

ANNEXURE-1
UPGRADATION/ PROMOTION OF STAFF WORKING IN COTTON CELL

S. No.	Nomenclature of Post	No. of Post(s)	Name of Post with grade	No. of Post (s)	Remarks
1.	Dy. Chief Manager (Commercial Purchase)	1	Chief Manager (Cotton) Rs.13500-16800	1	<p>i) By up-gradation of one existing post of Dy. Chief Manager (Commercial Purchase)</p> <p>ii) The post of Chief Manager (Cotton) shall be in the common cadre of Chief Manager of the Federation and shall be filled by promotion from amongst the Dy. Chief Managers on seniority cum-merit in accordance with the provisions of Punjab State Cooperative and Supply and Marketing Federation Employees (Common Cadre) Service Rules, 1990.</p>
2.	Officer-on-Special Duty (Cotton)	1	General Manager Rs.13500-16800	1	The Post shall be filled either by direct recruitment or by promotion at the discretion of the management. In case of direct recruitment candidates should be MBA with 10 years experience in cotton trading independently. Promotion shall be made from amongst the Deputy Chief Manager by way of selection provided that an officer having experience in cotton trading shall be given preference to others.
3.			Manager (Cotton) Rs.7880-11660	1	The post shall be filled by promotion from amongst the Sr. Field Officer (Cotton) Grade-1, having a minimum experience of 5 years as such or the post may be filled by transfer from amongst the incumbents of the cadre of Distt. Managers.

S. No.	Nomenclature of Post	No. of Post(s)	Name of Post with grade	No. of Post (s)	Remarks
4.			Sr. Field Officer (Cotton) Grade-1 Rs.7220-11660	4	These posts are to be filled by promotion from amongst the Sr. Field Officer (Cotton) Grade-II having a minimum experience of 6 years as such.
5.			Sr. Field Officer (Cotton) Grade-II Rs.6400-10640	4	These posts are to be filled by promotion from amongst the Field Officers (Cotton) having a minimum experience of 6 years as such.
6.	Field Officer (Cotton)	27	Field Officer (Cotton) Rs.5800-9200	43 (25+18)18 by upgrading the posts of F.O.(C) Gr.II	100% by promotion from amongst the senior salesman having 6 years experience as such

ANNEXURE-2

DETAILS OF CADRE STRENGTH PAY SCALES, AGE LIMITS AND MODE OF RECRUITMENT

Sr. No.	Nomenclature of Post	No. of Posts	Pay Scales	Age limit for direct recruitment	Mode of recruitment, percentage of posts and qualification			Remarks
					By direct Recruitment	By transfer & on deputation	By Promotion	
1.	2	3	4	5	6	7	8	9

GROUP-A

1.	Managing Director	1	-	-	-	-	-	On deputation from Punjab Govt.
2.	Addl. Managing Director	2	-	-	-	-	-	-do-
3.	Chief Manager (Personnel)	1	-	-	-	-	-	-do-
4.	Superintending Engr. (Civil)	1	Rs.14300-18600	-	-	From amongst the regular Superintending Engineer (Civil) in the Deptts. of the Govt. of Punjab who have an experience of working as such for a minimum period of one year.	Degree in Civil Engineering and should have an experience of working as Executive Engineer in the Federation for a minimum period of ten years.	
5.	Chief Manager (Marketing)	1	Rs.13500-16800					The post of Chief Managers will be filled in from

6.	Chief Manager (Inputs)	1	Rs. -do-				amongst Dy. Chief Managers on Seniority cum-merit basis except for officers recruited directly as Dy. Chief Managers in which case their eligibility for promotion will be after 5 years service/experience as such.	
7.	Chief Manager (Foodgrain)	1	Rs.-do-					
8.	Chief Manager (Finance)	1	Rs.-do-	-	-	-	100% by promotion out of Dy. Chief Accounts Officers having 7 years experience as such	RCS Pb. Sanction No. Mkg/MA-1/RCS/728/265 dt. 1.3.93
8A.	Chief Manager (Law)	1	Rs.13500-16800	-	-	-		The post of Law Officer upgraded to that of Chief Manager (Law)-RCS Sanction No.RCS/MKG/MA-1/45-B/18123A of 27.5.98.
9.	Chief Internal Auditor	1	Rs.13500-16800	-	-	-	-	100% by promotion out of Internal Auditors with five year experience as such.
10.	Dy. Chief Manager (Inputs)	1	Rs.12000-16350		25%		75% by promotion from amongst Sr. Managers on Seniority-cum-merit basis provided one has rendered five	Post of Marketing Expert stands converted and upgraded into that of Dy. Chief Manager (Commercial
11.	Dy. Chief Manager (MKtg.)	1	Rs.12000-16350		i) MBA or Chartered Accountant with 5 years experience in			

