

**By Chairman and Managing Director**  
**Maharashtra State Warehousing Corporation, Pune**  
**(Staff Recruitment Policies and Procedures) Rules, 2015**

No. MSWC/EST/836/2015/Corrigendum.— In the Notification of the Maharashtra State Warehousing Corporation as published in the Gazette of Maharashtra, Ordinary Part I, dated 7th to 13th May 2015 on pages 13 to 26 corrections are made.—

**Schedule**

		For	Read
Sr. Rule Number No. or Para. or Content of Table			
1	2	3	4
1	Page No. 13 Para. 4	" ( )"	" (X)"
2	Page No. 15 Sr. No. 16	The figure "4"	Shall be deleted
3	Annexure – I Page No. 18 Sr. No. 5 Column No. 6	44 per cent promotion 56 per cent by direct recruitment.	44 per cent by promotion 56 per cent by direct recruitment.
4	Annexure – I Page No. 18 Sr. No. 6 Column No. 14	Graduation degree in Agricultural from a recognized Agricultural University in any faculty.	Graduation degree in Agriculture from a recognized Agricultural University.
5	Annexure – I Page No. 19 Sr. No. 10 Column No. 15	From the post of Storage Superintendent.	From the posts of Asstt. Storage Superintendent.
6	Annexure – I Page No. 20 Sr. No. 11 Column No. 4	4,300	4,200
7	Annexure – I Page No. 20 Sr. No. 12 Column No. 2	Asstt. Manager	Asstt. Storage Superintendent
8	Annexure – I Page No. 20 Sr. No. 13 Column No. 9	Post graduate and higher speed in typing and shorthand.	—
9	Annexure – I Page No. 20 Sr. No. 13 Column No. 12	Written Test and / or personal interview with or without Shorthand / Typing Test.	Written Test / online test and personal interview.



**Schedule-Contd.**

		For	Read
Sr. Rule Number No. or Para. or Content of Table			
1	2	3	4
10 Annexure – I Page No. 20 Sr. No. 13 Column No. 14	Graduation degree from a recognized University with MS-CIT. Educational qualification can be relaxed upto HSC. or Diploma in IT / Computer / E and TC. with at least 5 years cumulative service on the post of Assistant.  2. If candidates is / are having degree / Diploma in IT / E and TC / Computer from recognized university / Board they shall be relaxed from MS-CIT.	1. Graduation degree from a recognized University with MS-CIT. Educational qualification can be relaxed upto HSC with MS-CIT or Diploma in IT / Computer / E and TC. with at least 5 years cumulative service on the post of Assistant.  2. If candidates is / are having degree / Diploma in IT / E and TC / Computer from recognized university / Board they shall be relaxed from MS-CIT.	
11 Annexure – I Page No. 22 Sr. No. 16 Column No. 2	Store Kepper	Store Keeper	
12 Annexure – I Column No. 13 Page Nos. 17 to 26	—	N. A.	
14 Annexure – I Page No. 24 Sr. No. 26 Column No. 14	For the word “Dipolma”	The word “Diploma”	
15 Annexure – I Page No. 26 N. B.	For the word “Proamotion” and for the word “each”	The word “Promotion” and the word “such” respectively.	

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**VISHWAS J. BHOSALE,**

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Pune, 15th May 2015.



# महाराष्ट्र शासन राजपत्र भाग एक-पुणे विभागीय पुरवणी

वर्ष - ४, अंक - १९]

गुरुवार ते बुधवार, मे ७ - १३, २०१५ / वैशाख १७ - २३, शके १९३७

[ पृष्ठे ९२

प्राधिकृत प्रकाशन  
शासकीय/संकीर्ण अधिसूचना, नेमणुका, पदोन्नती इत्यादी



## MAHARASHTRA STATE WAREHOUSING CORPORATION

583/B, Market Yard, Gultekadi, Pune-411 037

### NOTIFICATION

#### THE MAHARASHTRA STATE WAREHOUSING CORPORATION (STAFF RECRUITMENT POLICIES AND PROCEDURES) RULES, 2015

क्रमांक मरावम/आस्थापना/८३६/२०१५.— As the Warehousing Corporation Act, 1962, Section 23, provides for the appointment of Officers, etc., and their conditions of services;

and whereas, the Maharashtra State Warehousing Corporation has prepared the “Maharashtra State (Staff) