

The
Bangladesh  Gazette

Extraordinary
Published by Authority

THURSDAY, AUGUST 18, 1983

GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH
CHIEF MARTIAL LAW ADMINISTRATOR'S SECRETARIAT

Sports and Culture Division

NOTIFICATION

Dhaka, the 18th August, 1983

No. S.R.O. 328-L/83.—In pursuance of the Proclamation of the 24th March, 1982, and in exercise of all powers enabling him in that behalf, the Chief Martial Law Administrator is pleased to make the following rules, namely:—

THE OFFICERS AND EMPLOYEES (PUBLIC LIBRARIES UNDER THE SPORTS AND CULTURE DIVISION) RECRUITMENT RULES, 1983

1. **Short title.**—These rules may be called the Officers and Employees (Public Libraries under the Sports and Culture Division) Recruitment Rules, 1983.

2. **Definitions.**—In these rules, unless there is anything repugnant in the subject or context,—

- (a) "appointing authority" means the Government and includes, in relation to any specified post or class of such posts, any officer authorised by the Government to make appointment to such post or class of posts;
- (b) "Commission" means the Bangladesh Public Service Commission;
- (c) "probationer" means a person appointed on probation to a specified post against a substantive vacancy;
- (d) "recognised Board" means a Board of Intermediate and Secondary Education established by or under any law for the time being in force and includes any other Board declared by the Government, after consultation with the Commission, to be a recognised Board for the purpose of these rules;

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Price : 50 Paise

- (e) "recognised University" means a University established by or under any law for the time being in force and includes any University declared by the Government, after consultation with the Commission, to be a recognised University for the purpose of these rules;
- (f) "requisite qualification" in relation to a specified post, means the qualification laid down in the Schedule in relation to that post;
- (g) "Schedule" means the Schedule annexed to these rules; and
- (h) "specified post" means a post specified in the Schedule.

3. **Procedure for recruitment.**—(1) Subject to the provisions of the Schedule, appointment to a specified post shall be made—

- (a) by direct recruitment;
- (b) by promotion; or
- (c) by transfer on deputation.

(2) No person shall be appointed to a specified post unless he has the requisite qualification and, in the case of direct recruitment, he is also within the age limit laid down in the Schedule for that post.

4. **Appointment by direct recruitment.**—(1) No appointment to a specified post by direct recruitment shall be made except upon the recommendation of the Commission.

(2) No person shall be eligible for appointment to a specified post by direct recruitment, if he—

- (a) is not a citizen of Bangladesh, or a permanent resident of, or domiciled in, Bangladesh;

Provided that this clause shall not apply in the case of a person who is already in the service of the Republic;

- (b) is married to, or has entered into a promise of marriage with, a person who is not a citizen of Bangladesh.

(3) No appointment to a specified post by direct recruitment shall be made until—

- (a) the person selected for appointment is certified by a Medical Board set up for the purpose by the Director-General of Health Services or, as the case may be, by a Medical Officer duly authorised by the Government in this behalf to be medically fit for such appointment and that he does not suffer from any such organic defect as is likely to interfere with the discharge of the duties of the specified post; and
- (b) the antecedents of the person so selected have been verified through appropriate agencies and found to be such as do not render him unfit for appointment in the service of the Republic.

(4) No person shall be recommended for appointment to a specified post unless—

- (a) he applied in such form, accompanied by such fee and before such date, as was notified by the Commission while inviting applications for the specified post; and

- (b) in the case of a person already in Government service or in the service of a local authority, he applied through his official superior.

5. Appointment by promotion.—(1) Appointment by promotion to a specified post shall be made on the recommendation of the Superior Selection Board or, as the case may be, such Departmental Promotion Committee as the Government may constitute in this behalf:

Provided that appointment by promotion to a specified post of higher class shall be made on the recommendation of the Commission.

6. Probation.—(1) Persons selected for appointment to a Specified post otherwise than by transfer on deputation, against a substantive vacancy shall be appointed on probation,—

- (a) in the case of direct recruitment, for a period of two years from the date of substantive appointment; and
 (b) in the case of promotion, for a period of one year from the date of such appointment:

Provided that the appointing authority may, for reasons to be recorded in writing, extend the period of probation by a period or periods so that the extended period does not exceed two years in the aggregate.

(2) Where, during the period of probation of a probationer, the appointing authority is of opinion that his conduct and work is unsatisfactory or that he is not likely to become efficient, it may, before the expiry of that period,—

- (a) in the case of direct recruitment, terminate his service; and
 (b) in the case of promotion, revert him to the post from which he was promoted.

(3) After the completion of the period of probation including the extended period, if any, the appointing authority,—

- (a) if it is satisfied that the conduct and work of the probationer during his period of probation has been satisfactory, shall, subject to the provisions of sub-rule (4), confirm him; and
 (b) if it is of opinion that the conduct and work of the probationer during that period was not satisfactory, may,—
 (i) in the case of direct recruitment, terminate his service; and
 (ii) in the case of promotion, revert him to the post from which he was promoted.

(4) A probationer shall not be confirmed in a specified post until he has passed such examination and undergone such training as the Government may, from time to time, direct by order.

7. Savings.—Notwithstanding anything contained in these rules, the qualification prescribed for a specified post may, in exceptional cases, be relaxed in consultation with the Commission.

