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GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH

MINISTRY OF HEALTH AND POPULATION CONTROL

(Health Division)

Personnel Section 1

NOTIFICATION

Dacca, the 8th October, 1979.

No. S.R.O. 278-L/79/Per-1/5A-12/76/967.—In exercise of the powers conferred by the proviso to article 133 of the Constitution of the People's Republic of Bangladesh and in supersession of all rules and orders made in this behalf, 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 (MEDICAL AND DENTAL COLLEGES AND POST-GRADUATE INSTITUTION) RECRUITMENT RULES, 1979.

1. **Short title.**—These rules may be called the Teachers (Medical and Dental Colleges and Post-Graduate Institution) Recruitment Rules, 1979.

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

(a) "appointing authority" means the Government;

(b) "Commission" means the Bangladesh Public Service Commission;

(c) "Medical Council" means the Medical Council constituted under the Medical Council Act, 1973 (XXX of 1973);

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- (d) "Probationer" means a person appointed on probation to a specified post;
- (e) "requisite qualification", in relation to a specified post, means the qualification laid down in the schedule in relation to that post;
- (f) "Schedule" means the Schedule annexed to these rules; and
- (g) "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 by direct recruitment.

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

(3) Notwithstanding anything contained in these rules, the Government may, in consideration of experience and merit and with the concurrence of the Commission, relax, in any exceptional cases to such extent and subject to such conditions, if any, as it may deem fit, any of the requirements of these rules.

4. **Appointment for direct recruitment.**—(1) 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 the President may authorise the appointment of a person who is not a citizen of Bangladesh;

- (b) is married to, or has entered into a promise of marriage with, a person who is not a citizen of Bangladesh without the previous permission of the Government.

(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 Republic;

Provided that this clause shall not apply to a person who is already holding a specified post.

5. **Probation.**—(1) Persons selected for appointment by direct recruitment to a specified post against a substantive vacancy shall be appointed on probation for a period of two years from the date of substantive 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) Soon after the completion of the period of probation, including the extended period, if any, the appointing authority—

- (a) if it is of opinion that the conduct and work of the probationer during his period of probation has been satisfactory, shall confirm him; and
- (b) if it is of opinion that the conduct and work of the probationer during that period was not satisfactory, may terminate his service.

THE SCHEDULE

PART I

Appointment of Teachers in Medical Colleges and Post-Graduate Institution of Bangladesh.

Sl. No.	Name of the specified post.	Age limit.	Qualification and experience.
1	2	3	4
1	Assistant Professor	Not more than 35 years of age. No age limit for persons already in the service of the Republic.	Must have— (1) M.B.B.S. or equivalent qualification recognised by the Medical Council. (2) Such of the Post-graduate qualifications as are recognised by the Medical Council, namely :— Ph.D., D.Sc., Dr.P.H., D. Phil., M.Sc., M.Phil., M.D., M.S., M.O., M.Ch., F.C.P.S., M.R.C.P., F.R.C.S., M.R.C.O.G., M.R.C.Path., M.R.C.Psych., F.F.R., F.F.A., D.M.R.D., D.M.R.T., D.P.M., D.Path., D.Bact., D.B., D.C.P., D.P.H., M.P.H., D.I.H., D.C.H., T.D.D., D.T.C.D., D.T.M.&H., D.D., D.D.V., D.A., D.O., D.O.M.S., D.L.O., D.G.O., D.R.C.O.G., D.B.S.&T., D.Uro/Certificates in Uro., D.Phys.Med., D.T.P.H. and M.C.P.S. in the respective subject :

Provided that for the subjects of Anaesthesiology Anatomy, Physiology and Pharmacology, persons possessing M.B.B.S. degree or equivalent qualification recognised by the Medical Council and employed as Lecturers

or having practical experience in the respective subject for at least 8 years shall be deemed to be qualified for the post;

(3) Teaching experience for at least five years in the respective subject. Candidates having the following qualifications will be considered to have teaching experience to the extent mentioned against each qualification:—

Ph.D., D.Sc., Dr.P.H., D.Phil., F.C.P.S., M.R.C.P., F.R.C.S., M.R.C.O.G., M.R.C.Path., M.R.C.Psych., F.F.R.& F.F.A.	} 5 (five) years.
M.Sc., M.Phil., D.M.R.D., D.M.R.T. and D.P.M.	
M.D., M.S., M.O., M.Ch., and D. Path.	} 4 (four) years.
D.Bact., D.B., D.C.P., D.P.H., D.T.M. & H., D.I.H., D.C.H., D.T.C.H., T.D.D., D.D., D.D.V., D.A., D.O., D.O.M.S., D.L.O., M.P.H., D.G.O., D.R.C.O.G., D.B.S. & T., D. Physi. Med., D.Uro./ Certificates in Uro., D.T.P.H. and M.C.P.S.	
	} 3 (three) years
	} 2 (two) years.

When a candidate has more than one degree or diploma in the same subject only one degree or diploma (the highest one) will be considered in calculating the teaching experience.

Explanation.—“Teaching experience” for appointment as Assistant Professor means teaching experience acquired as Lecturer, Senior Lecturer, Registrar, Resident Physician, Resident Surgeon, Assistant Radiologist, Assistant Radio Therapist or Research Assistant and shall be valid only if such experience has been gained in a medical institution recognised by the Medical Council.

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(4) Research work and Publication.—Preference will be given to persons having interest in research work and have published their original papers in approved journals.

Explanation.—“Approved journals” means all indexed journals published abroad and national journals approved by the Medical Council.

2 (a) Associate Professor Not more than 40 years of age. No age limit for persons already in the services of the Republic.

Must have—

- (1) M.B.B.S. or equivalent qualification recognised by the Medical Council;
- (2) Such of the post-graduate qualifications as are recognised by the Medical Council:

Ph.D., D.Sc., Dr.P.H., D.Phil., M.Sc., M.Phil., M.D., M.S., M.O., M.Ch., F.C.P.S., M.R.C.P., F.R.C.S., M.R.C.O.G., M.R.C.Path., M.R.C.Psych., F.F.R., F.F.A., D.M.R.D., D.M.R.T., D.P.M., D.Path., D. Bact., D.B., D.C.P., D.P.H., M.P.H., D.I.H., D.C.H., T.D.D., D.T.C.D., D.T.M.&H., D.D., D.D.V., D.A., D.O., D.O.M.S., D.L.O., D.G.O., D.R.C.O.G., D.P.S.&T., D.Uro./Certificates in Uro., D.Phys.Med., D.T.P.H. and M.C.P.S. in the respective subject;

Teaching experience:—

- (i) For candidates having experience as Assistant Professor, teaching experience for at least 3 (three) years as Assistant Professor in the respective subject;

(ii) For candidates without experience as Assistant Professor teaching experience of at least 9 years in the respective subject of which at least 3 years must be after acquisition of post-graduate qualification in the respective subject ;

(iii) Candidates who did not hold the post of Assistant Professor and have applied for the post of Associate Professor will be considered to have teaching experience to the extent mentioned against each qualification :

Ph.D., D.S.C., Dr.P.H., D.Phil., F.C.P.S., M.R.C.P., F.R.C.S., M.R.C.O.G., M.R.C.Path., M.R.C.Psych., F.F.R. and F.F.A.	}	5 (five) years.
M.Sch., M.Phil., D.M.R.D., D.M.R.T. and D.P.M.	}	4 (four) years.
M.D., M.S., M.O., M. Ch. and D.Path.	}	3 (three) years.
D.Bact., D.E., D.C.P., D.C.M., T.D.D., D.T.C.D., M.P.H., D.I.H., D.P.H., D.T.M.&H., D.D., D.D.V., D.A., D.Phys. Med., D.Uro./Certificates in Uro., D.O., D.O.M.S., D.L.O., D.G.O., D.R.C.O.G., D.B.S.&T. and M.C.P.S.	}	2 (two) years.

When a candidate has more than one degree or diploma in the same subject, only one degree or diploma (the highest one) will be considered in calculating the teaching experience.

Explanation.—"Teaching experience" means teaching experience acquired as Lecturer, Senior Lecturer, Registrar, Resident Physician, Resident Surgeon, Assistant Radiologist, Assistant Radiotherapist or Research Assistant and shall be valid only if such experience has been gained in a Medical Institution recognised by the Medical Council ;

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(4) Research work and publication.—Preference will be given to persons having interest in research work and have published original papers in approved journals.

Explanation.—“Approved journals” means all indexed journals published abroad and national journals approved by the Medical Council.

Note.—The Junior Consultants with Post-graduate qualification prior to these recruitment rules come into force are eligible to apply for appointment as Associate Professor provided they have at least 2 years' experience in District or Subdivisional Hospitals as Junior Consultant and at least one year's experience in a medical institution as Assistant Professor.

(b) Associate Professor of Medical Jurisprudence. No age limit

Must have—

- (1) M.B.B.S. or equivalent qualification recognised by the Medical Council;
 - (2) Practical experience:
 - Practical experience for at least 15 years in Medico legal works as Assistant Surgeon or Civil Surgeon or as both;
 - (3) Research work or publication—
 - Other things being equal, preference will be given to those who published their original papers in approved journals.
- Explanation.*—“Approved journals” means all indexed journals published abroad and national journals approved by the Medical Council.

3 (a) Professor

.. Not more than 45 years of age. No age limit for persons already in the service of the Republic.

