



NATIONAL FERTILIZERS LIMITED
(A Government of India Undertaking)
(CIN : L74899DLI974GOI007417)
A-11, Sector-24, Noida,
District Gautam Budh Nagar, Uttar Pradesh - 201301.
Phone Nos.: 0120-2412294, 2412445 Fax 0120-2412397

Advertisement No.: 01/2020

Date: 14/02/2020

REQUIREMENT OF MANAGER(SAFETY) AND FIRE OFFICER

National Fertilizers Limited (NFL) is a Mini-Ratna, premier profit-making Central Public Sector Undertaking engaged in manufacturing and marketing of fertilizers and other agricultural inputs with a vision of being a leading Indian company in fertilizers and beyond, with commitment to all stakeholders. NFL is looking for qualified, dynamic and result oriented experienced professionals with initiative for manning the following positions on regular basis for its various Offices / Units:

A. VACANCY POSITION (Table 01)

POST CODE	POST NAME	2017 IDA BASED PAY SCALE / CTC OFFERED		DISCIPLINE	VACANCY POSITION #	POSTS IDENTIFIED FOR PwBD CATEGORIES
(i)	(ii)	(iii)		(iv)	(v)	(vi)
01	Manager (Safety)	E-4	19.26 Lacs	Safety	3 - UR	Not identified for PwBD
02	Fire Officer	E-1	11.00 Lacs	Fire	1 - UR	

Abbreviations:

"UR" - Unreserved; "PwBD" - Divyangjan or Persons with Benchmark Disabilities;

1 The number of vacancies are tentative and may increase or decrease at the absolute discretion of NFL and in compliance of the Presidential Directives on reservation at the time of appointment. Accordingly, NFL reserves the right to cancel/restrict/enlarge/modify/alter the requirements advertised, if need so arises, without any further notice or assigning any reason therefor. In addition to the notified vacancies a panel of candidates shall also be created for unforeseen vacancies, including but not limited to vacancies caused by cessation of service of selected candidates, arising within one year from date of empanelment. Posts shall be filled according to reservation position. **Accordingly, SC/ST/OBC/EWS category candidates are encouraged to apply.** Further, NFL also reserves the right to raise/relax the minimum eligibility standards and to fill/ not to fill any or all of the above positions.

B. PAY/ PERKS & PLACEMENT

1. PAY & PERKS

NFL offers one of the best pay packages in the Fertilizer industry. Following are the Pay Scales which are being offered by NFL (Table 02):

Sl. No.	Pay Scale Code	Pay Scale (2017 IDA based)	Designation
1	E-4	₹70000 - 3% - 200000	Manager (Safety)
2	E-1	₹40000 - 3% - 140000	Fire Officer

Selected candidates will be placed at the minimum Basic Pay in Pay Scale indicated for each post. Besides Basic Pay, candidates will also be paid Industrial Dearness Allowance, House Rent Allowance / Company Accommodation and will also be entitled for other perquisites & allowances / benefits such as Leave, Medical Facilities, Contributory Provident Fund, Gratuity, Contributory Superannuation Benefit Fund Scheme, Group Personal Accident Insurance etc. per NFL rules in force from time to time.

2. APPOINTMENT AND PLACEMENT

The candidate should have sound health. The selected candidates before joining will be required to get Medical Fitness Certificate from Civil Surgeon of any Central/State Government Hospitals. The appointment will be provisional and subject to verification of Character & Antecedents and Caste /PwBD Certificate from the concerned District Authorities/Competent Authorities. **Selected candidate for the post Fire Officer shall be posted at Nangal Unit, District Roper (Punjab) whereas selected candidates for the post Manager (Safety) shall be posted in any of the Units / plants of Company located at Nangal and Bathinda in Punjab State, Panipat in Haryana State and Vijaipur, District Guna in Madhya Pradesh State at the discretion of Management. However, they may be posted in any Units/Offices of NFL and on secondment basis in any JV of the company at any point of time at the discretion of the Management.**

C. MINIMUM ELIGIBILITY CRITERIA AS ON 31.01.2020

The columns (i - vii) mentioned in the table under this clause be read with Clause Nos.C.1 - C.4 mentioned subsequently. **(Table 03)**

POST CODE	POST NAME	MAX. AGE LIMIT (in years)	MINIMUM EDUCATIONAL QUALIFICATION (with minimum 60% marks)	POST QUALIFICATION INLINE EXECUTIVE WORK EXPERIENCE as on 31.01.2020.
(i)	(ii)	(iii)	(iv)	(v)
01	Manager (Safety) (E-4)	45	i. B.E./ B.Tech. in Industrial Safety / Safety & Fire Engg. OR ii. B.E./ B.Tech./B.Sc. Engg. in Electrical / Mechanical / Chemical with Diploma in Industrial Safety from recognized Institute/ University	1. For those having qualifications as per Sl. No. (i): Total 09 years' in large Industrial Undertaking, preferably in Fertilizers/ Petro-chemical/ Petroleum Refinery, out of which candidate should have handled work of safety for minimum 05 years, as on cut-off date i.e. 31.01.2020 is mandatory 2. For those having qualifications as per Sl. No. (ii): Total 09 years in large Industrial Undertaking, preferably in Fertilizers/ Petro-chemical/ Petroleum Refinery, out of which candidate should have handled work of safety for minimum 05 years including minimum 01-year post diploma (Industrial Safety) inline work experience, as on cut-off date i.e. 31.01.2020 is mandatory Candidates should be well conversant with all fire and safety provisions of the Factories Act.
02	Fire Officer (E-1)	30	B.E./ B.Tech. in Fire Engg. / Safety & Fire Engg. OR B.E./ B.Tech./B.Sc. Engg. in Electrical / Mechanical / Chemical with Divisional Officers Course from National Fire Service College (NFSC), Nagpur.	01-year experience either in recognized Fire station or in industrial undertaking, preferably in petro-chemical / fertilizer industry.

1. AGE LIMIT (Column iii)

Maximum age mentioned on the above table is for 'UR' category.

2. EDUCATIONAL QUALIFICATION (Column iv)

The Educational Qualification should be on full time regular basis with minimum 60% marks. Specifications of minimum educational qualifications for all the posts be read with Clause Nos.I.3 - I.7 of this advertisement. **No claim of possession of equivalent qualification other than advertised educational qualification would be entertained.**

3. WORK EXPERIENCE (Column v)

Work Experience should be after acquiring relevant educational qualification and should be in-line executive experience. Candidate's work experience as Management Trainee / Graduate Engineer Trainee would be counted only in case he/she has been regularized in the same Company. Also see Clause No. I.8 before proceeding. **Candidates must be working as on 31.01.2020.**

4. PAY SCALES / EQUIVALENT CTC

In addition to possessing minimum numbers of years of post-qualification in-line executive work experience as on cut-off date of reckoning eligibility criteria, candidates should also satisfy the following condition:

i. **FOR CANDIDATES WORKING IN GOVERNMENT (CENTRAL/STATE), PUBLIC SECTOR UNDERTAKINGS (CENTRAL/STATE), AUTONOMOUS OR STATUTORY BODIES AS ON 31.01.2020:**

a) **Candidates applying for the post at E-1 level:**

Should have worked for one year or more in one level below Pay Scale as on Cut-off date.

or

Presently working in same or higher Pay Scale as on cut-off date of eligibility.

b) **Candidates applying for the post at E-4 level:**

Should have worked for two years or more in one level below Pay Scales as on Cut-off date.

or

Presently working in same or higher Pay Scale, as on cut-off date of eligibility

c) For level of Pay Scales, please see the table at Annexure A:

d) It should be noted that **no claim of possession of equivalent pay scale** other than advertised Pay Scale for a post **would be entertained**.

ii. **FOR CANDIDATES WORKING IN PRIVATE SECTOR OR IN GOVERNMENT (CENTRAL/STATE), PUBLIC SECTOR UNDERTAKINGS (CENTRAL/STATE), AUTONOMOUS OR STATUTORY BODIES AND THEIR PAY SCALES DO NOT MATCH WITH THE GIVEN SCALES IN THE ADVERTISEMENT, SHOULD PROVIDE A PROOF/CERTIFICATE FROM THEIR EMPLOYER OF DRAWING CTC AS MENTIONED IN THE FOLLOWING TABLE :**

LEVEL FOR WHICH CANDIDATE IS APPLYING	MINIMUM REQUIRED CTC AS ON 31.01.2020 (₹ in lakhs per annum)
Manager (Safety)	₹11.50 p.a.
Fire Officer	₹6.84 p.a.

D. CUT OFF DATE

The cut-off date for determining eligibility criteria in respect of age, minimum educational qualification, post-qualification inline executive work experience in the relevant Pay Scale/CTC shall be **31.01.2020** and will remain unchanged irrespective of any reason whatsoever.

E. APPLICATION FEE.

UR / EWS / OBC candidates are required to send Non-refundable application fee of ₹700/- (Rupees Seven Hundred only) through Demand Draft in favour of NATIONAL FERTILIZERS LIMITED payable at New Delhi. The application fee is not applicable for SC, ST, ExSM, and Departmental candidates.

F. RESERVATION/CONCESSIONS/RELAXATIONS.

1. Category {General/EWS/SC/ST/OBC} once submitted will not be changed and no benefit of other category will be admissible later on. Blank proforma of certificates for EWS/SC/ST/OBC is available under the head "Careers" on www.nationalfertilizers.com for convenience of the candidates
2. EWS/SC/ST/OBC/ candidates can be considered under general standards of merit against the un-reserved posts provided no relaxation in age, qualification etc. is availed of/extended to them, if applicable.
3. For claiming relaxation, the reserved category candidates should submit copy of Caste Certificate, in the Proforma prescribed by Govt. of India, issued by the Competent Authority, alongwith Application Form. If the certificate has been issued in a language other than English/Rajbhasha (Hindi), the candidates should submit a self- certified translated copy of the same either in English or Rajbhasha (Hindi).
4. Candidates belonging to OBC category but falling in creamy layer are not entitled to OBC reservation benefits. Accordingly such candidates may choose to apply against the 'UR' positions provided they meet the age criteria applicable to General category candidates and indicate their category as "General". NFL being a Central Public Sector Undertaking, only those communities that are mentioned in the common list of OBC notified by Government of India shall be treated as OBC for the purpose of reservation for employment under Central Government. Relevant list can be viewed at <http://www.ncbc.nic.in>. Accordingly, for claiming the benefit of OBC (NCL) category, candidate should submit & shall subsequently produce his latest caste certificate in the proforma prescribed by Government of India, applicable for purpose of reservation in appointment to posts under Govt. of India/Central Government /Public Sector Undertaking, as contained in DOPT Memo No.36036/2/2013-Estt/(Res.) dated 30.05.2014 from a Competent Authority issued in the year

2019. Such certificate should specifically state the candidate does not belong to the persons/sections (creamy layer) as mentioned in column 3 of the schedule to the Department of Personnel & Training, Government of India OM No. 36012/22/93-Estt.(SCT) dated 08.09.1993 and modifications issued vide OM No. 36033/1/2013-Estt.(Res.) dated 13.09.2017. Further the OBC (NCL) candidates will have to give a self-declaration, at the time of documents verification indicating that they belong to OBC (NCL)

5. SC/ST/ExSM/Departmental candidates are exempted from payment of application fee.
6. Relaxation in upper age limits to ExSM/Dependent of those killed or disabled in action will be allowed as per Government of India guidelines.
7. Upper age limit is relaxed by 05 (five) years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir from 01.01.1980 to 31.12.1989.
8. For Departmental candidates applying for the Post at E-1 level, upper age limit will be 40 years for "General", 45 years for "SC/ST" and 43 years for "OBC" candidates.
9. The maximum age of the applicant, after giving relaxations under Clause No. F.10 to F.13 (standalone or in combination thereof), should not exceed 56 years as on 31.01.2020.

G. HOW TO APPLY

1. Before applying, candidates are advised to peruse the advertisement carefully and should ensure that they fulfill all the eligibility criteria in terms of age, qualification, relevant experience etc. Their eligibility will be provisional and will be verified only in case they are shortlisted for selection.
2. Candidates fulfilling the prescribed eligibility criteria should download the blank prescribed Application Form available on NFL website www.nationalfertilizers.com--> Careers--> Recruitment in NFL-->. Recruitment of Manager (Safety) and Fire Officer and fill in same. The Application Form, duly filled and signed, alongwith self-attested copies of the documents / certificates, as mentioned at Sl. No. G.6, should reach in a sealed envelope cover super-scribed with **"APPLICATION FOR THE POST OF _____ (POST NAME) - 2020"** at the following address:

**"General Manager (HR), National Fertilizers Limited,
A-11, Sector-24, Noida, District Gautam Budh Nagar, Uttar Pradesh - 201301"**

No other means/mode of application shall be accepted.

3. Candidature of a candidate is liable to be rejected at any stage of recruitment process or even after joining, if any information provided by the candidate in the Application is found to be false or not in conformity with the eligibility criteria at any stage.
4. Candidates are required to provide their details in Application Form regarding Age, Date of Birth, Qualification, Division and percentage of marks obtained, Year of Passing and respective School/College/University, work experience including positions held, name of employers with address, nature of duties, period of service, scale of pay, salary/CTC (Cost to Company)/ salary drawn, demand draft for application fee (if applicable) and other requisite information/declaration
5. The candidates should ensure that the details entered in the Application Form are correct. Candidates are required to send the duly filled-in Application Form alongwith self-attested copies of the documents / certificates, as detailed at Sl. No. G.6 below so as to reach NFL by 13.03.2020 / 20.03.2020 (Refer Clause G.7 below) failing which their candidature will not be considered and no queries shall be entertained in this regard.
6. Self-attested photocopy of following documents is required to be enclosed alongwith Application Form:

1.	Date of Birth	10 th / Matriculation Certificate
2.	For Educational Qualification	Mark sheets and Degree Certificates (Matric onwards upto highest level for all semesters/years) and CGPA Conversion formula (if applicable).
3.	For Pay Scale (for PSU/Govt.) or CTC** (for Private Sector)	Employer's Certificate or Appointment letter alongwith all promotion/increment letters/pay slip for the month of January, 2020 indicating pay/CTC for requisite period.
4.	Experience Certificate with date of joining and relieving and Present Employment Proof	Certificate issued by Employer(s), if any, for past or present employment / Offer of appointment and pay slip for the month of January, 2020 as proof of working as on cut-off date i.e. 31.01.2020.
5.	For Caste Certificate	Caste Certificate in the prescribed format.
6.	No Objection Certificate (NOC) / Application through proper channel	From present employer, in case of candidates working in Govt./Quasi-Govt./PSU/Autonomous/Statutory Body.

7.	Application fee	Demand Draft of ₹700/-, as applicable.
8.	Identity Proof	AADHAAR/PAN/Passport/Election Photo Identity Card/ Identity Card issued by Govt./PSU/Passbook of any Nationalized Bank with certified photograph.

7. The last date of receipt of duly complete Application Form alongwith all requisite certificates is 13.03.2020 unless extended and notified on NFL's website. However, closing date for receipt of applications of candidates presently residing in far-flung area i.e. Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of J&K State, Lahaul & Spiti District & Pangi Sub-Division of Chamba District of Himachal Pradesh, Union Territory of Andaman & Nicobar Islands & Lakshadweep is 20.03.2020. Candidates applying from far-flung area should superscribe on envelope "FAR-FLUNG AREA". In case of false declaration of 'Far-Flung Area' on envelope vis-à-vis correspondence address mentioned in the Application Form enclosed therein, the same shall be summarily 'Rejected'.
8. Incomplete applications OR not in prescribed proforma OR not supported by self-attested copies of relevant documents OR not fulfilling the eligibility criteria OR received at any other address of NFL other than that as mentioned in the foregoing in Clause No. G.2 OR received after due date shall be summarily 'Rejected'.
9. It may be noted that applications received without self-attested copies of relevant documents or received after due date i.e. 13.03.2020 (or 20.03.2020 if applicable) shall be summarily rejected and no queries shall be entertained in this regard.
10. Candidates should note that scrutiny and shortlisting of applications would be done on the basis of documents enclosed with the prescribed Application Form. The list of required documents at Clause No. G.6 is indicative and not exhaustive. No interim correspondence by the candidates regarding availability/non - availability of documents would be entertained. Accordingly, candidates are advised to enclose & send self-attested copies of all the relevant documents alongwith the duly signed Application Form in support of their candidature.

H. SHORTLISTING & SELECTION PROCESS

1. Based on the information furnished in Application form and self-attested documents submitted by the candidates' alongwith duly signed Application Form, scrutiny of applications would be done and candidates meeting the eligibility criteria will be provisionally shortlisted and called for personal interview. NFL's decision regarding eligibility & shortlisting of applications shall be final & binding and no queries or correspondence shall be entertained in this regard.
2. However, in case of receipt of large number of applications, NFL reserves a right to conduct an online test in Delhi - NCR region and/or any other city(ies) of India for the purpose of short listing candidates for interview. Neither TA will be paid nor Boarding & Lodging facilities would be arranged/reimbursed for appearing in the online test.
3. Modalities of Online Test, in the event it is decided to conduct the same, shall be placed on NFL website www.nationalfertilizers.com--> Careers--> Recruitment in NFL-->. Recruitment of Manager (Safety) and Fire Officer, at an appropriate time.
4. Candidates are required to qualify in the Personal Interview with minimum average of 50% marks in interview.
5. In case, total marks (upto two decimals) of two or more candidates after personal interview are same, percentage of marks in the qualifying examination would be considered for drawing up merit list. In case percentage of marks (upto two decimals) are also equal in the qualifying examination, the date of birth of the candidates will be considered for preparing merit list i.e. the candidate born earlier will be considered as senior in the merit list.
6. It may be noted that candidates will be called for personal interview provisionally on the basis of information submitted by them in Application Form and their candidature will be considered vis-à-vis eligibility criteria for the post applied for as mentioned in the advertisement. Candidates not meeting the eligibility criteria or not in possession of complete requisite documents will not be allowed to attend the personal interview and no TA will be paid to them. Further, no queries shall be entertained in this regard.
7. The candidates called for personal interview will be reimbursed to and fro single 2nd AC Class Rail fare (Mail/Express trains, excluding Rajdhani/Duronto/Shatabdi)/ Bus fare from the nearest railway station of the correspondence address indicated by the candidates in their Application Form to the place of interview by

the shortest route on production of necessary receipts. The TA reimbursement, however, is subject to candidate meeting the advertised specifications for the post applied for.

8. The selected candidates before joining will be required to get Medical Fitness Certificate from Civil Surgeon/NFL's Hospital/NFL's common panel of hospitals and their appointment will also be subject to verification of character & antecedents and Caste certificate from the concerned District Authorities.
9. Selected candidates can be posted in any of the Units/Offices/Joint Ventures of the NFL at the discretion of Management.

I. GENERAL INSTRUCTIONS:

1. Candidates are advised to go through the advertisement carefully and ascertain their eligibility i.e. age qualification and experience before the submitting their applications.
2. While applying the candidates should mention their full name as it appears on the matriculation school certificate. Certificate issued by a Board of Secondary Education for passing Matriculation shall be the only acceptable document in support of proof of age.
3. The prescribed minimum educational qualification should be from University/Institute recognized by UGC/AICTE.
4. No claim of possession of a qualification equivalent to a prescribed qualification would be entertained and decision of NFL in this regard would be final and binding.
5. The date of declaration of result/issuance of final marks-sheet or passing Certificate, whichever is earlier, shall be deemed to be the date of acquiring minimum educational qualification and there shall be no relaxation on this account.
6. Minimum percentage of marks in the minimum educational qualification as indicated in Clause C.2 of this advertisement, shall be aggregate of all semesters/years to be calculated taking average of all semesters/years. Weightage given to any particular semester/year by the Institute/University shall not be considered.
7. Wherever CGPA/OGPA/DGPA or letter grade in a degree is awarded; equivalent percentage of marks should be indicated in the Application Form as per norms adopted by the University/Institute. Conversion formula is required to be sent mandatorily alongwith other documents. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 point scale.
8. Candidate's post qualification work experience as Management Trainee would be counted only in case he/she is regularized in the same Company.
9. Candidates employed in Central/State Government/Quasi-Government/Central or State Public Sector Undertaking/Autonomous Body/Statutory Body, either in permanent or contractual or ad-hoc or temporary or in any manner, shall either forward their application through Proper Channel or shall produce No Objection Certificate (NOC) from their present employer the time of interview failing which they will not be allowed to appear in the interview and no TA would be paid to them.
10. The term departmental candidates means those candidates who are currently working with NFL as permanent & regular employees and not wards of NFL employees.
11. The minimum educational qualification and inline experience are the minimum criteria and mere possession of the same by the candidate does not entitle him/her for participating in the selection process. NFL's decision regarding eligibility & shortlisting of applications shall be final & binding and no queries or correspondence shall be entertained in this regard.
12. The candidature of all applicants would be provisional and subject to subsequent verification of certificates/testimonials etc.
13. Candidates in their Application Form have to necessarily declare and provide details in case he/she has been arrested, prosecuted, kept under detention or fined, FIR filed in any Police Station, convicted by the Court of Law for any offence debarred / disqualified by any Public Service Commission from appearing in its examination or if proceedings are pending against him in any Court of Law.
14. Mere admission to the selection process does not imply that Company (NFL) is satisfied about candidate's eligibility. The candidates should ensure that the details mentioned in the Application Form are correct and are in conformity with the eligibility criteria for the post applied for, as mentioned in the advertisement. In

case it is detected that a candidate does not fulfil any of the advertised eligibility criteria or has given false declaration or suppressed any material fact or information having any bearing on his candidature, he/she shall render himself/herself ineligible for consideration at any stage of selection and for termination at any time during employment, if recruited.

15. Further, NFL reserves the right to cancel/restrict/enlarge/modify the recruitment/selection process of advertised posts without any further notice or assigning any reasons whatsoever, if need so arises.
16. Any corrigendum/addendum/errata in respect of this advertisement shall be displayed only on NFL's website www.nationalfertilizers.com under the head "Careers". No further press advertisement will be issued. Hence prospective applicants are advised to regularly visit NFL website for latest updates with regard to this advertisement, at least upto 13.03.2020 unless otherwise extended.
17. Only shortlisted candidates who are found eligible based on the Application submitted will be called for participating in the Selection Process. In case the applicant does not receive any communication within 90 days from the date of publication of this advertisement, it may be presumed that he/she has not been short listed for the Selection Process. Accordingly, candidates are advised to regularly visit "Careers" head on our website - www.nationalfertilizers.com for updated information on the selection process. Only shortlisted candidates will be intimated through post or e-mail for the proposed written or online test/group discussion/personal interview. However, NFL will not be responsible for any delay or non-delivery of intimation sent through post or e-mail, as the case may be.
18. Candidates should possess a valid email ID as the same is mandatorily required for mentioning in the Application Form. Candidates are also advised to keep the E-mail ID as well as Mobile Number, as filled-in in their Application Form, active for at least one & a half year from cut-off date i.e. 31.01.2020. No change in the E-mail ID will be allowed once submitted. All future information/communication regarding participating in the selection process shall be provided through e-mail/SMS to the candidates, found prima-facie eligible, based on the information submitted by them in their Application Form. Responsibility of receiving and downloading of information/communications, etc. will be of the candidate. NFL will not be responsible for any delay in communication/inactiveness of the E-mail ID, loss of email sent due to invalid/wrong E-mail ID submitted by the candidate in the Application Form and no correspondence in this regard shall be entertained.
19. Details once submitted in the Application Form will be final and any request for any change including change in correspondence address/email address/mobile number/category shall not be entertained. Candidates are, therefore, advised to carefully fill up their Application Form.
20. Court of jurisdiction for any dispute pertaining to any issue arising out of this recruitment process will be at Delhi only to the exclusion of all other Courts.
21. Canvassing in any form at any stage (including before or after selection / joining) shall be considered a disqualification for employment in the Company.
22. It is clearly stated that the post advertised are for National Fertilizers limited and the selected candidates can be posted at our offices/ units/ JVs across India.

IMPORTANT

Sl. No.	Details
i)	Cut-off date of reckoning eligibility for all purposes shall remain 31.01.2020
ii)	BLANK APPLICATION FORM is available on the website www.nationalfertilizers.com Careers→ Recruitment in NFL→ Recruitment of Manager (Safety) and Fire Officer w.e.f. 14.02.2020
iii)	Last date of receipt of duly filled-in Application Form alongwith requisite self-attested copies of the documents / certificates, application fees at Noida office is 13.03.2020 / 20.03.2020 (for far-flung areas as mentioned in advertisement), unless extended and notified on NFL's website.

GENERAL MANAGER (HR)

Annexure -'A'

LEVEL FOR WHICH CANDIDATE IS APPLYING	ONE LEVEL BELOW PAY SCALE IN WHICH POST-QUALIFICATION INLINE WORK-EXPERIENCE IS REQUIRED AS ON					
	CUT-OFF DATE OF RECKONING ELIGIBILITY					
	PAY SCALE IDA PATTERN			PAY SCALE CDA PATTERN		
				SCALE WITH GRADE PAY (7 th PAY SCALE)	SCALE AFTER 01.01.2016	
	1997 BASED	2007 BASED	2017 BASED	PAY SCALE	GRADE PAY	
E-1	₹6550-200-11350	₹12600 - 32500	₹30000-120000	₹9300 – 34800	₹4200	₹35400-112400
E-4	₹13000-350-18250	₹24900 - 50500	₹60000-180000	₹9300 - 34800 / ₹15600 – 39100	₹5400	₹53100 – 167800 / ₹56100 – 177500