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GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH
MINISTRY OF EDUCATION
NOTIFICATION

Dacca, the 24th February 1981

No. S.R.O. 68-L/81.—In exercise of the powers conferred by the proviso to article 133 of the Constitution of the People's Republic of Bangladesh, the President, after consultation with the Bangladesh Public Service Commission as required by clause (2) of article 140 of that Constitution, is pleased to make the following rules, namely:—

THE TEACHERS AND OTHER EMPLOYEES (COLLEGE OF TEXTILE TECHNOLOGY) RECRUITMENT RULES, 1980

1. **Short title.**—These rules may be called The Teachers and Other Employees (College of Textile Technology) Recruitment Rules, 1980.

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;
- (d) "recognised university" means a university established by or under any law for the time being in force and includes any other university declared by the Government, after consultation with the Commission, to be a recognised university for the purpose of these rules;

- (e) "recognised institute" means an institute recognised by the Bangladesh Technical Education Board for the purposes 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 and instructions relating to reservation for the purpose of clause (3) of article 29 of the Constitution of the People's Republic of Bangladesh, appointment to a specified post shall be made—

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

(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.**—No appointment to a specified post by direct recruitment shall be made by the appointing authority 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 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 of Health Services 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 constituted by the Government for the purpose or of such Departmental Promotion Committee as the Government may constitute in this behalf:

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

- (2) A person shall not be eligible for appointment by promotion to a specified post if he has unsatisfactory records of service.

6. Probation.—(1) Persons selected for appointment to a specified post 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 the conduct and work of the probationer 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, prescribe.

SCHEDULE

Sl. No.	Name of the specified posts.	Age limit for direct recruitment.	Method of recruitment.	Qualification and experience.
1	2	3	4	5
1	Principal	Not exceeding 50 years	By transfer of a Professor (Technical) with at least two years' experience as such, and when none is found suitable for transfer, by direct recruitment.	<i>For direct recruits.</i> —(i) Ph.D. degree, or Master's degree, or First Class Bachelor's degree in Textile from a recognised university; and (ii) Experience in teaching or in practical field or in both for a period of at least eleven years in case of Ph.D. degree holders, thirteen years in case of Master's degree holders and fifteen years in case of Bachelor's degree holders. Candidates with administrative experience will be given preference.
2	Professor (Tech.)	Not exceeding 50 years	By promotion from amongst the Associate Professors (Tech.) of relevant branch of the College of Textile Technology, and when none is found suitable for promotion, by direct recruitment.	(a) <i>For promotees.</i> —At least three years' experience as Associate Professor (Tech.) in the relevant field of Textile. (b) <i>For direct recruits.</i> —(i) Ph.D. degree, or Master's degree, or First Class Bachelor's degree in relevant branch of Textile from a recognised university; and (ii) At least eight years' experience including three years' experience in teaching at degree level in case of Ph.D. degree

holders, ten years' experience including five years' experience in teaching at degree level in case of Master's degree holders and twelve years' experience including five years' experience in teaching at degree level in case of Bachelor's degree holders.

- (a) *For promotees*.—At least three years' experience as Assistant Professor (Tech.) in the relevant branch of Textile.
- (b) *For direct recruits*.—(i) Ph.D. degree, or Master's degree, or First Class Bachelor's degree in the relevant branch of Textile from a recognised university; and

(ii) At least six years' experience including two years' experience in teaching in case of Ph.D. degree holders, eight years' experience in teaching or research in case of Master's degree holders and ten years' experience in teaching or research in case of Bachelor's degree holders.

- (a) *For promotees*.—At least Bachelor's degree in the relevant field of Textile from a recognised university with at least three years' experience as Lecturer (Tech.) in the relevant field of Textile.

- (a) 75% by promotion from amongst the Assistant Professor (Tech.) of relevant branch of the College of Textile Technology; and
- (b) 25% by direct recruitment.

3 Associate Professor (Tech.) Not exceeding 45 years

- (a) 50% by promotion from amongst the Lecturers (Tech.) in the relevant field; and

4 Assistant Professor (Tech.) Not exceeding 40 years

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(b) 50% by direct recruitment.

