
 Kerala State Industrial Enterprises Ltd.
 Thiruvananthapuram - 695 014

KERALA STATE DRUGS & PHARMACEUTICALS LIMITED

MAN POWER REQUIREMENT

Sl. No.	NAME OF POST	NO. OF PERSONS REQD.	JOB DESCRIPTION	REQUIRED QUALIFICATION	SCALE OF PAY RS.	DA	Salary at the minimum of the scale
1	PRODUCTION MANAGER	1	In charge of Production Plant	Pharmacy PHD/M.Pharm with 5 years experience OR B.Pharm with 12-15 years of experience in Pharmaceutical Production with PDA/DC Approval in Tablet/Capsule/Dry Syrup.	3900-125-4775-150-5075(1992 Pay scale)	Govt. of Kerala rate	19000
2	Asst. Manager Production	4	Supervision of Production Activities	Minimum B.Pharm Degree with minimum 5 years experience in Pharmaceutical Prodn.	2200-75-2800-100-3500	-do-	12950
3	Asst. Manager Maintenance	1	In charge of Maintenance Dept.	Degree in Mechanical/Electrical Engineering with 5 years experience in Pharmaceutical Company	2200-75-2800-100-3500	-do-	-do-
4	Asst. Manager, Quality Control	1	In charge of In process Quality Control	Minimum B.Pharm Degree with minimum 5 years experience in the relevant field	2200-75-2800-100-3500	-do-	-do-
5	Jr. Manager (Q. A.)	1	In charge of Quality Assurance	Minimum B.Pharm Degree with 2 years experience in the relevant field	1640-60-2600-75-2900	-do-	9650

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KERALA STATE DRUGS & PHARMACEUTICALS LIMITED

MAN POWER REQUIREMENT

Sl. No.	NAME OF POST	NO. OF PERSONS REQD.	JOB DESCRIPTION	REQUIRED QUALIFICATION	SCALE OF PAY RS.	DA	Salary at the minimum of the scale
6	Jr. Manager (Q. A.)	1	In charge of Quality Assurance	M.Sc(pharmaceutical Chemistry)/M.Sc(Microbiology) with 2 years experience in the relevant field	1640-60-2600-75-2900	-do-	-do-
7	Jr. Manager (Q.C.)	2	In charge of Quality Control	B.Pharm with 2 years experience OR M.Sc(Chemistry) with 2 years experience OR B.Sc(Chemistry) with 5 to 7 years of experience in the relevant field.	1640-60-2600-75-2900	-do-	-do-
STAFF/WORKERS: TECHNICAL							
1	Supervisor (Foreman grade)	2	Production of Drug Formulations	B.Sc(Chemistry) with D.Pharm and minimum 3 years experience in pharmaceutical production	750-40-950-50-1200-60-1500-70-1990-80-2390-95-2865-110-3415	Industrial DA based on Cost of living Index	8000
2	Worker Grade I	10	Production of Drug Formulations	Minimum 10th standard + III In Fitter/Machinist Trade with 2 years experience in a Pharmaceutical Company	630-25-755-30-905-35-1080-40-1360-45-1585-55-1860-65-2185	-do-	7880
3	Worker Grade II	16	Production of Drug Formulations	Minimum 10th standard + III In Fitter/Machinist Trade with 1 year experience in a Pharmaceutical Company	605-20-705-25-830-30-950-35-1230-40-1430	-do-	7850

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KERALA STATE DRUGS & PHARMACEUTICALS LIMITED

MAN POWER REQUIREMENT

Sl. No.	NAME OF POST	NO. OF PERSONS REQD.	JOB DESCRIPTION	REQUIRED QUALIFICATION	SCALE OF PAY RS.	DA	Salary at the minimum of the scale
1	Mechanic Grade I	2	Maintenance of Plant & Mechanical Equipments	Minimum 10th standard + ITI In Fitter Trade with 2-5 years experience in the relevant field	630-25-755-30-905-35-1080-40-1360-45-1585-55-1860-65-2185	-do-	7880
5	Mechanic Grade II	1	Maintenance of Plant & Mechanical Equipments	Minimum 10th standard + ITI In Fitter Trade with 2 years experience in the relevant field	605-20-705-25-830-30-950-35-1230-40-1430	-do-	7850
6	Electrician Grade I	1	Maintenance of Electrical supply & Electrical Equipments	Minimum 10th standard + ITI In Electrical Trade with 2-5 years experience in the relevant field	630-25-755-30-905-35-1080-40-1360-45-1585-55-1860-65-2185	-do-	7880
7	Electrician Grade II	1	-do-	Minimum 10th standard + ITI In Electrical Trade with 2 years experience in the relevant field	605-20-705-25-830-30-950-35-1230-40-1430	-do-	7850
8	A.C.Mechanic Grade I	1	Maintenance of Air Conditioning Plant & Equipments	Minimum 10th standard + ITI in Air Conditioning & Refrigeration Trade with 2-5 years experience in the relevant field	630-25-755-30-905-35-1080-40-1360-45-1585-55-1860-65-2185	-do-	7880