Must have—

(1) M.B.B.S. or equivalent qualification recognised by the Medical Council,

(2) Such of the Post-graduate qualifications as are recognised by the Medical Council, namely:—

Ph.D., D.Sc., Dr. P. H., D. Phil., M.Sc., M. Phil., M.D.M.S., M.O., M.Ch., F.G.P.S., M.R.C.P., F.R.C.S., M.R.C.O.G., M.R.C. Path., M.R.C. Psych., F.F.R., F.F.A., D.M.R.D., D.M.R.T., D.P.M., D. Path., D. Bact., D.B., D.C.P., D.P.H., M.P.H., D.I.H., D.C.H., T.D.D., D.T.C.D., D.T.M.&H., D.D., D.D.V., D.A., D.O., D.O.M.C., D.L.O., D.C.O., D.R.C.O.G., D.B.S. & T., Di. Uro./Certificates in Uro., D. Phys.Med., D.T.P.H. and M.C.P.S. in the respective subject;

(3) Teaching experience:—

(a) Associate Professors having Ph. D., D.Sc., Dr. Ph., D. Phil., F.C.P.S., M.R.C.P., F.R.C.S., M.R.C.O.G., M.R.C. Path., M.R.C. Psych., F.F.R. or F.F.A. must have at least 5 years' teaching experience as Associate Professor in the respective subjects;

(b) Associate Professors having Msc., M. Phil., D.M.R.D., D.M.R.T. or D.P.M. must have at least 6 years' teaching experience as Associate Professor in the respective subjects;

(c) Associate Professors having M.D., M.S., M.O., M.Ch. or D. Path. must have at least 7 years' teaching experience as Associate Professor in the respective subjects.

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(d) Associate Professors having D. Bact., D.B., D.C.P., T.D.D., D.T.C.D., D.C.H., D.P.H., M.P.H., D.I.H., D.T.P.H., D.T.M. & H., D.D., D.D.V., D.A., D.O., D.O.M.S., D. Phys. Med., D. Uro/Certificates in Uro., D.L.O., D.G.O., D.R.C.O.G., D.B.S. & T. or M.C.P.S. must have at least 8 years' teaching experience as Associate Professor in the respective subjects.

(4) Preference will be given to persons having interest in research work and have published original papers in approved journals.

Explanation.—"Approved journals" means all indexed journals published abroad and national journals approved by the Medical Council.

Note.—The Senior Consultants with Post-graduate qualification prior to these recruitment rules come into force are eligible to apply for appointment as Professor provided that they have at least 2 years' experience in District Hospitals as Senior Consultant and at least 3 years' experience as Associate Professor in a medical institution.

(b) Professor of Medical Jurisprudence. No age limit

Must have—

(1) M.B.B.S. or equivalent qualification recognised by the Medical Council; Candidates having Post-graduate qualification will be given preference;

(2) Teaching experience for at least 5 years' as Associate Professor of Medical Jurisprudence in a medical institution;

(3) Research work and publication:—

Other things being equal, preference will be given to those having interest in research work and have published their original papers in approved journals.

Explanation.—“Approved journals” means all indexed journals published abroad and national journals approved by the Medical Council.

PART II

Appointment of Teachers in Dental College, Dhaka, Bangladesh.

Sl. No.	Name of the specified post.	Age limit.	Qualification and Experience.									
1	2	3	4									
1	Assistant Professor	Not more than 35 years of age. No age limit for persons already in the service of the Republic.	<p>Must have—</p> <p>(1) B.D.S. or equivalent qualification recognised by the Medical Council;</p> <p>(2) Such of the Post-Graduate qualifications as are recognised by the Medical Council, namely:— F.D.S., R.C.S., Ph.D., M.D.S., M.Ch.D., D.D.O., D.Orth. D.P.D.</p> <p style="text-align: center;">OR</p> <p>Persons possessing B.D.S. degree or equivalent qualification recognised by the Medical Council and employed as Lecturers or having practical experience for at least 8 years.</p> <p>(3) Teaching experience for at least 5 years as Lecturer or Senior Lecturer in Dentistry.</p> <p style="text-align: center;">OR</p> <p>Practical experience as Assistant Dental Surgeon for at least 5 years. Candidate having the following qualifications will be considered to have teaching experience to the extent mentioned against each qualification:—</p> <table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td>F.D.S., R.C.S. and Ph. D.</td> <td>..</td> <td>5 years.</td> </tr> <tr> <td>M.D.S. and M.Ch.D.</td> <td>..</td> <td>3 years.</td> </tr> <tr> <td>D.D.O., D. Orth. and D.P.D.</td> <td>..</td> <td>2 years.</td> </tr> </table>	F.D.S., R.C.S. and Ph. D.	..	5 years.	M.D.S. and M.Ch.D.	..	3 years.	D.D.O., D. Orth. and D.P.D.	..	2 years.
F.D.S., R.C.S. and Ph. D.	..	5 years.										
M.D.S. and M.Ch.D.	..	3 years.										
D.D.O., D. Orth. and D.P.D.	..	2 years.										

(4) Research work and publication.—Preference will be given to persons having interest in research work and have published their original papers in approved journals.

Explanation.—“Approved journals” means all indexed journals published abroad and national journals approved by the Medical Council.

Must have—

Not more than 40 years of age. No age limit for persons already in the service of the Republic.

2 Associate Professor

(1) B.D.S. or equivalent qualifications as are recognised by the Medical Council;

(2) Such Post-graduate qualifications as are recognised by the Medical Council, namely:—

F.D.S., R.C.S., Ph.D., M.D.S., M.Ch.D., D.D.O., D.Orth and D.P.D.