12.	Dy. Chief Manager (Foodgrains)	1	Rs.12000-16350		Managerial capacity in an Organisation of repute; ii) Other things being equal, preference will be given to those having rural background.		years service as such.	purchase_ 3 Posts of Distt. Managers/ Managers stands upgraded as Dy. Chief Managers to provide promotion avenues between Managers & Sr. Managers.
13.	Dy. Chief Manager (Commercial Purchase)	1	Rs.-do-					
14.	Dy. Chief Manager				100% by way of promotion on seniority-cum-merit basis from amongst the Sr. Managers having 3 years experience as such.			
					Group-A (i)			
1.	Storage & Preservation Expert	1	Rs.10025-15100	-	.		By promotion from amongst Technical Officers on Seniority-cum-merit basis with 10 years experience as such.	For future the cadre of Asstt. Soil Chemists be treated to have been merged with the cadre of Technical Officer (P & Q) Qualification & Experience for direct recruitment and promotion for the intergrated cadre

								would be as under; Direct Recruitment M.Sc (Agri.)/ M.Sc. Botony; Zology (Agri.) with entomology in both the case or Chemistry or Bio-Chemistry Or B.Sc.(Agri.) with Soil Science as principal subject with 5 years experience preferably in quality control & handling of stocks of foodgrains including storage & inspection in a responsible position in a Govt. or Public undertaking or in a Business house of repute.
2.	Technologist (F&S)	1	Rs.10025-15100	-	-		By promotion amongst Asstt. Soil Chemist on Seniority-cum-merit basis having 10 years experience as such.	
3.	Sr. Manager	4	Rs.10025-15100				100% By promotion from Distt. Managers/Managers on Seniority-cum- merit basis.	4 Posts of Distt. Managers/ Managers stands upgraded as Senior Managers.

4.	Dy. Chief Accounts Officer	6	Rs.10025-15100	18-40 yrs.	<p>40%</p> <p>i) Chartered Accountant / Cost Accountant with minimum experience of 3yrs. as such.</p> <p>ii) Should possess knowledge of Punjabi of Matriculation standard.</p> <p>Other things being equal preference will be given to those having rural background.</p>		<p>60%</p> <p>By promotion out of Sr. Accounts Officer having 5 years experience as such.</p>	<p>One post of Internal Auditor & 3 designated as Dy.CAO & they shall form one cadre of Markfed whether on Plant or General Cadre.</p>
5.	Internal Auditor	4	Rs.10025-15100	18-40 yrs.	<p>100%</p> <p>i) Chartered Accountant with 3 years experience as such or Cost Accountant with atleast 5 years experience in a</p>			

					<p>ii) manufactur ing unit or Agro based manufactur ing industry of Factory. Should possess knowledge of Punjabi of Matriculati on standard.</p> <p>iii) Other things being equal preference will be given to those having rural backgroun d.</p>			
6.	Executive Engineer	3	Rs.12000-15500	18-40 yrs.			By promotion from out of Assistant Engineers Possessing degree or Diploma Electrical/ Civil Engineering and having experience 10 years as such.	

