

## SECTION 10 — THE TAMIL NADU ENGINEERING SERVICE.

### Part I

The service shall consists of the following branches, namely:-

Branch I	Public Works.
Branch II	Workshops and Stores.
Branch III	Omitted.
Branch IV	Radio.
Branch V	Electrical.
Branch VI	Government Press.
Branch VII	Mechanical.

### Part II

#### Branch I – Public Works.

**1. Constitution.**—This branch shall consists of the following categories of officers:-

Category 1	Chief Engineers.
Category 2	Superintending Engineers including Senior Deputy Chief Engineers.
Category 3	Executive Engineers including Deputy Chief Engineers.
Category 4	Assistant Executive Engineers.
Category 5	Assistant Engineers.
Category 6	Head Draughting Officer.

**2. Appointment.**—(a) Appointment to the several categories of this branch shall be made as follows:-

Category (1)	Method of recruitment (2)
1. Chief Engineers	Promotion from Superintending Engineers.
2. Superintending Engineers	Promotion from Executive Engineers.
3. Executive Engineers	Promotion from Assistant Executive Engineers.
4. Assistant Executive Engineers	(i) Direct recruitment; or (ii) Promotion from Assistant Engineers; or (iii) Recruitment by transfer from Junior Engineers, Special Grade, Draughting Officer or Senior Draughting officer of the Tamil Nadu Engineering Subordinate service.
5. Assistant Engineers	(i) Direct recruitment; or (ii) Recruitment by transfer from Junior Engineers, Overseers, Special Grade Draughting Officer or Civil Draughtsman of Tamil Nadu Engineering Subordinate Service.
6. Head Draughting Officer	Recruitment by transfer from among the members of the Tamil Nadu Engineering Subordinate Service.

(b) Promotion as Chief Engineers, Superintending Engineers, Executive Engineers and Assistant Executive Engineers shall be made on grounds of merit and ability seniority being considered only where merit and ability are approximately equal.

(c) (i) Such number of substantive vacancies among Assistant Executive Engineers as the State Government may from time to time determine shall be filled or reserved to be filled by direct recruitment on the results of a competitive examination.

(ii) So far as qualified and suitable candidates are available out of every four vacancies successively arising among Assistant Executive Engineers, the first three vacancies shall be filled or reserved to be filled by promotion from among Assistant Engineers and the fourth vacancy shall be filled or reserved to be filled by recruitment by transfer from among Junior Engineers, Special Grade Draughting officer and Senior Draughting officer.

(iii) So far as qualified and suitable candidates are available, out of every five vacancies successively reserved to diploma holders in the category of Assistant Executive Engineers, the first four vacancies shall be filled or reserved to be filled by recruitment by transfer from among Junior Engineers of the Tamil Nadu Engineering Subordinate Service and the fifth vacancy shall be filled or reserved to be filled by recruitment by transfer from among Special Grade Draughting officer and Senior Draughting Officer of Tamil Nadu Engineering Subordinate Service.

(d) **Preparation of annual list of approved candidates.**—For the purpose of drawing up the annual list of approved candidates for appointment to the posts in the service by recruitment by transfer or by promotion, the crucial date on which the candidate should have acquired the prescribed qualification shall be the 1<sup>st</sup> April of every year.

(e) The candidates appointed as Assistant Engineers by recruitment by transfer on acquiring degree qualification shall be assigned rank below the last Assistant Engineer in the list of candidates selected by the Tamil Nadu Public Service Commission in that calendar year. If no selection has been made by Tamil Nadu Public service Commission to the category of Assistant Engineers in the calendar year, the Assistant Engineer so re-designated shall be assigned rank below the last Assistant Engineer in the list last communicated. For this purpose, the date of communication of the list by Tamil Nadu Public Service Commission shall be the criterion to decide the calendar year to which the list belongs. The concurrence of the Tamil Nadu Public Service Commission shall not be necessary for such an appointment.