(3) Teaching experience:—

(i) For candidates having experience as Assistant Professor of Dentistry, teaching experience for at least 3 (three) years as Assistant Professor of Dentistry.

(ii) For candidates without experience as Assistant Professor of Dentistry, Teaching experience as Lecturer or Senior Lecturer in Dental College for at least 5 years of which at least 3 years must be after obtaining Post-graduate qualification.

OR

Practical experience as Assistant Dental Surgeon for at least 9 years of which at least 3 years must be after obtaining Post-graduate qualification;

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(iii) Candidates who did not hold the post of Assistant Professor and have applied for the post of Associate Professor will be considered to have teaching experience to the extent mentioned against each qualification :—

F.D.S., R.C.S. and Ph.D.	..	5 years.
M.D.S. and M.Ch.D.	..	3 years.
D.D.O., D. Orth. and D.P.D.	..	2 years.

(iv) Research work and publication.—Preference will be given to persons having interest in research work and have published original papers in approved journals.

Explanation.—“Approved journals” means all indexed journals approved by the Medical Council.

3 Professor

.. Not more than 45 years of age. No age limit for persons already in the service of the Republic.

(1) B.D.S. or equivalent qualification recognised by the Medical Council ;

(2) Such of the Post-graduate qualifications as are recognised by the Medical Council, namely :—

F.D.S., R.C.S., Ph.D., M.D.S., D.M.Ch.D., D.D.O., D.Orth. and D.P.O.

(3) Teaching experience—

(a) Associate Professors having F.D.S., R.C.S. or Ph.D. must have at least 5 years' teaching experience as Associate Professor ;

- (b) Associate Professors having M.D.S. or M.Ch.D. must have at least 7 years' teaching experience as Associate Professor;
- (c) Associate Professors having D.D.O., D. Orth. or D.P.D. must have at least 8 years' teaching experience as Associate Professor.
- (4) Research work and publication.—Preference will be given to persons having interest in research work and have published their original papers in approved journals.
- Explanation.*—"Approved journals" means all indexed journals published abroad and national journals approved by the Medical Council.

By order of the President.

BRIG. MOHD. YUNUS DEWAN
Joint Secretary (Admn.).

MINISTRY OF MANPOWER DEVELOPMENT AND SOCIAL WELFARE

Section III

NOTIFICATION

Dacca, the 8th October, 1979.

No. S. R. O. 283-L/79/S-III/IR-1/79Part-1/608.—In exercise of the powers conferred by the proviso to article 133 of the Constitution of the People's Republic of Bangladesh, and in supersession of all rules made in this behalf, 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 GAZETTED OFFICERS (BUREAU OF MANPOWER, EMPLOYMENT AND TRAINING) RECRUITMENT RULES, 1979.

1. **Short title.**—These rules may be called the Gazetted Officers (Bureau of Manpower, Employment and Training) Recruitment Rules, 1979.

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 post;
- (b) "Bureau" means the Bureau of Manpower Employment and Training;
- (c) "Commission" means the Bangladesh Public Service Commission;
- (d) "Probationer" means a person appointed on probation to a specified post;
- (e) "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;
- (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 a Schedule annexed to these rules; and
- (h) "specified post" means a post specified in a 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 by the appointing authority—

- (a) by direct recruitment; or
- (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:

Provided that the upper limit of age may be relaxed in the cases of person who has already been appointed to a specified post on *ad hoc* basis/ by such period as he may have been holding the post continuously as an *ad hoc* appointee.

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 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 an authorised medical officer appointed or 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 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 the service of the Republic or in the service of a local authority he applied through his official superior.

5. **Appointment by promotion.**—(1) Promotion to a higher class of specified post, *i.e.*, from a class II post to a class I post shall be made on the recommendation of the Commission and, in respect of promotion to all other specified posts, instruction of the Government issued from time to time shall be followed.

(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, otherwise than by transfer on deputation, against a substantive vacancy shall be appointed on probation—

- (a) in the case of promotion, for a period of one year 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 in the case of any person for a period or periods so that the extended period does not exceed two years in the aggregate.

(2) Soon 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 (3), confirm him with effect from the date of completion of the period of probation; 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.

(3) A probationer shall not be confirmed in a specified post unless he passed such departmental examination as the Government may, from time to time direct, within a period of two years from the date of his substantive appointment:

Provided that if a person holding a specified post on the date of coming into force of these rules has not previously passed the departmental examination shall be required to pass such examination within the period mentioned in this sub-rule or within two years from the date of coming into force of these rules, whichever is later:

Provided further that a probationer shall get four clear consecutive chances for passing the departmental Examination.

(4) if a probationer during the period of his probation including extended period, if any, fails to pass the departmental examination within the time specified in sub-rule (3), the appointing authority may—

- (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.

7. **Withholding of increment.**—A person appointed under sub-rule (1) of rule 6 shall if he is on a time scale of pay, be entitled to draw his second increment but shall, until he passes the departmental examination specified in sub-rule (3) of the said rule be debarred from drawing further increment.