7.	Distt. Managers/ Managers	16	Rs.7880-11660	18-30 yrs.	30% i) MBA or Chartered Accountant. ii) Should possess knowledge of Punjabi of Matriculation standard.		70% by promotion as below: 55% by promotion from amongst Sr. Branch Officers having 5 years service as such. 15% by promotion from amongst Technical Officers on seniority cum merit basis with 5 years experience as such.	There will be no direct recruitment of Distt. Managers/ Managers except by way of management Trainees having the qualification of MBA or C.A. After one year of successful training, they will be appointed as Distt. Managers/ Managers.
8.	Establishment Officer (General)	1	Rs.7880-11660	-	-	-	100% by promotion from amongst the Superintendent/ Private Secretaries having 5 years experience as such. The first post shall be filled in from amongst the Supdts an the second post from amongst the Private Secretaries. Thereafter the post will be filled in the accordance with the ratio of 7:1 from amongst Supdts and Private Secretaries respectively.	RCS Approval dt. 22.12.06
	Establishment Officer (Enquiries)	1	Rs.-do-					
	Establishment Officer (Plants)	1	Rs.-do-					

9.	Manager (Development & Public Relations)	1	Rs.7880-11660			By Deputation from Public Relations Deptt. of Punjab Govt. of an officer not below the rank of a Dy. Director.		
10.	Taxation officer (to be designated as Manager (Taxation))	1	Rs.7880-11660				By selection out of the officer of the rank of Senior Accounts Officer and above.	
11.	Liaison Officer	1	Rs.7880-11660				100% by selection from Officers in the rank of Sr. Acctt. Officer/ Sr. Branch Officer and equivalent categories having 5 years experience as such with aptitude and ability to handle the job	Single cadre post of Liaison Officer merged with the cadre post of Distt. Manager from the date of resolution of Administrator/ BOD i.e. 14.2.90.
12.	Manager (EDP)	1	Rs.7880-11660	18-30 yrs.	i) Master Degree in Computers from Govt. recognized institute or University plus 2 years practical experience in a Commercial			In case of non availability of suitable person from the open market or in the urgency of requirement, the post can be filled up by way of selection on the basis of merit from employees of Markfed

					House as Program Analyst/ Senior Programmer. ii) Should possess knowledge of Punjabi of Matriculation standard.			well conversant with Computer system and who have worked as Sr. Programmer at least for 2 years.
13.	Secretary	2	Rs.7880-11660					By up gradation of two posts of Private Secretaries Sanction conveyed vide RCS, Pb. No. RCS/Marketing MA- 1/72-B/1138A dt.2.9.93.
14.	Manager (Sales)	1	Rs.7880-11660				By promotion from amongst Sales Officers having 5 years experience as such.	

Sr. No.	Nomenclature of Post	No. of Posts	Pay Scales	Age limit for direct recruitment	Mode of recruitment, percentage of posts and qualification			Remarks
					By direct Recruitment	By transfer & on deputation	By Promotion	
1.	2	3	4	5	6	7	8	9

GROUP-C

1.	Assistant Accounts Officer	79	Rs.7220-11660	18-30 yrs	25% i) M.Com. with 3 years experience or B.Com with 9 years experience in Govt. Co-operative Institution or reputed business house. ii) Should possess knowledge of Punjabi of Matriculation standard.		75% By promotion out of Accounts having 5 years experience.	
2.	Personal Assistants	5 +2 +5 -1 11	Rs.6400-10640				100% By promotion out of Sr. Scale Stenographer.	2 posts of Personal Assistants created. 1.RCS Sanction No. Mkg/MA-1/72-BB/Part-II/44/62 dt. 7.9.92. 2. No.RCS Mkg/MA-I/72-B/2022A dt.20.10.93.
3.	Branch Officer	53	Rs.6400-10640	18-30 yrs.	25% i) Must be B.Sc.		75% Out of Field Officers (General)	RCS Sanction No. Mkg/MA-I/ 72-B/

					<p>(Agriculture) with at least 60% marks.</p> <p>ii) Must possess knowledge of Punjabi of Matriculation standard.</p> <p>iii) Preference will be given to those having rural background.</p>		having 5 years experience as such.	M.D./ 2019 dt. 24.4.92.
4.	Sectional Officer Designation of Sectional Officer changed to Junior Engineer, vide No. EST/EAG-6/93/Pay Revision/13248 dt. 15.12.93.	18	Rs.5800-9200	18-30 yrs.	<p>100%</p> <p>i) Diploma in Civil/ Electrical/ Public Health Engineering from a recognized University/ Institution with two years experience in the respective line.</p> <p>ii) Should Possess knowledge of Punjabi of Matriculation standard.</p> <p>iii) Other things being equal preference will be given to those having rural background.</p>			

