TO BE UPLOADED IN BRO WEBSITE

Headquarters
Dte Gen Border Roads
Seema Sadak Bhawan
Ring Road, Delhi Cantt,
New Delhi – 110 010

16 Feb 2018

13042/A/R & P/DGBR/ 98/E1A

HQ ADG (East)

HQ ADG (North West)

All Chief Engineer (P)

Eastern Base Wksp (GREF)

R & D Esstt

GREF Centre

HQ DGBR/Coord

AMENDMENT/ REVISION OF EXISTING BORDER ROADS ENGINEERING SERVICE (BRES) RECRUITMENT RULES OF GROUP 'A' POSTS OF BORDER ROADS ORGANISATION - REG

- 1. Draft Recruitment Rules in respect of BRES officers, received from MoD, BRDB under their Note No ID No BRDB/01/102/2009/GE-1 dated 06 Feb 2018, are enclosed herewith.
- 2. You are requested to go through the draft proposals and offer your comments, if any, to this Dte latest by 19 Mar 2018.

✓(SS Thapa)

Lt Col

Jt Dir (Pers)

For DGBR

Encls: 11(Eleven) Sheets

Copy to:-

HQ DGBR/ EDP Cell (Internal)

The above referred draft proposals, are enclosed herewith for uploading on the BRO website, please.

Encls: As above

Shri Anil Kumar Sharma - Hunder Secretary (GE-1)
MoD (BR Wing)
'B' Wing, 4th Floor, Sena Bhawan,
New Delhi – 110 011

For info with ref to above, pl.

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[TO BE PUBLISHED IN THE GAZETTE OF INDIA, PART II, SECTION 4]

Government of India Ministry of Defence

New Del	hi, the	,	2017
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Notification

- 1. Short title and commencement (1) These rules may be called the Border Roads Engineering (Group 'A') Service Rules, 2017.
 - (2) They shall come into force on the date of their publication in the Official Gazette.
- 2. **Definitions**: In these Rules, unless the context otherwise requires,
- (a) "Commission" means Union Public Service Commission;
- (b) "Controlling Authority" means the Government of India in the Ministry of Defence;
- (c) "Departmental Candidate" means a person who has been appointed on regular basis after consultation with the Commission or on the recommendations of the Departmental Promotion Committee.
- (d) "Departmental Promotion Committee" means a committee specified against each post in Schedule IV to consider the promotion and confirmation in the said post;
- (e) "Duty post" means any post specified in column (2) of Schedule-I;
- (f) "Examination" means a Combined Competitive Examination conducted by the Commission for recruitment to various Engineering Services or posts as may be notified by the Government from time to time;
- (g) "Government" means the Government of India;
- (h) "Grade" means a grade of service specified in column (2) of Schedule I annexed to these rules:
- (i) "regular service" in relation to any grade means the period of service in the grade rendered after selection according to procedure laid down by the Government for long-term appointment to that grade and includes any period or periods:-
 - (i) taken into account for purpose of seniority in the case of those appointed at the initial constitution of the service;
 - (ii) during which an officer would have held a duty post in the grade but for being on leave or otherwise not being available for holding such post;
- (i) "Schedule" means a Schedule annexed to these rules;
- (k) "Scheduled Castes" and "Scheduled Tribes" shall have the meanings respectively assigned to them under clauses (24) and clause (25) of Article 366 of the Constitution;
- "Other Backward Classes" shall comprise the caste and communities notified by the Government from time to time;
 - "Service" means the Border Roads Engineering (Group 'A') Service constituted under rule 3.