SCHEDULE I
HEADQUARTERS OF THE BUREAU

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-General ..	..	(a) By promotion or by transfer of service on deputation.	<i>For promotion:</i> Must have atleast 7 years' experience as Director of the Bureau.
2	Director (Training) ..	..	(a) By promotion or by transfer of service on deputation.	<i>For promotion:</i> From amongst Principal or Project Manager, Technical Training Centre having atleast 8 years' experience as such or from amongst Deputy Director (Training) of the Bureau having atleast ten years' experience as such.
<i>For transfer:</i>				
By transfer of service of Principal, Marine Diesel Training Centre with, in the case of a direct recruit Principal, atleast 3 years' experience as such.				

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3	Director (Research)	Not exceeding 45 years	By promotion or, if no suitable candidate is available for promotion by direct recruitment and, if none is found for promotion or by	<p><i>For promotion:</i></p> <p>From amongst Senior Research Officer of the Bureau having at least 10 years' experience.</p> <p><i>For direct recruitment and transfer:</i></p> <p>Second class Master's degree in Economics or Statistics or Mathematics from a recognised University with at least 10 years' experience in research work. Persons with Ph. D. degree and research publication experience shall be given preference.</p>
4	Director .. .. .	.. .. .	By promotion or by transfer of service on deputation.	<p><i>For promotion:</i></p> <p>From amongst Joint Director of the Bureau with 5 years' experience or from amongst Deputy Director or Senior Research Officer of the Bureau having at least 10 years' experience in such posts.</p>
5	Joint Director .. .. .	.. .. .	By promotion if no suitable candidate is available for promotion, by transfer of service on deputation.	<p><i>For promotion:</i></p> <p>From amongst Deputy Director or Senior Research Officer of the Bureau having at least 5 years' experience in such post.</p>

6 Deputy Director

(a) 75% by promotion; *For promotion:*

(b) 25% by transfer of service on deputation.

From amongst Assistant Director of the Bureau or Manager of Employment Exchange or Youth Employment Officer or Development Officer of the Bureau having at least 6 years' experience in such posts.

7 Deputy Director (Technical).

For promotion:

By promotion or, if none is found suitable for promotion, by transfer of service on deputation.

From amongst Assistant Director (Technical) or Development Officer (Technical) or Vice-Principal of Technical Training Centre or Instructor or Workshop Superintendent of Marine Diesel Training Centre having at least 6 years' experience in such post.

8 Senior Research Officer Not exceeding 35 years

For promotion:

From amongst Research Officer of the Bureau having at least 6 years' experience in such posts.

(a) 50% by promotion, and
(b) 50% by direct recruitment.

For direct recruitment:

Second class Master's degree in Economics or Statistics or Mathematics from a recognised University preferably with Honours in Degree Course having at least 5 years' experience in research work. Candidates with M.S. degree or with experience in research Publication will be given preference.

1	2	3	4	5
9	Research Officer ..	Not exceeding 27 years	By direct recruitment ..	Second Class Master's degree in Economics or Statistics or Mathematics from a recognised University. Candidates with Honours in degree course or with research experience will be given preference.
10	Assistant Director ..	Not exceeding 27 years relaxable up to 5 years for candidates already in Government service.	(a) 50% by promotions; and (b) 50% by direct recruitment.	<p><i>For promotion:</i></p> <p>From amongst Administrative Officer of the Bureau or Assistant Manager of Employment Exchange or Assistant Youth Employment Officer or Public Relation or Selection Grade Stenographer of the Bureau having at least five years' experience in such posts.</p> <p><i>For direct recruitment:</i></p> <p>Second class Master's degree from a recognised University.</p>
11	Development Officer	Ditto ..	Ditto ..	Ditto.
12	Assistant Director (Technical).	Not exceeding 30 years, relaxable up to 10 years for candidates already in Government service.	(a) 50% by promotion; and (b) 50% by direct recruitment.	<p><i>For promotion:</i></p> <p>From amongst Technical Assistant of the Apprenticeship Training Officer or Chief Instructor or Staff Trainer of Technical Training Centres having at least five years' experience in such post.</p>

For direct recruitment:

A degree in Engineering from a recognised university or equivalent qualification as approved by the appointing authority in consultation with the commission.

OR

A Certificate or having passed sections A & B of the Institute of Engineers (Bangladesh).

OR

Diploma in Engineering from a recognised Institute with five years' experience in a Workshop.

13 Development Officer
(Technical).

Ditto

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Ditto

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Ditto.

For promotion:

14 Administrative Officer

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By promotion or by transfer of service.

By promotion from amongst Head Assisnat or Upper Division Assistant, or Accountant or Selection Grade Stenographer or Manpowr Survey Officer or Statistical Assistant or Research Assistant or Comp tor of the Bureau having at least six years' experience in such posts or from amongst Superintendent or Head Assistant or Caretaker of the subordinate offices of the Bureau having at least 6 years' experience as such.