5.	Reception Officer	1	Rs.6400-10640				100% By promotion out of Receptionist-cum-Telephone Operators having 10 years experience as such.	
6.	Dy. Sales Officer	1	Rs.6400-10640				100% By promotion out of Assistant Sales Officers/ Depot Incharge having 3 years experienced as such.	One post of Asstt. Sales Officer upgraded to that of Dy. Sales Officer. Sanction No.RCS/Mktg./MA-I/45-B/2320A dt.4.8.97.
7.	Accountant	134	Rs.6400-10640				100% By promotion out of Assistant Accountant having 7 years experience as such on qualifying the departmental test as may be prescribed by the Managing Director. In case an employee is considered for promotion after 10 years experience as Asstt. Acctt., the pre-condition for qualifying the departmental test may be relaxed/waived off by the Managing Director. This shall also apply	The post of Sr. Accountant 'A'/ Accountant 'B'/ Accountant 'C' grades shall stand abolished as soon as the existing incumbents are appointed as Asstt. Accounts Officer/ Accountant / Asstt. Accountant respectively.

							to the Asstt. Accountant who have been provisionally promoted as accountant vide Markfed H.O. order No.EST/ EASG-2/91/ 8592 dated 16.10.91. RCS approval No. Mktg./MA-1/RCS/72-B/1266 dt. 1.3.93.	
8.	Circle Head Draftsman	1	Rs.6400-10640				100% By promotion out of Draftsman having 5 years experience and possessing Diploma in Civil/ Electrical or Public Health Engineering awarded by the State Technical Education Board or by any other recognized Institute.	
9.	Senior Draftsman	1	Rs.6400-10640				100% -do-	
10.	Field Officer (General)	426 (134 + 292)	Rs.5800-9200				100% by promotion out of Sr. Salesman having atleast 6 years exp. as such.	

11.	Field Officer (Preservation)	41	Rs.5800-9200				100% By promotion out of Senior Laboratory Technicians and Senior Salesman having 6 years experience as such in the pay scale of Rs.4020-6200 on the basis of their (intrese) seniority.	
12.	Draftsman	4	Rs.5800-9200	18-30 yrs.	50% i) Should possess Diploma in Civil/ Electrical/ Public Health Draftsmanship awarded by the State Board of Technical Education or any other recognized Institution. ii) Should have knowledge of Punjabi of Matriculation standard.		50% By promotion out of Tracers having 10 years experience and possessing certificate of a Tracer from an ITI.	
13.	Sr. Laboratory Tech. (B.Sc./ FSc) -do- (Non BSc/ Fsc)	13	Rs.5800-9200 Rs.4020-6200		50% i) B.Sc. Agri. With 5 yrs. exp. in Soil Test. Lab. ii) Should possess		50% By promotion out of Lab. Attendants & the scale of Sr. Lab. Tech. would be	

					knowledge of Punjabi of Matriculation standard.		admissible as per their qualifications.	
14.	Programmer	1	Rs.7220-11660	18-30 yrs.	<p>i) Graduate with Post Graduate diploma in computer science with 3 yrs. exp. in programming of Graduate with 5 yrs. experience in Programming.</p> <p>ii) Should possess knowledge of Punjabi of Matriculation standard.</p>			
15.	Sr. Scale Stenographer	28	Rs.5800-9200				100% by promotion out of Junior Scale Stenographer having 7 Years experience as such on qualifying the departmental test as may be prescribed at the speed of 100 WPM and 40 WPM in Stenography and typewriting respectively. In case an employee is considered for promotion after 10 years experience as Junior Scale	