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- 3. Constitution of Border Roads Engineering (Group 'A') Service.— The service known as the Border Roads Engineering (Group 'A') Service shall consist of posts specified in Schedule I.
- 4. Grades, authorized strength and its review (1) (a) The duty posts included in various grades of the service, their names, numbers and scales of pay shall be as specified in Schedule-I.
 - (b) the duty posts included in a particular grade as mentioned in this Schedule would be interchangeable with one another.
- (2) After the commencement of these rules, the authorized strength of the duty posts in various grades shall be such as may from time to time, be determined by the Government.
- (3) The Government may make temporary additions to or reductions from the strength of the duty posts in various grades as it may deem necessary from time to time.
- (4) The Government, in consultation with the Commission, include in the service any post other than those included in the Schedule-I or exclude from the service a post included in the said Schedule.
- (5) The Government may, in consultation with the Commission, appoint an officer whose post is included in the service under sub rule (3) to the appropriate grade of the service in a temporary capacity or in a substantive capacity, as it may deem fit and fix his seniority in the grade in accordance with the general orders and instructions issued by the Government from time to time in this regard.
- 5. **Members of the Service** The following persons shall be members of the service, namely:-
 - (a) Persons deemed to have been appointed to service under rule 6; and
 - (b) Persons appointed to the service under rule 7.
- 6. Initial constitution of the Service (1) All the existing civilian officers holding Group 'A' duty posts on regular basis in the Border Roads Engineering (Group 'A') Service on the date of commencement of these rules shall be members of the service in the respective grades.
- (2) The regular continuous service of officers referred to in sub-rule (1) before the commencement of these rules shall count for the purpose of probation, seniority, qualifying service for promotion, confirmation and pension in the service.
- 7. Future maintenance of the Service (1) After commencement of these rules, the vacancies in the grades of the service included in Schedule-I shall be filled in the manner as provided in Schedules III and IV.
- (2) For filling up of direct recruitment vacancies in the Junior Time Scale of the service, the educational qualifications and age limit shall be as specified in Schedule-II
- 8. Seniority (1) The relative seniority of members of the service deemed to have been appointed to any grade under rule 5, shall be governed by their relative seniority as obtaining on the date of commencement of these rules:

Provided that if the seniority of any such member had not been specifically determined on the said date, the same shall be determined on the basis of the rules governing the fixation of seniority as was applicable to the members of the service prior to the commencement of these rules.

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- (2) The seniority of officers recruited to the service after the initial constitution shall be determined in accordance with the general instructions issued by the government from time to time in this regard.
- (3) Seniority of officers not covered by the above provisions, shall be determined by the Government in consultation with the Commission.
- 9. **Probation** (1) Every officer on appointment to the post of Junior Time Scale of the service shall be on probation for a period of two years:

Provided that the Controlling Authority may extend the period of probation in accordance with the instructions or orders issued by the Government from time to time in this regard:

Provided further that any decision for extension of the period of probation shall be taken ordinarily within eight weeks after the expiry of the previous period of probation and the decision in writing shall be communicated to the concerned officer together with reasons for so doing within the said period.

- (2) On completion of the period of probation or any extension thereof, officers shall, if considered fit for regular appointment, retained in their appointment on regular basis and be confirmed in due course.
- (3) If, during the period of probation referred to in sub-rule (1) or any extension thereof, as the case may be, the Government is of the opinion that an officer is not fit for retention or if, at any time during such period of probation or extension thereof, the Government is satisfied that the officer will not be fit for permanent appointment on the expiration of such period of probation or extension thereof, the Government may for reasons to be recorded in writing, discharge him from the service or revert him to the post which he has been holding before his promotion, as the case may be, or pass such orders as it may deem fit.
- (4) During the period of probation or any extension thereof, the officer may be required by the Government to undergo such courses of training instructions and to pass such examinations and tests (including a examination in Hindi) as it may deem fit for the purpose of satisfactory completion of period of probation.
- (5) As regards other matters relating to the period of probation, the members of the service shall be governed by instructions or orders issued by the Government from time to time in this regard.
- 10. Liability for service: (1) The officers appointed to the service shall be liable to serve anywhere in India or outside.
- (2) Any officer appointed to the service, if so required, shall be liable to serve in any Defence Service or post connected with the defence of India, for a period of not less than four years, including the period spent on training, if any, provided that such an officer
 - (a) shall not be required to serve as aforesaid after the expiry of ten years from the date of his appointment;
 - (b) shall not ordinarily be required to serve as aforesaid after attaining the age of forty years.
- (3) A member of the service shall also be liable to undergo professional courses as and when he is deputed for that.