1	2	3	4	5
15	Public Relation Officer	Not exceeding 27 years, relaxable up to 5 years for candidates already in Government service.	By direct recruitment.	Degree from recognised university. Preference will be given to those who have degree or Diploma in Journalism or experience in editorial or publication work.
16	Assistant Development Officer.	Not exceeding 27 years, relaxable up to 5 years for candidate already in Government service.	By direct recruitment	Degree from a recognised university with two years' experience in planning and development works.

SCHEDULE II
TRAINING CENTRES AND OTHER SUBORDINATE OFFICE UNDER THE BUREAU

Sl No.	Name of the specified post.	Age limit for direct recruitment.	Method of recruitment.	Qualification and experience.
1	2	3	4	5
1	Principal, Marine Diesel Training Centre.	Not exceeding 45 years.	By promotion or if no suitable candidate is available for promotion, by direct recruitment or by employment of an officer on contract basis.	<p><i>For Promotion:</i></p> <p>(a) From amongst Principal or Project Manager of Technical Training Centre or from amongst Vice-Principal or Senior Instructor of Marine Diesel Training Centre having at least 8 years experience in such post; and</p> <p>(b) Second Class in M.O.T. with Diesel Certificate or, a degree in Marine or Mechanical or Metallurgical with Internal Combustion Engine from a recognised University.</p> <p><i>For direct recruitment:</i></p> <p>(a) First Class in M.O.T. with Diesel Certificate; or</p> <p>(b) Second Class in M.O.T. with Diesel Certificate and at least 5 years' experience as Watch Keeper Engineer on a Diesel Ship; or</p>

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(c) A degree in Marine or Mechanical or Metallurgical with Internal Combustion Engines from a recognised University with at least 5 years' experience of which 3 years must be in operation and maintenance of Diesel Engines or in Marine Engineering Establishment or shipbuilding industry.

For Contract :

Must be a retired or released Commissioned Officer of Bangladesh Navy (Engineering Branch) of not below the rank of Lt. Commander or a retired or released Commissioned Officer of Bangladesh Army (EME Corps) of not below the rank of a Major.

For promotion :

From amongst Vice-Principal of Technical Training Centre or Instructor of the Marine Diesel Training Centre or Assistant Director (Technical) having at least 8 years' experience or from amongst Deputy Director (Technical) with 3 years' experience in such posts.

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(a) 50% by promotion

(b) 50% by direct recruitment.

Not exceeding 40 years, relaxable up to 5 years for candidates already in Government service.

Principal, Technical Training Centre.

For direct recruitment :

A degree in Mechanical, Electrical or Civil Engineering from a recognised University with at least 3 years' Industrial or teaching or training experience.

OR

A certificate of having passed sections A and B of the Institute of Engineers (Bangladesh) with at least 3 years' industrial or teaching or training experience.

OR

A Diploma in Mechanical, Civil or Power Engineering with at least 10 years' industrial or teaching or training experience.

Ditto.

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Ditto

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Ditto

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3 Project Manager

By promotion or, if none For promotion :
is found suitable for
promotion, by transfer
of service.

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4 Vice-Principal, Marine Diesel Training Centre.

From amongst Senior Instructor of the Marine Diesel Training Centre.

For Transfer :

By transfer of service of the Principal or Project Manager of Technical Training Centre.

1	2	3	4	5
5	Vice-Principal, Technical Training Centre.	Not exceeding 35 years, relaxable up to 10 years for candidates already in Government service.	(a) 50% by promotion or, if no suitable candidate is available for promotion, by transfer of service.	<p><i>For promotion :</i></p> <p>From amongst persons holding the rank of Chief Instructor or Staff Trainer of Technical Training Centre or Technical Assistant of the apprenticeship Training Office having at least five years' experience in such post.</p>
			(b) 50% by direct recruitment.	<p><i>For transfer:</i></p> <p>By transfer of services of Instructor or Workshop Superintendent of Marine Diesel Training Centre or Development Officer (Technical or Assistant Director or Assistant Director (Apprenticeship Training)) having a degree in Mechanical or Electrical or Civil Engineering from a recognised University or a certificate of having passed sections A and B of the Institute of Engineers (Bangladesh), preferably with experience or a diploma in Mechanical or Civil or Power Engineering with at least 5 years' industrial or teaching or training experience.</p>
				<p><i>For direct recruitment :</i></p> <p>A degree in Mechanical or Electrical or Civil Engineering from a recognised University.</p>

OR

A certificate of having passed sections A and B of the Institute of Engineers (Bangladesh) preferably with experience.

OR

A Diploma in Mechanical or Civil or Power Engineering with at least 5 years' industrial or teaching or training experience.

For promotion :

- 6 Assistant Director, Apprenticeship Training or Technical.
- Not exceeding 30 years, relaxable up to 10 years for candidates already in Government service.
- (a) 50% by promotion and
(b) 50% by direct recruitment.

From amongst Technical Assistant of the Apprenticeship Training Office or Chief Instructor or Staff Trainer of Technical Training Centre having at least five years' experience in such post.

For direct recruitment :

A degree in Engineering from a recognised University or equivalent qualification as approved by the appointing authority in consultation with the Commission.