(f) Appointment to the post of Assistant Executive Engineer by any method shall be made in consultation with the Tamil Nadu Public Service Commission.

**2A. Appointing authority for Assistant Engineers.**—The appointing authority for the post of Assistant Engineers shall be the Chief Engineer, Public Works Department (General).

### 3. Deleted

**4. Reservation of appointment.**—The rule relating to reservation of appointments (General rule 22) shall apply for appointment by direct recruitment to all the posts, if the cadre strength of which is more than one. The roster prescribed in Schedule III to the General rules for the Tamil Nadu State and Subordinate Services shall be followed.

**5. Qualification.**—No person shall be eligible for appointment to the category and by the method mentioned in columns (1) and (2) of the table below unless he possesses the qualifications prescribed in the corresponding entry in column (3) thereof:-

TABLE

Category (1)	Method of recruitment (2)	Qualifications (3)
Chief Engineer	Promotion	Must have minimum period of one year of left over service before retirement at the time of actual promotion.
Superintending Engineer	Promotion	Must possess a degree in Engineering (Civil or Mechanical)
Executive Engineer	Promotion	(i) Must have rendered service as Assistant Executive Engineer for not less than

- five years, if recruited by transfer or by promotion; or
- (ii) Six years, if recruited direct;
  - (iii) Must have passed the tests prescribed in rule 9, if recruited direct; and
  - (iv) (i) Must possess the B.E. degree (Civil, Mechanical, Electrical or Hydraulics) of the Madras or Annamalai University or the Diploma in Engineering (Civil, Mechanical, Electrical or Hydraulics) of the College of Engineering, Guindy; and
  - (ii) Must have shown exceptional merit as sub – divisional officer:

Provided that an Assistant Executive Engineer who possesses the qualification mentioned in sub-item (i) above but has completed 50 years of age shall possess also the qualification mentioned in sub-item (ii) above.

**Explanation.**— Such of the incumbents of the post of Executive Engineers as are promotees from the rank of Assistant Executive Engineers recruited direct, but who have not passed the tests mentioned in item (iii) above should pass the tests within a period of two years from the 30<sup>th</sup> June 1956 or within the period mentioned in rule 9 below if such period, reckoned the date of appointment as Assistant Executive Engineer by direct recruitment, has not lapsed in any case, whichever is later.

The penalty for failure to pass the tests is stoppage of increments but the stoppage will not operate to postpone future increments after the tests have been passed.

Assistant Executive Engineer	Direct recruitment	<ul style="list-style-type: none"> <li>(i) Must possess the B.E. degree (Civil, Mechanical or Electrical): Provided that other things being equal, preference shall be given to the released emergency commissioned officers, released short service commissioned officers or other Ex-servicemen released from the Armed Force.</li> <li>(ii) Must not have completed or will not complete 30 years of age on the first day of July of the year in which the recruitment is made: Provided that in the case of candidates possessing post graduate degree in Engineering from any Indian University the age limit shall be increased by two years.</li> </ul>
	Promotion	<ul style="list-style-type: none"> <li>(i) Must possess the B.E. degree (Civil, Mechanical or Electrical);</li> <li>(ii) Must have rendered service as Assistant Engineer for a period of not less than five years on duty; and</li> <li>(iii) Must have passed the Account test for Public Works Department Officers and Subordinates.</li> </ul>
	Recruitment by transfer from Junior Engineers of the Tamil Nadu Engineering Subordinate Service.	Must have served as Junior Engineers for a period of not less than ten years.

