

DAIRY DEVELOPMENT DEPARTMENT

**PROCEEDINGS OF THE COMMISSIONER FOR MILK PRODUCTION AND DAIRY
DEVELOPMENT, CHENNAI-51**

Present: Dr N.Subbaiyan, I.A.S.,
Commissioner

Rc.No.15255/N3/2021

Dated:06.02.2023

Sub: Dairy Development Department – TCMPF and DCMPUs – Personnel and Establishment - Announcement made by the Hon'ble Minister for Milk and Dairy Development that Direct Recruitment for the posts of Manager & below to be made solely through TNPSC – Approval requested by TCMPF to modify the recruitment Rules of TCMPF and DCMPUs that the recruitment must made through TNPSC - the – Permission to Adopt a common omnibus provision in the recruitment Rules to TCMPF and DCMPUs that all recruitments in DCMPUs are to be made by the TCMPF through TNPSC – Outlining recruitment rules to certain posts - Adopt Fresh Communal Roster to some posts and to continue the existing Communal roster of TCMPF for the remaining posts – Reg

- Ref:**
1. Copy of Govt announcement No : 10 of the Hon'ble minister for Milk and Dairy development during the Budget session in TNLA of the year 2021-22, Dt: 28.08.2021
 2. Letter from the Managing Director, TCMPF Ltd., Ref No 7960/PE2/2021, Dt: 14.10.2022
 3. Letter from the Managing Director, TCMPF Ltd., Ref No 7960/PE2/2021, Dt: 04.02.2023

ORDER:-

Announcement have been made by the Hon'ble Minister for Milk and Dairy Development, vide ref 1st cited, that the Direct recruitments in TCMPF and DCMPUs for the posts of Manager Cadre and below will be carried out by the Tamilnadu Public services Commission. Pursuant to the Steps have been made in this regard and after various Proposals (with regard to qualification for posts and other aspects of recruitments) have been submitted to TNPSC , this proposal is at an advanced stage of being fulfilled .

In view of this, TCMPF has submitted , tentative vacancies in the cadre of Manager and below in Tamilnadu Co-operative Milk producers' Federation Limited and District Co-operative Milk Producers' Unions under Direct recruitment rules along with the education qualification prescribed , to TNPSC for filling up the vacancies under Direct recruitment rules , as permanent measure.

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TCMPF has requested the Secretary, TNPSC to fill up the following 322 posts for TCMPF and DCMPUs duly following the qualification prescribed for the posts in the Special By -laws of TCMPF Ltd for both TCMPF ltd. and DCMPUs :

S.No.	Name of the Post	No. of Posts to be filled up under Direct Recruitment Rules	
		In TCMPF Ltd.	In DCMPUs
1.	Manager (Admin)	2	4
2.	Manager (Vety)	1	23
3.	Manager (Finance)	7	6
4.	Manager (Engg)	2	5
5.	Manager (Mktg)	2	7
6.	Manager (Civil)	1	0
7.	Deputy Manager (Dairy Bacteriologist)	2	2
8.	Deputy Manager (Dairy Chemist)	3	6
9.	Deputy Manager (Dairying)	9	14
10.	Deputy Manager (System)	0	2
11.	Extension Officer Grade -II	0	22
12.	Executive(Civil)	1	2
13.	Executive(Lab)	1	8
14.	Private Secretary Gr III	1	3
15.	Junior Executive (Typing)	4	3
16.	Junior Executive (Office)	11	24
17.	Milk Recorded Grade -III	8	7
18.	Technician(Lab)	6	11
19.	Tecnician(Operation)	23	13
20.	Technician(Ref)	1	3
21.	Technician(Elect)	4	7
22.	Technician(Welding)	1	0
23.	Technician(Auto mech)	2	0
24.	Technician(Tyre)	1	0
25.	Technician(Boiler)	4	4
26.	Senior Factory Assistant	25	25
TOTAL		121	201
GRAND TOTAL		322	

Hence, to proceed further, necessary permission have been requested by the Managing Director, TCMPF

- a) to modify/amend the recruitment Rules in special by laws of TCMPF and DCMPUs , such that the direct recruitment must be made through TNPSC , such as clause V- Method of Recruitment and VI - Procedure for appointment of the Special bye-laws of TCMPF Limited, method of recruitment and procedure for appointment have been prescribed. As Direct

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Recruitment for the TCMPF Limited and DCMPUs are to be carried out by the TNPSC, necessary amendment may be issued in the Special bye-laws of TCMPF Limited and DCMPUs.