OR

A certificate of having passed sections A and B of the Institute of Engineers (Bangladesh).

OR

A diploma in Engineering from a recognised Institute with five years' experience in a workshop.

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7 Senior Instructor
(Marine Diesel Trade
and Steam and Gas
Turbine Operation,
Welding, Draftsman
and Shipwright trade),
Marine Diesel Training
Centre.

Not exceeding 35 years

(a) 50% by promotion ;
(b) 50% by direct recruitment or by transfer on deputation or by employment on contract basis.

For promotion :

From amongst persons holding the rank of Instructor and Workshop Superintendent of the Marine Diesel Training Centre or Vice-Principal of Technical Training Centre with 8 years' experience and having second Class in M.O.T. with Diesel Certificate or a degree in Mechanical or, Metallurgical or Marine or Electrical Engineering from a recognised University or a certificate of passing sections A and B of the Institute of Engineers (Bangladesh) or, diploma in Mechanical, Power or Electrical or Marine Engineering.

For direct recruitment or transfer on deputation :

Second class M.O.T. with Diesel Certificate and at least 2 years' experience in the trade.

OR

A degree in Mechanical or Metallurgical or Marine or Electrical Engineering from a recognised University with 3 years' experience in the trade.

OR

A certificate of having passed sections A and B of the Institute of Engineers (Bangladesh) with at least 3 years' experience in the trade.

OR

Diploma in Mechanical or Power or Electrical or Marine Engineering with 10 years' experience in the trade.

For contract :

Must be a retired or released Commissioned Officer of Bangladesh Navy (Engineering Branch) or Bangladesh Army (EME Corps).

(a) 50% by promotion ;

and

(b) 50% by direct recruitment or transfer of service on deputation.

Not exceeding 35 years

8 Senior Instructor (Marine Technology), Marine Diesel Training Centre.

For promotion :

From amongst persons holding the rank of Instructor or Workshop Superintendent of Marine Diesel Training Centre or Vice-Principal of Technical Training Centre with at least 8 years' experience in the respective trade.

For direct recruitment :

Second class degree in Mechanical or Electrical or Marine Engineering from a recognised University with 3 years' experience in Marine Engineering Establishment or on board a vessel.

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OR

A certificate of having passed sections A and B of the Institute of Engineers (Bangladesh) with practical experience of 3 years in Marine Engineering field.

OR

Second Class in M.O.T. with 2 years' experience in the field.

Explanation.—If no suitable candidate is available with experience in Marine field, candidates having in-service training for a period of one year may be considered.

For Transfer :

By transfer of service of Officers of Bangladesh Navy (Engineering Branch) or such other organization having the qualification required for direct recruit.

For promotion :

From amongst Chief Instructor or Staff Trainer of Technical Training Centre or Technical Assistant of the Apprenticeship Training Office having at least five years' experience in the trade concerned.

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(a) 25% by promotion ;
and
(b) 75% by direct recruitment.

Not exceeding 35 years

9 Instructor (Marine Diesel, Welding, Draftsman Shipwright and Gas Turbine Operation), Marine Diesel Training Centre.

For direct recruitment :

▲ degree in Mechanical or Marine or Metallurgical or Electrical Engineering from a recognised university.

OR

▲ certificate of having passed sections A and B of the Institute of Engineers (Bangladesh) preferably with experience in the trade.

OR

▲ diploma in Marine or Mechanical or Power or Electrical Engineering with at least 5 years' practical experience in the field.

OR

Secondary School Certificate or its equivalent with at least 7 years' service in Bangladesh Navy (Engineering Branch) of which at least 1 year must be as Chief Petty Officer or at least 7 years' service in the Bangladesh Army with experience in the trade of which at least 1 year must be as a J.C.O. or Warrant Officer.

OR

Secondary School Certificate or its equivalent with formal apprenticeship training in Mechanical or Marine Engineering trade of at least 3 years' duration and at least another six years' practical experience in the trade concerned.

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OR

S.S.C. or its equivalent with trade certificate of 2 years' duration from a Institute recognised by the appointing authority and having at least 10 years' experience in the trade.

Degree in Mechanical or Electrical or Marine Engineering from a recognised University.

OR

A certificate of having passed sections A and B of Membership Examination of the Institute of Engineers (Bangladesh).

OR

Second Class in M.O.T.

By direct recruitment

Not exceeding 35 years

10 Instructor (Marine Technology), Marine Diesel Training Centre.

By direct recruitment

Not exceeding 27 years

11 Instructor for Physics, Mathematics and Chemistry for Marine Technology of Marine Diesel Training Centre.

Second Class Master's Degree in the Subject for which the post is meant from a recognised University, preferably with 2 years' teaching experience.