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- (4) The conditions of service of the members of the service in respect of matters for which no provision is made in these rules, shall be the governed by such rules or orders as may be issued by the Government from time to time,.
- 11. Disqualification:- No person, -
 - (a) who has entered into or contracted a marriage with a person having a spouse living, or
 - (b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to any of the posts specified in Schedule I:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

- 12. Non Functional Upgradations: The officers of Border Roads Engineering (Group 'A') Service would be eligible for grant of Non-Functional Upgradation in accordance with the orders and instructions issued by the Government from time to time in this regard, and would be granted the same on the basis of the recommendations of the Screening Committee as provided in Schedule-V.
- 13. Power to relax Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing and in consultation with the Commission, relax any of the provisions of these rules with respect to any class or category of persons or posts.
- **14.** Savings (1) Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the persons belonging to the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Ex-Servicemen and other special categories of persons in accordance with the orders issued by the Government from time to time in this regard.
- (2) All appointments, promotions or confirmations, made in consultation with the Commission, under Establishment orders issued from time to time before notification of these rules shall be deemed to have been made these rules.
- **15. Interpretation** If any question arises relating to the interpretation of these rules, it shall be decided by the Government.

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Schedule-I (See Rules 2, 3, 4)

No.	Name of the Duty Post and Grade	Number of duty posts*	Pay Scale in the Pay Matrix
-	2	3	4
Civ	Civil Engineering Cadre		
-	Additional Director General Border Roads	S	Level 15 (Rs.1,82,200 - 2,24,100)
	Higher Administrative Grade		The second secon
2	Chief Engineer (Civil),	15	Level 14 (Rs.1.44.200 – 2.18.200)
	Senior Administrative Grade	##?	
w	Superintending Engineer (Civil),	66	Level 13 (Rs.1.23.100 - 2.15.900)
	Junior Administrative Grade		
4	(a) Executive Engineer (Civil), Non-Functional Second Grade	@	Level 12 (Rs.78,800 - 2,09,200)
	(b) Executive Engineer (Civil),	191	Level 11 (Rs.67.700 - 2.08.700)
	Senior Time Scale		
5.	Assistant Executive Engineer (Civil),	311	Level 10 (Rs.56,100 - 1,75,500)
	Junior Time Scale		() () () () () () () () () ()
Ele	Electrical and Mechanical Engineering Cadre		
1	Chief Engineer (Electrical and Mechanical),	1	Level 14 (Rs.1,44,200 - 2,18,200)
	Senior Administrative Grade		
2	Superintending Engineer (Electrical and Mechanical),	12	Level 13 (Rs.1,23,100 - 2,15,900)
	Junior Administrative Grade		
w	(a) Executive Engineer (Electrical and Mechanical), Non-Functional Second Grade	@	Level 12 (Rs.78,800 - 2,09,200)
	(b) Executive Engineer (Electrical and Mechanical), Senior Time Scale	45	Level 11 (Rs.67,700 - 2,08,700)
4	Assistant Executive Engineer (Electrical and Mechanical),	89	Level 10 (Rs.56,100 - 1,75,500)

^{*} Number of duty posts are shown as per sanctioned strength in the year 2018 and subject to variation depending on workload.

Junior Time Scale

Senior Time Scale. of the cadre and the number of posts to be operated in the 'Non-Functional Second Grade' will not exceed the number of posts available in the Senior Duty Posts (i.e. posts in Level 11 of the Pay Matrix (Rs.67,700 - 2,08,700) and above). There will be no increase in the overall strength @The number of posts in 'Non-Functional Second Grade' in Level 12 of the Pay Matrix (Rs.78,800 - 2,09,200) shall be restricted to 30% of the



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Schedule -II (See rule 7)

For direct recruitment in the Junior Time Scale of the service, the posts shall be filled on the basis of Engineering Services Examination conducted by the Commission, as per age limits, educational qualifications and other conditions as notified by the Central Government/Union Public Service Commission from time to time.

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Schedule -III (See Rule 7)