- b) to modify/amend the recruitment Rules in special by laws of TCMPF and DCMPUs such that to Adopt a common omnibus provision in the recruitment Rules to TCMPF and DCMPUs that all recruitments in DCMPUs are to be made by the TCMPF (to the vacant posts of TCMPF and for all the vacant posts of DCMPUs too) through TNPSC
- c) for Outlining recruitment rules for Extension Officer Grade II in the Special by law of the TCMPF , as this post is not in the cadre strength of TCMPF the recruitment rules for this post has not been provided in the special by law of the TCMPF till now, and a request has been made in the proposal , to outline the recruitment rules of Executive (Office) post to be the rules of recruitment for the post of Extension Officer Grade I II (as the level of pay for the post of Executive (office) and Extension Officer Gr II are same)
- d) Adopt Fresh Communal Roster to the posts : Extension Officer Gr II and Senior Factory assistant and to continue the existing Communal roster of TCMPF for the remaining posts for the recruitment through TNPSC.
Further, in addition to the permission requested vide reference 2nd cited, MD, TCMPF has requested to accord necessary approval on the following, vide 3rd , which are essentially required to proceed further for issuing notification for the posts under Direct Recruitment rules by the TNPSC
- e) For the post of Manager (Administration), Manager (Veterinary), Manager (Finance), Manager (Engineering), Manager (Marketing), Manager (Civil), Deputy Manager (Dairy Bacteriology), Deputy Manager (Dairy Chemist), Deputy Manager (Dairying) and Deputy Manager (System) it has been informed by the TNPSC that the suitable categories of differently abled persons informed by TCMPF Limited compared with G.O.(Ms.) No.08, Welfare of Differently Abled Persons (DAP-3.2) Department dated 15.07.2020 is different .
- f) For the post of Extension Officer Grade-II, Junior Executive (Office) and Milk Recorder Grade-III , TNPSC has requested to furnish a copy of the RC.No.51928/2013/SF2 dated 18.07.2013 issued by the Registrar of Co-operative Societies, Chennai.
- g) For the post of Deputy Manager (System), it has been requested to clarify whether the Degrees like B.Tech IT / CS and M.Sc. Computer Science are also eligible for the post.
- h) For the posts of Executive (Lab), Technician (Lab), Technician (Operation), Technician (Refrigeration), Technician (Electrical), Technician (Welding), Technician (Auto Mechanic) and Technician (Tyre) it has been informed by the TCMPF Limited that certain Differently abled candidates are not suitable for the posts but since they are C category posts, all the Differently abled categories are suitable for the posts, if not, exemption orders to be obtained.
- i) For the post of Technician (Boiler), the qualification prescribed is VIII Std. Since the TNPSC does not conduct recruitments for VIII Std., it has been requested to consider the upgradation of minimum education qualification as SSLC.
- j) For all the posts it has been stated that "No person who is near relative as specified in Rule 63 of TNCS Rules 1988 of a member of the Board or of an officer shall be appointed to any
(PTO)

post. If a doubt arises as to whether a person is or is not a near relative of a member of the Board or of an officer, the Board shall refer it to the Registrar for Decision , Since the Recruitment is to be conducted by the TNPSC, this condition shall not applicable.

- k) It is informed that as per the Bye-laws of TCMPF Limited, clause 25.8.2, the Personnel Committee shall have powers
- (i) to formulate and implement personnel policies on appointment, placement, termination and other service condition and
 - (ii) to decide the strength of the different categories of employees and their qualification and experience pay scales, allowance and perquisites.

After obtaining approval from the Personnel Committee, the subject is to be placed before the Board of TCMPF Limited for approval and General Body of TCMPF Limited for making necessary amendment in the Special bye-laws of TCMPF Limited.

At present, there are no elected Board / General Body in the TCMPF Limited. In order to ensure smooth functioning of the TCMPF Ltd the Commissioner for Milk Production and Dairy Development Department as per Section 181 of the Tamil Nadu Co-operative Societies Act 1983 has permitted the MD,TCMPF Limited to approve the essential works and activities of TCMPF Ltd till the new Board is constituted, vide RC.No.7325/S2/2021, dated 25.10.2022.

Similarly , the MD, TCMPF has requested permission by exercising of Section 181 of the Tamil Nadu Co-operative Societies Act 1983 to amend the clauses of the special by law of the TCMPF and DCMPUs.