							Stenographer, the pre-condition for qualifying the departmental test may be relaxed/waived off by the Managing Directors.	
16.	Sr. Asstt.	169	Rs.5800-9200				100% By promotion out of Jr. Asstt. having ten years exp.	One Post of Asstt. Liaison Officer created by keeping in abeyance one post of Sr. Asstt.
17.	Receptionist-cum-Telephone Operator	3 -1 2	Rs.5800-9200	18-30 yrs.	50% i) Should be Graduate of a recognized Univ. with a pleasing personality & must have 5 Yrs. exp. as such alongwith knowledge of operating PABX telephone system. ii) Should possess knowledge of Punjabi of Matriculation standard.		50% by promotion out of Jr. Asstts. Having 10 yrs. exp. on qualifying a departmental test as may be prescribed.	One post of Rec.-cum-Tele. Opt. meant for direct quota upgraded to that of Welfare Officer. Sanction No.RCS/MKG/ MA-1/72-B/480A Dt. 8.2.96 and No.1013A 27-3-96.
18.	Sr. EDP Asstt./ Sr. Machine Operator	2	Rs.5800-9200	18-30 yrs.	50% Graduate with one year Diploma in EDP from recognized		50% By way of selection from employees having	The condition of 3 yrs. exp. may be relaxed in case of an

					institute Univ. with 2 Yrs. practical experience of the line in a commercial House.		graduation with 3 yrs. exp. in Computer Branch of Markfed. Should have aptitude for computer work.	employee who is already having diploma in EDP.
19.	Library Asstt.	1	Rs.5800-9200	-do-	100% i) Graduate with Degree in Library Science with three years exp. as such. ii) Such possess knowledge of Punjabi upto Matriculation Standard.			
19 A.	Liaison Officer Gr. II	1	Rs.5800-9200					The post of Assistant Liaison Officer redesignated and upgraded as Liaison Officer Gr. II if in the pay scale of Rs.1800-3200 (Revised to 5800-9200) with special pay of Rs.100/- with the existing conveyance facility and Rs.500/- as Liaison allowance w.e.f. 27.3.1998. RCS sanction No.RCS/ MKG/

								MA-I/45B/1107 A, dt. 27.3.1998.
20.	Asstt. Sales Officer/ Depot Incharge	8 -1 7	Rs.5800- 9200				Sales Rep. and the Field Rep. shall be promoted in the ratio of 50:50. The first post shall go to the sales Rep. and the 2 nd to the Field Rep. and further vacancies shall be filled in this very order, RCS approval No. Mkg./MA- 1/RCS/72-B/1267 dated 1.3.93.	One post of ASO upgraded to that of Dy. Sales Officer. Sanction No. RCS/MKG/MA- 1/45B/2320A dt. 4.8.97.
21.	Sr. Salesman	73	Rs.4020- 6200				100% by promotion from Sales-man of Markfed of pay scale of Rs.3120-5160 having 5 years exp. as such.	These posts will become available on retirement, death, resignation etc. Out of the category of FOs after completing the strength of 73 posts of Salesman.
22.	Assistant Accountant	123 +4 + 11= 138	Rs.5800- 9200	18-30 yrs.	100% i) B.Com. Preferably with 2 years experience. ii) Should possess knowledge of Punjabi of Matriculation standard.			i) 4 posts RCS Pb. Sanction No.MkG/ ma-i/72- b/md/171 9 DT. 26.3.93. ii) II Posts sanction

								No. Mkg./ MA- 1/72- B/MD/20 19 dt. 24.4.92.
								iii)
23.	Tracer	1	Rs.4020-6200	18-30 yrs.	100% Matric with ITI Certificate in the trade of Tracer.			
24.	Electrician	2	Rs.4020-6200	18-30 yrs.	100% Matric with ITI Certificate in the Electrician Trade.			
25.	Jr. Stenographer Scale	17	Rs.4400-7200	18-0 yrs.			100% i) By way of promotion from amongst the Steno Typist having 5 years experience. ii) As such in the Markfed on qualifying a departmental test. Preference will be given to the official having certificate in Computer course from a recognized Institution by AICTE or UGC.	26