Assistant Engineer	<p>Recruitment by transfer from Special Grade Draughting Officer and Senior Draughting Officer of the Tamil Nadu Engineering Subordinate Service.</p>	<p>Must have put in twenty three years of service, out of which three years must have been spent as junior Engineer in Tamil Nadu Engineering Subordinate Service</p>
	<p>Direct recruitment</p>	<p>(1) Must possess the B.E. degree in Civil Engineering or Civil and Structural Engineering.</p> <p>(2) (I) Must have passed in Sections A and B of the Institution Examinations under Civil Engineering Branch, subject to the following further conditions, namely:-</p> <p>(i) should furnish evidence of having undergone practical training in surveying for a period of not less than one year; or</p> <p>(ii) should have put in service for a period not less than one year in Public Works Department as Overseer or Junior Engineer; or</p> <p>(iii) should hold the Upper subordinate or L.C.E diploma of the College of Engineering, Guindy or L.C.E diploma awarded by the State Board of Technical Education and Training, Chennai; and</p> <p>(II) Omitted.</p> <p>(3) Must not have completed or will not complete 30 years of age on the first day of July of the year, in which selection for appointment is made:</p> <p>Provided that other things being equal, preference shall be given to those who have undergone one year of apprenticeship training under the Government of India scheme or the State Government Apprenticeship scheme:</p> <p>Provided further that other things being equal, preference shall be given to released Emergency commissioned officers, released short service commissioned officers or other Ex-servicemen released from the Armed Forces.</p>
	<p>Recruitment by transfer</p>	<p>Must have acquired the following qualifications after entering service as Junior Engineer, namely:-</p> <p>(1) Degree in Civil Engineering; or</p> <p>(2) (I) A pass in Sections A and B of the Institution Examinations under Civil Engineering branch subject to the following further conditions, namely:-</p> <p>(i) should furnish evidence of having undergone practical training in surveying for a period of not less than one year; or</p> <p>(ii) should have put in service for a period of not less than one year in the Public Works</p>

Department as Overseer or Junior Engineer; or  
 (iii) should hold the upper subordinate or LCE Diploma of the college of Engineering, Guindy, or LCE Diploma awarded by the State Board of Technical Education and Training, Chennai; and

(II) should have put in service for a period of not less than 10 years or should have put in service for a period of three years after acquiring the qualifications specified in (i) above, whichever is earlier.

**Note.**—The above provision in respect of Assistant Engineer shall come into force from 11<sup>th</sup> September 1985.

Head Draughting Officer of the office of the Chief Engineer (Irrigation)	Recruitment by transfer	(1) Must have rendered service for a period of not less than six years as Special Grade Draughting Officer or Senior Draughting Officer.  (2) Must have rendered service for not less than twenty three years in all as Draughtsman in the Tamil Nadu Engineering Subordinate Service.
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**Note.**—The amendment relating to the category of Head Draughting Officer shall be deemed to have come into force on and from 21<sup>st</sup> September 1977.

Head Draughting Officer of the Office of the Chief Engineer Public Works Department (General)	Recruitment by transfer	Must have rendered service for not less than six years as Special Grade Draughting Officer or Senior Draughting Officer in the Office of the Chief Engineer, Public Works Department (General); or Must have rendered service for not less than twenty years in all as Draftsman in the Tamil Nadu Engineering Subordinate Service.
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**6. Temporary provisions.**— For so long as the State Government consider necessary:-

- (i) An Assistant Executive Engineer who is considered to be suitable for promotion as Executive Engineer may, notwithstanding anything contained in items (1) and (2) of the qualifications prescribed in column (3) of the table under rule 5 for promotion as Executive Engineers be promoted as Executive Engineer; and
- (ii) An Assistant Engineer of this service or a Draughtsman possessing the degree qualification or a Junior Engineer or Draughtsman (without the degree qualification) of the Tamil Nadu Engineering Subordinate Service may, notwithstanding anything contained in the qualifications prescribed in column (3) of table under rule 5 for appointment by promotion and for recruitment by transfer as Assistant Executive Engineer be appointed as Assistant Executive Engineer by promotion or by transfer if he otherwise considered to be suitable for such appointment.

**7. Probation.**—(a) Every person appointed as Assistant Executive Engineer otherwise than by promotion or Assistant Engineer or Head Draughting Officer shall from the date on which he joins duty, be on probation for a total period of two years on duty within a continuous period of three years.