The proposal of the Managing Director, TCMPF were examined in detail, in view of this proposal to conduct the process of direct recruitment through TNPSC is being a policy decision of the Government, further this subject is being an announcement made by the Hon'ble minister , Permission is hereby accorded under 1983 ,TNCS Act 181 to the following:

1. Permission is accorded to amend the clause V – Method of recruitment and Clause VI – Procedure for appointment - of the special by laws TCMPF and DCMPUs , since the direct recruitment process to the vacant posts (listed in the table) of DCMPUs and TCMPF are to be carried out through TNPSC, the provisions of the recruitment rule No V and VI of the Special by law of the TCMPF and DCMPUs is hereby exempted.
2. Permission is accorded to adopt a common omnibus provision in the recruitment Rules to TCMPF and DCMPUs so that all recruitments in DCMPUs are to be made by the TCMPF (to the vacant posts of TCMPF and for all the vacant posts of DCMPUs too) through TNPSC by exempting the provisions of the recruitment rule No V of the Special by law of the TCMPF and DCMPUs.
3. Permission is accorded to for Outlining recruitment rules for Extension Officer Grade II in the Special by law of the TCMPF , as this post is not in the cadre strength of TCMPF the recruitment rules for this post has not been provided in the special by laws of the TCMPF till now.

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The recruitment rule for Extension Officer Grade II is shown as follows:

The same Recruitment rule provision as provided for the Executive(Office) shall be adopted for Extension Officer Grade II, as the level of pay for the post of Executive (office) and Extension Officer Gr II are same.

4. Permission is accorded to Adopt Fresh Communal Roster to the posts : Extension Officer Gr II and Senior Factory assistant
5. Permission is accorded to continue the existing Communal roster of TCMPF for the remaining posts shown in the aforementioned Table for the recruitment through TNPSC.
6. Permission is accorded to incorporate the provisions of G.O.(Ms.) No.08, Welfare of Differently Aabled Persons (DAP-3.2) Department dated 15.07.2020, as informed by the TNPSC, for the post of Manager (Administration), Manager (Veterinary), Manager (Finance), Manager (Engineering), Manager (Marketing), Manager (Civil), Deputy Manager (Dairy Bacteriology), Deputy Manager (Dairy Chemist), Deputy Manager (Dairying) and Deputy Manager (System) as the suitable categories of differently abled persons informed by TCMPF deviated from the provisions of G.O.(Ms.) No.08, Welfare of Differently Aabled Persons.
7. Permission is accorded to For the inclusion of all the Differently abled categories to be eligible for the C category posts of Executive (Lab), Technician (Lab), Technician (Operation), Technician (Refrigeration), Technician (Electrical), Technician (Welding), Technician (Auto Mechanic) and Technician (Tyre) (contrary to what is currently followed in the TCMPF Limited that certain Differently abled candidates are not suitable for the posts)
8. Approval is accorded to the following modifications to the Special by laws of TCMPF and DCMPUs

Existing Special bye-laws of TCMPF Limited	Proposed modification in the Special bye-laws of TCMPF Limited	Reason for the proposed modification
<p><u>Clause VII Disqualification for appointment</u></p> <p>a(ii) No person who is a near relative as specified in Rule 63 of TNCS Rules 1988 of a member of the Board or of an officer of the Federation shall be appointed to any post in the service of the Federation. If a doubt arises as to whether a person is or is not a near relative of a member of the Board or of an officer of the Federation, the Board shall refer it to the Registrar for decision.</p>	<p><u>Clause VII Disqualification for appointment</u></p> <p>a(ii) No person who is a near relative as specified in Rule 63 of TNCS Rules 1988 of a member of the Board or of an officer of the Federation shall be appointed to any post in the service of the Federation. If a doubt arises as to whether a person is or is not a near relative of a member of the Board or of an officer of the Federation, the Board shall refer it to the Registrar for decision.</p> <p>Provided that for the posts</p>	<p>As suggested by the TNPSC, since common Direct Recruitment is to be conducted by the TNPSC for the TCMPF Limited and DCMPUs and subsequently allotment will be done, declaration to be obtained from the candidates</p>

	<p>which are to be filled under Direct Recruitment rules by the Tamil Nadu Public Service Commission (TNPSC), since the Direct Recruitment is common for the TCMPF Limited and DCMPUs, necessary declaration be obtained from the candidates stating that he / she is not near relative of member of Board of TCMPF Limited / any DCMPU / MPCS (Primary Milk Producers Co-operative Society) or of an officer of TCMPF Limited / any DCMPU and if he / she is near relative of a member of Board of TCMPF Limited / DCMPU / MPCS or of an officer of TCMPF Limited / DCMPU, he / she shall specify the name and designation of the member of Board / officer so that if the individual is selected for appointment, during allotment he / she is not posted in the same Unit / Union where his / her relative is member of Board / officer.</p>	
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Recruitment Rules (Annexure-A)