26.	Junior Assistant	50	Rs.4400-6200					
27.	Asstt. Public Relations Officer	1	Rs.6400-10640	18-30 yrs.	100% B.A. 2 nd Class			
28.	Wireless Operator	1	Rs.4020-6200	18-30 yrs.	100% i) Graduate with certificate of Wireless Operator from a recognized University / Institution. ii) Should possess knowledge of Punjabi of Matriculation standard.			
29.	Sales representatives / Field Representatives (A.S.O. Gr. II)	9	Rs.4020-6200	18-30 yrs.	100% i) Graduate with Diploma in Marketing from a recognized University or Institution and the candidate should have flair for selling. ii) Should possess knowledge of Punjabi of Matriculation standard.			
30.	AZO Machine Operator	1	Rs.3120-5160	18-30 yrs.	100% i) Middle pass			

					and must have five years experience in operating AZO Machine. ii) Knowledge of Punjabi.			
31.	Restorer	2	Rs.3120-5160				100% By promotion out of Jamadars/ Daftaries.	
32.	Photostat Machine Operator	2+3 =5	Rs.3120-5160					Two posts of Peons upgraded to that of Photostat Machine Operators in the pay scale of Rs.950-1800 (with an initial start of Rs.1000/- (Revised to Rs.3120-5160 w.e.f. 1.1.96). RCS approval No.RCS/Marketing/MA-1/72-B/214/A dt.13.1.94. 3 posts of Peons upgraded to that of Photostat machine Operator. RCS sanction No. RCS/Mkg./MA-1/45/B/1275 dt. 15.4.98.
33.	Steno-typist	27	Rs.3330-6200	18-30 years	100% i) Graduate division. ii) Having proficiency	2 nd	It should be against the post of Clerks.	RCS approval NO. Mkg.MA-1/72-B/P-II/10198 dt. 1.10.92.

					<p>in Punjabi Stenography at the speed of 80 w.p.m. and to transcribe at a speed of 15 w.p.m.</p> <p>iii) Should have Computer knowledge having a certificate in Computer course from a recognized Institute by AICTE or UGC.</p>		
34.	Clerk	58	Rs.3120-5160	18-30 years	<p>80%</p> <p>i) B.A. 2nd Class.</p> <p>ii) Must qualify typing test in Punjabi at a speed of 30 WPM.</p> <p>iii) Should possess knowledge of Punjabi of Matriculation standard. The minimum qualifications shall be Matriculation for appointment of the dependants of the deceased employees of Markfed who die in harness. They</p>	<p>20% by promotion cut of Class-IV employees posted in Head Office and Distt. Officers who are matriculate and qualify a typing test in Punjabi typewriting at the speed of 30 w.p.m.</p>	<p>31 posts of Junior Assistant which are vacant at present , shall be converted to those of Clerks with immediate effect. The posts of JAs which shall becomes available in due course on account of promotion/retirement of the existing incumbents shall also be converted to those of Clerks till such time the cadre of Clerks reaches the extent of 50% of the existing sanctioned cadre of</p>

					shall also have to qualify a typing test in Punjabi typewriting at the speed of 30 WPM.			Junior Assistant which is 116 at present. Hence forth there shall be no direct recruitment against the post of Junior Assistant and Class-IV employees shall also not be eligible for promotion to the post of Junior Assistant. All posts of Junior Assistant shall be filled by promotion from amongst the Clerks who have a minimum experience of 5 years as such.
35.	Salesman	73	Rs.3120-5160	18-30 yrs.	80% i) Must be B.Sc.(Agri.) IInd Class. ii) Should possess knowledge of Punjabi of Matriculation standard. The minimum qualification shall be Matriculation for appointment of the dependants of the deceased	.	20% By promotion out of such class IV employees including Disting Operators who are Matriculates and are posted in the Markfed Branch Offices	There are presently 48 available posts of Salesmen. The rest 25 posts shall come into existence on retirement, resignation, death, etc. of FOs.

					employee of Markfed who die in harness.			
36.	Jr. EDP (Asstt.)	1	Rs.4020-6200				By selection from employees of Markfed with minimum qualification of graduation and sufficient experience in Computer Cell of Markfed. Preference will be given to the employees having a certificate course in computer and who has aptitude for computer work.	A post of Jr.EDP (Assistant) in the Computer Cell in the scale of 1200-2139 (Revised to Rs.4020-6200 w.e.f. 1.1.96) is created by transferring reducing one post from the cadre strength of Jr. Assistant.