(b) A Probationary Assistant Executive Engineer shall be entitled to count towards his probation the service rendered by him in a corresponding post in any other service or department or under the Government of India or any undertaking sponsored by the State Government or the Government of India or as Lecturer in any of the private Engineering Colleges or Polytechnic in the State or as Research Officer in the Soil Mechanics and Research Division, Chepauk, or in the Institute of Hydraulics and Hydrology, Poondi,

if, but for such service, he would have rendered service as Assistant Executive Engineer in this branch counting towards his probation.

(c) A probationary Assistant Engineer shall be entitled to count towards his probation the services rendered by him in a corresponding post in any of the service or department or under the Government of India undertaking sponsored by the State Government or by the Government of India or as Associate Lecturer in any of the Private Engineering Colleges or Polytechnics in the State, if but for such service, he would have rendered service as Assistant Engineer in this branch counting towards his probation.

(d) The Chief Engineer, Public Works department (General) shall be competent to declare the satisfactory completion of probation of a probationer in the post of Assistant Executive Engineer or Assistant Engineer where no relaxation of rule is involved. He shall also be competent to extend the period of probation upto one year of an Assistant Executive Engineer in case of failure to pass the prescribed tests.

**8. Training.—**(1) A directly recruited probationary Assistant Executive Engineer and an Assistant Executive Engineer appointed from among Government Overseas Scholars, shall during the first year of his probation, undergo training in works and accounts for one year or such shorter period as may be fixed in each individual case. Within the said period of training he shall also undergo training in the Revenue Department for a period of two months:

Provided that in cases where the period of training fixed is shorter than one year the period of training in the Revenue Department shall be one sixth of such shorter period.

(2) During the period of training, the trainee shall be paid the minimum of the time scale of pay applicable to the post and the period of training shall count for increment.

(3) Every person appointed as Assistant Executive Engineer shall undergo the foundation course B conducted by the Civil Services Training Institute, Bhavanisagar and shall pass the test conducted by the said institute at the end of the training. A pass in the said test is a pre-condition for declaration of probation and for the drawal of second and subsequent increments for those who are to be placed on probation or for sanction of second or subsequent increments for those who are not required to be placed on probation but such stoppage will not operate to postpone future increments after the test has been passed. The period actually spent on this training shall be treated as duty for all purposes.

**9. Test for Assistant Executive Engineers recruited direct.—**A candidate appointed as Assistant Executive Engineer by direct recruitment shall pass the Account Test for Public Works Department Officers within a period of four years from the date of his appointment. The penalty for failure to pass the test is stoppage of increments, but the stoppage will not operate to postpone future increments after the test has been passed.

**9A. Test for Assistant Executive Engineers recruited by transfer.—**A person appointed as Assistant Executive Engineer by recruitment by transfer from the category of Junior Engineers or Draftsman in the Tamil Nadu Engineering Subordinate Service shall pass the Account Test for Public Works Department Officers and Subordinates within the period of the probation in the category of Assistant Executive Engineer. If he does not pass the test within the time allowed, he shall be reverted to the Tamil Nadu Engineering Subordinate Service.

**10. Tests for Assistant Engineers.—**Every person appointed as Assistant Engineer shall, within the period of his probation pass the Account Test for Public Works Department Officers and Subordinates. He shall not be liable to be discharged or reverted for failure to pass the said test within the period of his probation but his probation shall be extended upto a maximum period of five years and his second and subsequent increments shall be stopped without cumulative effect till he passes the said test. The probationer who has passed the said test within the above stipulated period shall be eligible for sanction of the second and subsequent increments on normal dates irrespective of the fact that no formal orders for the declaration of satisfactory completion of probation after having passed the said test have been issued. If he does not pass the said test even within the maximum period of five years, he shall be reverted in the case of appointment by recruitment by transfer and his probation shall be terminated, in the case of appointment by direct recruitment.