Existing Special bye-laws of TCMPF Limited	Proposed modification in the Special bye-laws of TCMPF Limited	Reasons for the proposed modification
<p><u>Deputy Manager (System) under Direct Recruitment rules</u> Must possess Bachelor Degree in Engineering (Information Technology) / (Computer Science) / Master of Computer Applications from a recognized university</p>	<p><u>Deputy Manager (System) under Direct Recruitment rules</u> Must possess Bachelor Degree in Engineering (Information Technology) / (Computer Science) / Bachelor Degree in Technology (Information Technology) / (Computer Science) / Master of Computer Applications / M.Sc (Computer Science) from a recognized university</p>	<p>Bachelor Degree in Technology (Information Technology) / (Computer Science) / M.Sc (Computer Science) qualifications have been incorporated as suggested by the TNPSC</p>

<u>Deputy Manager (Dairying) under Direct Recruitment rules</u> Must possess Degree with IDD / NDD or Post Graduate Degree in Dairy Science / Dairying or B.Tech in Food Technology / Dairy Technology / Food Processing from any approved institutions.	<u>Deputy Manager (Dairying) under Direct Recruitment rules</u> Must possess Degree with IDD / NDD or Post Graduate Degree in Dairy Science or B.Tech in Food Technology / Dairy Technology / Food Processing from any approved institutions.	Post Graduate Degree in Dairying qualification is removed as the course is not available at present and TNPSC has not received the list of experts for preparation of syllabus for written test
<u>Deputy Manager (Dairy Bacteriology) under Direct Recruitment rules</u> Must possess a Post Graduate Degree in Microbiology / Dairy Bacteriology / Quality Control.	<u>Deputy Manager (Dairy Bacteriology) under Direct Recruitment rules</u> Must possess a Post Graduate Degree in Microbiology	Post Graduate Degree in Quality Control / Dairy Bacteriology are removed as the courses are not available at present and TNPSC has not received the list of experts for preparation of syllabus for written test
<u>Deputy Manager (Dairy Chemist) under Direct Recruitment rules</u> Must possess Post Graduate Degree in Dairy Science / Dairy Chemistry / Chemistry / Bio-Chemistry / Bio – Tech / Quality Control.	<u>Deputy Manager (Dairy Chemist) under Direct Recruitment rules</u> Must possess Post Graduate Degree in Dairy Science / Dairy Chemistry / Chemistry / Bio-Chemistry / Bio – Tech.	Post Graduate Degree in Quality Control qualification is removed as the course is not available at present and TNPSC has not received the list of experts for preparation of syllabus for written test
<u>Technician (Boiler) under Direct Recruitment rules</u> 1. Must have passed VIII Standard 2. Should possess Boiler Attendant Certificate Gr.II / Gr.III issued by the Director of Boiler, Chennai to operate boilers as per the norms prescribed by the authority.	<u>Technician (Boiler) under Direct Recruitment rules</u> 1. Must have passed SSLC or its equivalent 2. Should possess Boiler Attendant Certificate Gr.II / Gr.III issued by the Director of Boiler, Chennai to operate boilers as per the norms prescribed by the authority.	Since the TNPSC does not conduct recruitments for VIII Std., it has been requested to consider the upgradation of minimum education qualification as SSLC.

<u>Senior Factory Assistant under Direct Recruitment rules</u> <u>Payband</u> Rs.4800-10000 + GP Rs.1300 Revised Level of pay Rs.15700-50000	<u>Senior Factory Assistant under Direct Recruitment rules</u> <u>Payband</u> Rs.4800-10000 + GP Rs.1400 Revised Level of pay Rs.15900-50400	To bring the post of Senior Factory Assistant under Direct Recruitment rules under the scope of TNPSC it has been suggested to increase the level of pay of the post of Senior Factory Assistant from Level 1 Rs.15700 – 50000 to Level 2 Rs.15900 – 50400 under Direct Recruitment rules.
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Suitable amendment to aforementioned provisions in the special by law must be carried out by placing this subject in the forthcoming Personnel Committee for TCMPF and Human Resource Committee conducted by CMPDD for the DCMPUs . All this amendment / changes to be made in the Spl By Laws must duly be placed before the corresponding ensuing board and the General body and registered by the Deputy Registrar(Dairying)s concerned.

Sd/- Dr.N.Subbaiyan
Commissioner

To:
The Managing Director, TCMPF Ltd.
Chennai-35

Copy To:

- to Govt.*
1. The Principal Secretary, Animal Husbandry, Dairying, Fisheries and Fishermen Welfare Dept, Secretariat, Chennai-09
 2. The Secretary, TNPSC, Chennai-03
 3. The General Manager(Admin), TCMPF Ltd, Chennai-35
 4. The Director, Audit for Milk Cooperatives, Chennai-04
 5. The General Managers , All DCMPUs
 6. All Circle Deputy Registrar(Dairying)'s
 7. Stock file / Spare copy

//Forwarded by Orders//

J. Rajarajan
6.2.23
(J.Rajarajan)
Additional Milk Commissioner(a/c)
For Commissioner

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6.2.23