THE SCHEDULE

Sl. No.	Name of the Specified post.	Age limit for direct recruitment.	Method of recruitment.	Qualification and experience.
1	2	3	4	5
1	Director of Public Libraries.	Not exceeding 45 years, relaxable for candidates who are already in Government service.	By promotion from amongst the Deputy Directors, Principal Librarians and Principal Librarian-cum-Deputy Directors of Divisional Public Libraries and, if none is found suitable for promotion, by direct recruitment or by transfer on deputation of a Government servant of the equivalent rank and status.	<p>(i) <i>For promotion.</i>—At least 5 years' service in a post or posts specified in column 4.</p> <p>(ii) <i>For direct recruitment.</i>—Ph. D. Degree in Library Science or Information Science from a recognised University with at least 10 years' experience; or</p> <p>First Class Master's Degree, or Second Class Master's Degree with Second Class Honours Degree, in Library Science or Information Science from a recognised University with at least 14 years' experience; or</p> <p>Second Class Master's Degree in Library Science or Information Science from a recognised University with at least 15 years' experience in the senior administrative capacity in the relevant field.</p> <p>Persons having practical experience in development planning and project implementation will be given preference.</p>

- 2 (a) Principal Librarian Not exceeding 40 years, relaxable for candidates who are already in Government service.
- (b) Deputy Director of Bangladesh Central Public Library.
- (c) Principal Librarian-cum-Deputy Director of Divisional Public Libraries.
- By promotion from amongst the Librarians and Assistant Directors and, if none is found suitable for promotion, by direct recruitment or by transfer on deputation of a Government servant of the equivalent rank and status.
- (i) For promotion.—At least 10 years' service in a post or posts specified in column 4.
- (ii) For direct recruitment.—Ph. D. Degree in Library Science or Information Science from a recognised University with at least 3 years' experience; or First Class Master's Degree in Library Science or Information Science from a recognised University with at least 10 years' experience in the relevant field; or Second Class Master's Degree in Library Science or Information Science from a recognised University with at least 12 years' experience in senior administrative capacity in the relevant field.
- Persons having practical experience in development planning and project implementation will be given preference.
- (i) For direct recruitment.—First Class Master's Degree in Library Science or Information Science from a recognised University; or Second Class Master's Degree in Library Science or Information Science from a recognised University with at least 3 years' practical experience in the relevant field.
- (ii) For promotion.—At least 3 years' experience as Assistant Librarian.
- 3 (a) Librarian Not exceeding 27 years, relaxable by 5 years for candidates who are already in Government service.
- (b) Assistant Director
- (i) 75% by direct recruitment; and
- (ii) 25% by promotion from amongst the Assistant Librarian.

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4 Assistant Librarian	Not exceeding 27 years, relaxable by 5 years for candidates who are already in Government service.	(i) 50% by direct recruitment; and (ii) 50% by promotion from amongst the Junior Librarians.	(i) For direct recruitment.—At least Master's Degree in Library Science or Information Science from a recognised University; or Second Class Bachelor's Degree and Diploma in Library Science from a recognised University with practical experience in the relevant field. (ii) For promotion.—At least 5 years' experience as Junior Librarian.
5 Junior Librarian	Not exceeding 27 years, relaxable by 5 years for candidates who are already in Government service.	(i) 50% by direct recruitment; and (ii) 50% by promotion from amongst the senior Technical Assistants, Senior Reference Assistants and Senior Reading Hall Assistants.	(i) For direct recruitment.—Bachelor's Degree and Diploma in Library Science from a recognised University with practical experience in Library work; or Higher Secondary Certificate from a recognised Board with Certificate-in-Library Science having at least 6 years' practical experience in Library work. (ii) For promotion.—At least 3 years' experience in a post or posts specified in column 4.
6 (a) Senior Technical Assistant. (b) Cataloguer	Not exceeding 27 years, relaxable by 5 years for candidates who are already in Government service.	(i) 75% by direct recruitment; and	(i) For direct recruitment.—Bachelor's Degree with Diploma in Library Science from a recognised University; or

- (c) Senior Reference Assistant. (ii) 25% by promotion from amongst the Library Assistants, Grade-1. Bachelor's Degree from a recognised University and Certificate-in-Library Science with practical experience in Library work.
- (d) Senior Reading Hall Assistant. Reading Hall Assistants, Reference Assistants and Cataloguers. (ii) For promotion.—At least 3 years' experience in a post or posts specified in column 4.
- 7 (a) Library Assistant, Grade-1. Not exceeding 25 years, relaxable by 5 years for candidates who are already in Government Service. (i) For direct recruitment.—Bachelor's Degree from a recognised University with practical experience in Library work; or (ii) For promotion.—At least 3 years' service as Library Assistant.
- (b) Reading Hall Assistant. Higher Secondary Certificate from a recognised Board with Certificate-in-Library Science having practical experience in Library work.
- (c) Reference Assistant. (i) For promotion.—At least 3 years' service as Library Assistant.
- (d) Cataloguer. Higher Secondary Certificate from a recognised Board with practical experience in Library work.
- 8 Library Assistant. Not exceeding 25 years. (i) For promotion.—At least 3 years' service as Library Assistant. Higher Secondary Certificate from a recognised Board with practical experience in Library work.

Preference will be given to the candidates with Certificate-in-Library Science.

By order of the
Chief Martial Law Administrator
M. ASAFUDDOULLAH
Joint Secretary-in-Charge.