- 12 Workshop Superintendent, Marine Diesel Training Centre.
- Not exceeding 35 years
- (a) 25% by promotion; and
 (b) 75% by direct recruitment or by transfer of service.
- For promotion:
- From amongst Chief Instructor or Staff Trainer of Technical Training Centre or Technical Assistant of the Apprenticeship Training Office having at least five years' experience in such posts.
- For direct recruitment and transfer:
- A degree in Mechanical or Marine or Electrical or Metallurgical Engineering from a recognised University preferably with one year's experience in workshop management.
- OR
- A certificate of having passed sections A and B of the Institute of Engineers (Bangladesh), preferably with one year's experience in workshop management.
- OR
- A Diploma in Marine or Mechanical or Power or Electrical Engineering with at least 5 years' experience in workshop management.
- 13 Manager, Employment Exchange.
- Not exceeding 35 years' relaxable up to 5 years for candidates already in Government service.
- (a) 25% by promotion; and
 (b) 75% by direct recruitment.
- For promotion:
- From amongst Administrative Officer of the Bureau or Assistant Manager of Employment Exchange or Assistant Youth Employment Officer or Public Relations Officer having at least 5 years' experience in such posts.

1	2	3	4	5
<p><i>For direct recruitment :</i></p>				
<p>Second Class Master's degree in Economics or Statistics or Social Welfare or Psychology or in any subject of Social Science from a recognised University.</p>				
14 Youth Officer.	Employment	Not exceeding 35 years' relaxable up to 5 years for candidates already in Government service.	(a) 25% by promotion; and (b) 75% by direct recruitment.	Ditto.

SCHEDULE III.

SUBORDINATE OFFICES OF THE BUREAU

Sl. No.	Name of the specified post.	Age limit for direct recruitment.	Method of recruitment.	Qualification and experience.
1	2	3	4	5
1	Assistant Manager, Employment Exchange.	Not exceeding 25 years, relaxable up to 5 years for candidates already in Government service.	(a) 50% by promotion; and (b) 50% by direct recruitment.	<i>For promotion:</i> From amongst Head Assistant or Upper Division Assistant or Stenographer or Manpower Survey Officer or Statistical Assistant or Research Assistant or Computer of the Bureau having at least six years' experience in such post or from amongst Superintendent or Head Assistant or Care Taker of the subordinate office of the Bureau having at least six years' experience as such.
2	Assistant Youth Employment Officer.	Ditto	Ditto	<i>For direct recruitment:</i> At least Second Class or Division Bachelor's degree from a recognised University.

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3 Chief Instructor, Technical Training Centre.

Not exceeding 30 years (a) 50% by promotion or, if none is found suitable for promotion by transfer of service; and (b) 50% by direct recruitment.

For promotion:

From amongst Senior Instructor of Technical Training Centre having at least five years' experience in such post.

For transfer:

By transfer of service of Technical Assistant of Apprenticeship Training Office or Staff Trainer of the Technical Training Centre having qualification required for direct recruitment.

For direct recruitment:

Diploma in Engineering or Technology with at least 4 years' experience in the trade.

OR

Secondary School Certificate or its equivalent with formal apprenticeship Training in Technical or Electrical trade of at least 3 years' duration and at least another 5 years' practical experience in the trade.

OR

Secondary School Certificate or its equivalent with at least 7 years' service in Bangladesh Army or Air Force or Navy as Non-Commissioned Officer in the trade.

OR

Secondary School Certificate or its equivalent with trade course certificate or Instructionship Certificate from any recognised Institute and at least 7 years' practical experience in the trade.

For promotion:

- 4 Staff Trainer, Technical Training Centre. Not exceeding 30 years
- (a) 50% by promotion; and
- (b) 50% by direct recruitment or, if none is found suitable for promotion, by transfer of service.

From amongst Senior Instructor of Technical Training Centre having at least five years' experience in such post.

For transfer:

By transfer of service of the Technical Assistant of Apprenticeship Training Office or Chief Instructor of Technical Training Centre having the qualification and experience as required for direct recruitment.

For direct recruitment:

Diploma in Engineering or Technology with at least 4 years' industrial or teaching or training experience. Preference shall be given to a person who has been a staff trainer.

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OR

Secondary School Certificate or its equivalent with formal apprenticeship training in Mechanical or Electrical trade of at least 3 years' duration, at least another 5 years' practical experience in the trade or teaching or training.

OR

Secondary School Certificate or its equivalent with at least 7 years' service in Bangladesh Army or Navy or Air Force as non-Commissioned Officer in the trade. Preference shall be given to persons with experience as a Staff Trainer.

OR

Secondary School Certificate or its equivalent with trade course certificate or Instructor Training Certificate from any Institute recognised by the appointing authority and at least 7 years' practical experience in the trade. Preference shall be given to those who have experience as Staff Trainer.

5 Technical Assistant, Not exceeding 30 years
Apprenticeship
Training Centre.

(a) 50% by promotion or, if none is found suitable for promotion, by transfer of service; and

(b) 50% by direct recruitment.

For promotion:

From amongst Senior Instructor of Technical Training Centre having at least 5 years' experience in such post.

For transfer:

By transfer of Chief Instructor and Staff Trainer of Technical Training Centre having qualification required for direct recruitment.

For direct recruitment:

A Diploma in Engineering or Technology with at least 3 years' industrial or training or teaching experience.

By order of the President

A. B. S. SAFDAR
Secretary.