GROUP-‘B’

1.	Assistant Engineer (Civil Electrical)	15	Rs.7880	18-35 yrs	50% Degree in Civil/Public Health/Electrical Engineering with three years experience or Diploma holder with 10 years practical experience.		50% out of eligible employees of detailed below:- CIVIL i) From amongst the Sectional Officers working in the Federation who possess degree in Civil Engineering and who have an experience of working as such for	
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							<p>minimum period of three years.</p> <p>ii) From amongst the Sectional Officers (Civil) working in the Federation who possess Diploma in the Engineering (Civil) of a recognised University of Institute and who have an experience of working as such for a minimum period of 1 years.</p> <p>iii) From amongst the Draftsmen working in the Federation who possess Diploma in Engineering (Draftsmen) who have an experience of working as such for a minimum period of 10 years.</p> <p>iv) From amongst the Sectional Officers and Draftsmen working in the Federation who possess Associate Membership of</p>	
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						<p>Institute and have an experience of working as such for a minimum period of five years.</p> <p>ELECTRICAL i) From amongst the Sectional Officers working in the Federation who possess degree in Engineering (Electrical) of recognized University of Institute and who have an experience of working as such for a period of three years. ii) From amongst the Sectional Officers (Electrical) working in the Federation who possess Diploma in the Engineering (Electrical) of a recognized University or Institute and who have an experience of working as such for a minimum</p>	
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							<p>period of 10 years. iii) From amongst the Draftsmen working in the Federation who possess Diploma in Engineering (Draftsmen) who have an experience of working as such for minimum period of 10 years. iv) From amongst the Sectional Officers and Draftsmen working in the Federation who possess Associate Membership of Institute of Engineering of a recognised University or Institute and who have an experience of working as such for a period of five years.</p>	
							--	<p>PUBLIC HEALTH i)From amongst the Sectional Officers working in the Federation who possess degree in</p>

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Engineering of a recognised University or Institute and who have an experience of working as such for a minimum period of three years.

ii) From amongst the Sectional Officers working in the Federation who possess Diploma in the Engineering of a recognized

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University or Institute and who have an experience of working as such for a minimum period of 10 years.

iii) From amongst the Draftsmen working in the Federation who possess Diploma in Engineering (Draftsmen) who have an experience of working as such for a minimum period of 10 years.

iv) From amongst the Sectional Officers and

							Draftsmen working in the Federation who possess Associate Membership of Institute of Engineering of a recognized University or Institute and who have an experience of working as such for a minimum period of five years.
2.	Senior Accounts Officer	20	7880-11660	18-	33%		
3.	Budget Officer	+2		35yrs.	Revised/amended qualification for the post of Senior Accounts Officer (For direct recruitment). 1. B.Com. plus Intermediate chartered Accountant with 2 years experience. OR B.Com. plus Intermediate ICWA with 2 years experience. 2. Should possess knowledge of Punjabi of Matriculation Standard.	-- --	67% Out of Assistant Accounts Officers having 7 years experience as such.
							Pay Scales revised on account of revision of Master scale & change of rate of increments, vide No. EST/EAG.6/PAY scales/93/7660 dt 23.3.93. Pb.Govt.No. 15592-EP/8186 dt.24.12.92.

					3. Other things being equal preference will be given to those having rural background (RCS Pb. approval No. Mkg/MA-I/72-B/MD/2018 dt. 24.4.1992).			
4.	Technical-cum-Preservation Officer	13 +2	Rs. 7220-11660	18-30 Yrs.	50% i) M.Sc. (Agriculture) with Specialization in Entomology. ii) Should possess knowledge of Punjabi of Matriculation standard. iii) Preference will be given to the candidates having experience of 2 years.		50% By promotion out of Field Officer (Preservation) and Senior Laboratory Technicians in th Scales of Rs. 5800-9200 Promotees shall first be placed in the scale of Rs. 6400-10640 and after having working in the Scale for five years shall be eligible for grant of scale of Rs. 7220-	The post of Technical Officer (P & Q) stands designated as Technical-cum-Preservation officer in the scale of Rs. 7220-11660 with the promotion of one T.O. as Storage & Preservation Expert one post of T.O will stand abolished.