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KERALA STATE DRUGS & PHARMACEUTICALS LIMITED

MAN POWER REQUIREMENT

Sl. No.	NAME OF POST	NO. OF PERSONS REQD.	JOB DESCRIPTION	REQUIRED QUALIFICATION	SCALE OF PAY RS.	DA	Salary at the minimum of the scale
9	A.C.Mechanic Grade II	2	-do-	Minimum 10th standard + ITI In Air Conditioning & Refrigeration Trade with 2 years experience in the relevant field	605-20-705-25-830-30-950-35-1230-40-1430	-do-	7850
10	Worker Grade I	2	To carry out activities in the different sections of the Store	Minimum 12th Std. + Computer proficiency with 2-5 years experience in Stores' function	630-25-755-30-905-35-1080-40-1360-45-1585-55-1860-65-2185	-do-	7880
11	Worker Grade I	1	-do-	D.Pharm + Computer Proficiency with 2-5 years experience in Stores' Function	630-25-755-30-905-35-1080-40-1360-45-1585-55-1860-65-2185	-do-	7880
12	Worker Grade II	2	As above	Minimum 12th Std. + Computer proficiency with 2 years experience in Stores' function	605-20-705-25-830-30-950-35-1230-40-1430	-do-	7850
13	Worker Grade II	1	To carry out activities in the Security section	As above	605-20-705-25-830-30-950-35-1230-40-1430	-do-	7850

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KERALA STATE DRUGS & PHARMACEUTICALS LIMITED

MAN POWER REQUIREMENT

Sl. No.	NAME OF POST	NO. OF PERSONS REQD.	JOB DESCRIPTION	REQUIRED QUALIFICATION	SCALE OF PAY RS.	DA	Salary at the minimum of the scale
1	Worker Grade III	14	Unskilled work in Production, Stores, Maintenance, Canteen, Security & Plant Building	Std VIII to Std. X (Fail)	575-15-650-20-750-25-875-30-1085-35-1260	-do-	7825

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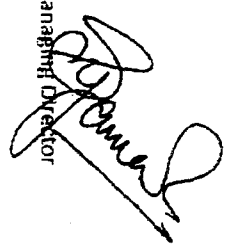
AGE : Sl. No.1 - Production Manager - below 45 years
 For all other posts - 18 to 35 years, age relaxation as per Kerala Govt. Rules applicable

All the above posts are of Permanent Nature

Other Benefits such as HRA, Incentive & other allowances will be paid as applicable.
 The above salary structure for both Managers & workmen are likely to be revised

20/12/2010

Managing Director




TRIVANIPURUM SPINNING MILLS (I Phase)

Sl.No	Post/Grade	No. of posts	Job Description	Qualification	Experience	Scale of pay	Age limit (max)		
1	Manager	1	Unit-in-Charge	Dip. Text. Technology	10 yrs. (preference for OE experience)	20700-500-26600	40	Technical Officer (9 nos)	
2	Dy. Manager	1	Dy. Manager (Quality-cum-Training)	Dip. Text. Technology	8 yrs. (preference for OE experience)	13610-380-20700	40		
3	Dy. Manager	1	Dy. Manager (Maint)	Dip. Text. Technology	8 yrs. (preference for OE experience)	13610-380-20700	40		
4	Dy. Manager	1	Dy. Manager (Electrical)	Dip. Electrical Engg.	8 yrs.	13610-380-20701	40		
5	Supervisor	1	Electrical & Electronics Supervisor	Dip. Electrical/ Electronics Engg.	2 yrs. (Exp. In OE will be preferred)	8790-200-13610	35		
6	Supervisor	4	Shift-in-Charge	Dip. Text. Technology	2 yrs. (preference for OE experience)	8790-200-13610	35		
7	Dy. Manager	1	Dy. Manager (Accts)	CA/ ICWA/ MBA (Fin)/M. Com/B. Com	2 yrs/ 2 yrs/ 2 yrs/ 5yrs/10 yrs experience in Senior position in a rs. 15 Cr turnover Company.	13610-380-20700	35		Non Technical Officer (4 nos)
8	Asst. Manager	1	Asst. Manager (Admin)	MBA (HR)/ MSW	2 years	11910-340-13610	35		

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Sl. No.	Post/Grade	No. of posts	Job Description	Qualification	Experience	Scale of pay	Age limit (max)	
9	Jr. Manager	1	Jr. Manager (Commercial)	MBA(Mktg)	--	10790-280-18000	35	Non Technical Officer (contd)
10	Jr. Manager	1	Executive (MIS)	MBA (Fin)/CA (Inter)	--	10790-280-18000	35	
11	Worker	3	Fitter	ITI Fitter	--	As per LTA	35	Technical Staff/worker (8 nos)
12	Worker	1	Drawing & OE Fitter	ITI Fitter	--	As per LTA	35	
13	Worker	4	Electrician	ITI Electrician	--	As per LTA	35	
14	Worker	22	Worker	Certificate course in Tex. Technology	--	As per LTA	35	
15	Office Attender	1	Office Attender	SSLC + cycling	--	As per LTA	35	
16	Worker	15	Worker	SSLC	--	As per LTA	35	
17	Driver	1	Driver	SSLC, LMV Driving License	3 years	As per LTA	35	Non Technical Staff/worker (39 nos)
	Total	60						

For Fort St. Textile Corporation Ltd.



(Signature)
Managing Director