**10A. Liability to serve in Defence Services.—**Every person appointed as Assistant Executive Engineer by direct recruitment on or after the 12<sup>th</sup> December 1964 shall during his service, including service

in any higher category to which he may be appointed be liable to serve for a minimum period of four year(including the period spent on training) in the Armed Forces or on works relating to Defence effort anywhere in India or abroad, if so required. The liability to serve in the Armed Forces shall be limited to the first ten years of service from the date of his first appointment as Assistant Engineer and shall not ordinarily apply to a candidate who is above 40 years of age.

**10B. Military duty in connection with National Emergency.—**(i) Notwithstanding anything to the contrary contained in these rules or any other rules, the following provisions shall apply to the persons appointed to the service and who have been deputed for military duty in connection with the National Emergency proclaimed on the 26<sup>th</sup> October 1962 and to those non-service persons who joined the Armed Forces during the said National Emergency and are subsequently appointed to this service and for candidates discharged from military service.

One year satisfactory field service rendered by the member of this service will count as two years civil service for probation and increment:

Provided that this concession shall not apply to such personnel who have joined the military service on or after the 10<sup>th</sup> January 1968.

(ii) Supernumerary posts shall be created in the category of Assistant Executive Engineer to accommodate those deputed for military duty and by non-service persons who have rendered military service in connection with the National Emergency and are appointed to this service by direct recruitment, on discharge from military service:

Provided that these concessions shall not apply to such personnel deputed for military duty on or after the 10<sup>th</sup> January 1968.

(iii) Assistant Engineer, shall be eligible, notwithstanding anything contained in the rule relating to age and rule 2 (14) in Part I of the Tamil Nadu State and Subordinate Service Rules to apply for the post of Assistant Executive Engineer by direct recruitment on his discharge from military service provided that he is otherwise fully qualified.

**10C. Fixation of pay and seniority of graduate Engineers discharged from military service.—**

(a) For the purpose of fixation of pay and seniority of all such candidates appointed as Assistant Executive Engineer by direct recruitment shall rank below the successful competition candidates of the year to which they are allotted. The year of allotment shall be the year in which they joined defence forces or the year of selection by the Tamil Nadu Public Service Commission whichever is earlier, provided that in the case of candidate who had joined the defence forces earlier than 1962, the year of allotment shall be taken as 1962. If no recruitment is made to the post after the declaration of the Emergency, the initial pay of the candidates joining the civil service against vacancies after his release from the armed forces shall be fixed taking into account the length of his entire military service after the declaration of the Emergency and treating each year of such military service as equivalent to one year of civil service. The qualifying military service shall also be counted towards his qualifying civil service for the purpose of pension and gratuity.

(b) Seniority of such persons allotted to a particular year shall be determined according to merit, the merit list being prepared on the basis of their academic and service records.

(c) All such persons shall rank below all the other candidates selected by other methods of recruitment for the year to which they are allotted.

(d) The particular date in which the candidate shall be deemed to have been appointed to the post concerned shall be decided by the appointing authority in each case.

**11.Appointment as full members.—**The provisions of General rule 31 regulating appointment of full members shall apply separately as regards-

- (i) Substantive vacancies against which direct recruitment is made; and
- (ii) the other substantive vacancies.

**12. Posting and transfers.—**(a) The Chief Engineer, Public Works Department (General) shall be the authority competent to transfer the Assistant Engineer and Assistant Executive Engineers within the State.

- (aa) Transfer of Assistant Engineers shall be made -
- (i) by the Chief Engineer, Public Works Department (General) throughout the state;
  - (ii) by the Superintending Engineer of the Circle within the Circle; and
  - (iii) by the Executive Engineer of the Division within the Division.

(b) The Chief Engineer (General) shall be the competent authority to sanction leave and to order the posting and transfer of the Head Draughting Officer in the Offices of the Chief Engineers.

**13.Savings.—** Nothing contained in these rules shall adversely affect the appointments made from the category of Assistant Engineer to Assistant Executive Engineer from 17<sup>th</sup> February 1971 to the date of issue of these amendments.