							11660 other things being equal.	
5.	Accounts Officer	2	Rs. 7220-11660	--	--	--	--	Dying Cadre For the purpose of their promotion as Sr. Accounts Officer original seniority of the existing incumbents i.e.prior their appointment as Sr. Accounts Officer/Accounts Officer will be kept in view. On elevation as Sr. Accounts Officer the posts of Accounts officer would stand abolished.
6.	Sales Officer	3	Rs 7220-11660	18-30 Yrs.	33% i) Graduate with Diploma in Marketing awarded by a recognised Institution. Minimum five years experience in an Organisation of repute. ii) Preference will be given to those with experience in Marketing of consumer products in a		67% By promotion out of Deputy Sales Officer having five years	In case no suitable hand is available in Federation for appointment by promotion direct recruitment may be resorted to in respect of 67% quota.

					competitive field. iii) Should possess knowledge of Punjabi of Matriculation standard. iv) Preference will be given to those having rural back-ground.				
7.	Sr. Branch Officer	55	Rs. 7220-11660	--	-- --	--		100% By promotion out of Branch Officers having 5 years experience as such	RCS sanction Nos.2233A dt. 15.5.94 and 2019 dt. 24.4.92
8.	Superintendant	21+2	Rs.7220-11660	--				100% By promotion out of Sr. Assistants having 12 years experience as such.	
9.	Private Secretary	1+1	Rs. 7220-11660	--				100% By promotion out of personal Assistants.	One post of P.A.-up-graded to P.S. RCS sanction No RCS/Mkg/Ma-I/72B176 A dt. 12.1.96.
10.	Sr. Programmer	1	7220-11880					By selection from the officials of Markfed having qualifications of Graduation with ten years practical experience of	In case the departmental candidate do not possess Diploma in system Analyst, he may be required to pass the same as

							Computer Deptt. of Markfed. Practical experience in System Analyst and Design, Programming in BASIC/COBOL/PA SCAL/FOXPRO languages.	and when the test is arranged by the Markfed
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Sr No.	Nomenclature of post	No. of posts	Pay Scales	Age limit for direct recruitment	Mode of recruitment. Percent of post and Qualifications			Remarks
					By direct recruitment	By transfer and on deputation	By promotion	
1.	2.	3.	4.	5.	6.	7.	8.	9.
1	Driver	27	Rs.3330-6200	18-30yrs.	100% i) Matriculation ii) Should possess driving license for driving light vehicles and have an experience of minimum period of five years. iii) Must have knowledge of Punjabi. iii) Preference will be given to those having rural back-ground.	--	--	No. of posts of drivers will be variable in terms of Car facility scheme RCS Pb. Sanction No.RCS/Mkg/MA-1/72-13/2233A dt. 5.5.94
2.	Cook	3	Rs.3120-5160	18-30yrs.	100% i) should have experience of cooking for atleast two years ii) Must have knowledge of Punjabi. iii) Preference will be given to those having rural back-ground.	--	--	--

3.	Daftri	20	Rs2820-4400		--	--	100% By promotion from Peons, Chowkidars, Sweepers and Malies.	--
4.	Jamadar	32	Rs.2820-4400	18-30yrs.	--	--	100% By promotion from Peons, Chowkidars, Sweeper and Malies.	--
5.	Peons		Rs.2720-4260	18-30yrs.	100% i) Must have passed Middle standard with Punjabi. ii) Preference will be given to those having rural back-ground. Knowledge of Gardening & Plants.	--	--	In the categories from 5 to 9. In case the appointment is made of the dependents of employees of Markfed who died in harness, there will be no condition of minimum qualifications.
6.	Mali		-do-	-do-	i) Preference will be given to those having rural back-ground. Knowledge of Gardening & Plants.	--	--	--

7.	Chowkidar		-do-	-do-	--	--	--	--
8.	Dusting Operators	62	-do-	-do-	100% i) Must have passed Middle standard with Punjabi. ii) Preference will be given to those having rural background and ex-servicemen.	--	--	--
9.	Peon-cum-Chokidar	401	-do-	-do-	-do-	--	--	--