180		2				No.
Superintending Engineer (Civil)		Chief (Civil)		Additional General Roads	(1)	
r (Civil)		Engineer		al Director Border	(2)	Name of the post
By Promotion		By Promotion		By promotion	(3)	Method Recruitment
 (i) Border Roads Engineering Service (Civil) officers with minimum 13 of years' regular service in Group 'A' posts in the service and 4 years' regular service in the grade of Executive Engineer (Civil) including the service rendered in Non-Functional Second Grade. (ii) Possessing degree in Civil Engineering or equivalent form a recognized University or Institute (ii) Completed two years service at Executive Engineer (Civil) as Officer Commanding RCC/BCC. 	 (ii) Completed one year service as Superintending Engineer as Commander, Task Force. (iii) Have successfully completed two weeks course on Higher Management or Chief Engineer's (CE) Orientation Course of not less than two weeks duration. 	(i) Officers in the grade of Superintending Engineer (Civil) of Border Roads Engineering Service in Level 13 of the Pay Matrix (Rs.1,23,100 – 2,15,900) with 3 years' regular service in the grade OR Border Roads Engineering Service (Civil) officers with 17 years' regular service in Group 'A' posts in the service out of which at least 1 year regular service in the grade of Superintending Engineer (Civil) in Level 13 of the Pay Matrix (Rs.1,23,100 – 2,15,900);	 (ii) Completed one year service as Chief Engineer in charge of a Border Roads Organisation Project. (iii) Have successfully completed two weeks training on Human Resources (HR) Management. 	(i) Officers in the grade of Chief Engineer (Civil) of Border Roads Engineering Service with 3 years' regular service in the grade OR Border Roads Engineering Service (Civil) officers with 25 years' regular service in Group 'A' posts in the service out of which at least 1 year regular service in the grade of Chief Engineer (Civil)	(4)	of Field of selection and minimum qualifying service for promotion

6 Chief Engineer By Promotion (i) Officers in the grade of Superintendin (Electrical & Mechanical) with 3 years' regular service in the grade OR Border Roads Engineering Service (Ele regular service in the grade of Superintending E of the Pay Matrix (Rs. 1,23,100 – 2,15,90	Assistant Executive Engineer (Civil) Engineer (Civil) Engineering Services Examination conducted by Union Public Service Commission (ii) 50% by direct (i) Assistant Engineer (Civil) wit recruitment (ii) Possessing a degree/diplor Institute. (iii) Have successfully comple Assistant Engineer level. (iii) Have successfully comple Assistant Engineer level.	(b) Executive By Promotion (i) Assistant Executive Engineer (Civil) (ii) Have successfully cduration.	4 (a) Executive By appointment in Engineer (Civil) Non-Functional Second Grade Second Grade overall performance, experience and other related matters. By appointment in Officers holding post of grade. Officers holding post of grade. Server the order of grade. Server the order of grade. Officers holding post of grade. Matters.	(iv) Have successfully completed weeks duration or course on Senior
(i) Officers in the grade of Superintending Engineer (Electrical and Mechanical) in Level 13 of the Pay Matrix (Rs.1,23,100 – 2,15,900) of Border Roads Engineering Service with 3 years' regular service in the grade OR Border Roads Engineering Service (Electrical and Mechanical) officers with 17 years' regular service in Group 'A' posts in the service out of which at least 1 year regular service in the grade of Superintending Engineer (Electrical and Mechanical) in Level 13 of the Pay Matrix (Rs.1,23,100 – 2,15,900).	 (i) Assistant Engineer (Civil) with three years regular service in the grade. (ii) Possessing a degree/diploma in Civil Engineering from a recognized University or Institute. (iii) Have successfully completed refresher course of two to four weeks duration at Assistant Engineer level. 	ant Executive Engineer (Civil) with four years' regular service in the grade. successfully completed Officer's Commanding Course of two to four weeks	Officers holding post of Executive Engineer (Civil) with five years' regular service in the grade.	(iv) Have successfully completed Task Force Commander's Course of two to four weeks duration or course on Senior Management of two weeks duration.

	(ii) 50% by promotion.		4
(iii) Have successfully completed refresher course of two to four weeks duration at Assistant Engineer level.	conducted by Union Public Service Commission		
(ii) Possessing a degree/diploma in Electrical/ Mechanical/ Automobile Engineering from a recognized University or Institute.	Engineering Services Examination	(Electrical & Mechanical)	
(i) Assistant Engineer (Electrical & Mechanical) with three years regular service in the grade;	(i) 50% by direct recruitment through the	Assistant Executive Engineer	9
(ii) Have successfully completed Officer's Commanding Course of two to four weeks duration.		al)	
(i) Assistant Executive Engineer (Electrical and Mechanical) with four years' regular service in the grade.	By Promotion	(b) Executive Engineer &	
	performance, and experience and other related matters.	Ciaco	
	suitability taking into account the overall	anical) Nor onal Secon	
Officers holding post of Executive Engineer (Electrical & Mechanical) with five years' regular service in the grade.	By appointment in the order of seniority based on	(a) Executive Engineer	α
(iv) Have successfully completed course on Senior Management of two weeks duration.			
(iii) Completed two years service as Executive Engineer (Electrical & Mechanical) as Officer Commanding Field Workshop.			¥
(ii) Possessing degree in Electrical/ Mechanical/ Automobile Engineering or equivalent from a recognised University or Institute.			
service rendered in Non-Functional Second Grade.		Mechanical)	