(i) *For direct recruits.*—(i) Ph.D. degree, or Master's degree, or First Class Bachelor's degree in the relevant branch of Textile from a recognised university, and in case of non-availability of candidates with any of those qualifications, Second Class Bachelor's degree in the relevant branch of Textile from a recognised university; and

(ii) At least four years' experience in practical field or in teaching or in both including three years' teaching experience at degree level, relaxable by one year in case of Master's degree holders and three years in case of Ph.D. degree holders.

5 Assistant Professor (Non-Tech.). Not exceeding 32 years relaxable by five years in case of departmental candidates. By promotion from amongst the Lecturers (Non-Tech.) in the relevant subject, and when none is found suitable for promotion, by direct recruitment or by transfer of officers holding similar posts in other institutions under the Directorate of Technical Education.

(a) *For promotees.*—First Class Master's degree, or Second Class Master's degree with at least Second Class Bachelor's degree with Honours, from a recognised university, and at least five years' experience as Lecturer (Non-Tech.) in the relevant branch; or

Second Class Master's degree from a recognised university with at least seven years' experience as Lecturer (Non-Tech.) in the relevant branch.

(b) *For direct recruits.*—Ph.D. degree in the relevant subject from a recognised university with at least two years' experience in teaching at degree level; or

First Class Master's degree in the relevant subject from a recognised university with at least five years' experience in teaching at degree level; or

Second Class Master's degree in the relevant subject with at least Second Class Bachelor's degree with Honours from a recognised university with at least five years' experience in teaching at degree level.

Master's degree, or First Class Bachelor's degree in Textile from a recognised university; or

Second Class Bachelor's degree in Textile from a recognised university with at least one year's practical experience in the line.

By direct recruitment
Not exceeding 30 years' relaxable up to 35 years for departmental candidates.

6 Lecturer (Tech.)

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7 Lecturer (Engg.)

By transfer of Lecturer or Instructor under the Directorate of Technical Education having at least Bachelor's degree in Mechanical or Electrical Engineering from a recognised university and enjoying equivalent scale of pay.

8 Lecturer (Related subject).

Not exceeding 30 years, relaxable up to 35 years for departmental candidates.

By transfer of persons holding the similar posts with equivalent scale of pay in other institutions under the Directorate of Technical Education, and when none is found suitable for transfer, by direct recruitment.

For direct recruits.—First Class Master's degree in the relevant subject from a recognised university; or Second Class Master's degree with at least Second Class Bachelor's degree with Honours in the relevant subject from a recognised university.

9 Demonstrator (Tech.).

Not exceeding 25 years

By direct recruitment

Diploma in the relevant field of Textile or its equivalent from a recognised institute; preference will be given to the First Class diploma holders.

10 Demonstrator (Non-Tech.).

Not exceeding 30 years

By direct recruitment or by transfer of persons holding the similar posts with equivalent scale of pay in other institutions under the Directorate of Technical Education.

For direct recruits.—At least Second Division Bachelor's degree in Science with Physics, Chemistry and Mathematics from a recognised university with three years' experience in teaching or laboratory work; candidates with Honours in the respective subject will be preferred.

- 11 Foreman .. Not exceeding 25 years, By direct recruitment .. Diploma in the relevant field of Textile relaxable up to 30 years for departmental candidates. from a recognised institute; candidates with experience in the relevant field will be preferred.
- 12 Assistant Foreman Not exceeding 30 years By direct recruitment .. Matriculation or Secondary School Certificate Examination passed and recognised artisanship or trade certificate in respective field of Textile machinery with three years' practical or technical experience.
- 13 Physical Instructor Not exceeding 25 years, By direct recruitment or by transfer of Physical Ins- tractors from Polytechnic Government servants. of Monotechnic Institute. *For direct recruits.*—Bachelor's degree with diploma or degree in Physical Education from a recognised university; preference will be given to an experienced candidates.

By order of the President

A. M. SHARAFUDDIN

Additional Secretary (in-charge).

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