qualifying or the eligibility service or two years, whichever is less, and have successfully completed their probation period for Note: Where juniors who have completed their qualifying or the eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or the eligibility service by more than half of such promotion to the next higher grade alongwith their juniors who have already completed such qualifying or the eligibility service.

Schedule-IV (See Rule 7)

No.	Name of the post	-	Group 'A' Departmental Promotion Committee for promotion	omotion	Group 'A' Departmental Promotion Committee for considering confirmation
(1)	(2)		(3)		(4)
_	Additional Director		Chairman/Member, Union Public	- Chairman	Not applicable '
	General Border Roads	N			
	Higher Administrative Grade	w		- Member	
2	Chief Engineer (Civil) and	_			Not applicable
	Chief Engineer (Electrical &	2			
	Mechanical)	ω		- Member	
	Senior Administrative Grade				
ω	Superintending Engineer		Chairman/Member, Union Public Service Commission	- Chairman	Not applicable
	(Civil) and Superintending	2			
	Engineer (Electrical and	ω		- Member	
	Mechanical)				
	Junior Administrative Grade				
4	Executive Engineer (Civil)		Joint Secretary, Border Roads, Ministry of Defence	- Chairman	Not applicable
	Non-Functional Second Grade	, N	Director/Deputy Secretary, Border Roads, MoD	- Member	
	(Electrical & Machanical) Non	C	. Deputy Director General, HQ DteGBK	- Member	
	Functional Second Grade				
5	Executive Engineer (Civil) and		Joint Secretary, Border Roads, MoD -	Chairman	Not applicable
	Executive Engineer (Electrical	2		- Member	
	& Mechanical)	ω	Deputy Director General, HQ Dte.GBR	- Member	
	Senior Time Scale				
o	Assistant Executive Engineer (Civil) and Assistant Executive	v <u>-</u>	. Chairman/Member, Union Public Service Commission loint Secretary Rorder Roads Ministry of Defence	190	Joint Secretary, Border Roads, Ministry Chairman
	Engineer (Electrical &	ω!		- Member	2. Deputy Director General, HQ Dte.GBR
	Mechanical)				- Member
	Junior Time Scale				3. Director/Deputy Secretary, Border
					Roads, Ministry of Defence



Schedule-V (See Rule 12)

No SI	Grade to which the Non-Functional Upgradation is to be considered	Screening Committee for considering grant of Non-Functional Upgradation as per provisions of DOP&T OM No.AB.14017/64/2008-Estt.(RR) dated 24th April, 2009	nal 64/2008-
(1)	(2)	(3)	
_	Higher Administrative Grade	Secretary, Ministry of Defence	- Chairman
		2. Secretary, Department of Ex-Servicemen Welfare	- Member
		3. Lt. General of Army in Level 16 of the	
		Pay Matrix (Rs.2,05,400 – 2,24,400)	- Member.
N	Senior Administrative Grade	1. Secretary, Ministry of Defence	- Chairman
		2. Special/Additional Secretary, Ministry of Defence	- Member
	i	3. Director General Border Roads	- Member.
ω	Junior Administrative Grade	1. Special/Additional Secretary, Ministry of Defence	– Chairman
		2. Joint Secretary, Border Roads, Ministry of Defence	– Member
		3. Addl. Director General Border Roads	– Member.
4	Non-Functional Second Grade]	1. Special/Additional Secretary, Ministry of Defence	Chairman
		2. Joint Secretary, Border Roads, Ministry of Defence	- Member
1		3. Deputy Director General, HQ DteGBR	- Member.
G	Senior Time Scale	1. Joint Secretary, Border Roads, Ministry of Defence	Chairman
		2. Deputy Director General, HQ DteBGR	- Member
		3. Director/Deputy Secretary, Border Roads, Ministry of Defence	e – Member.

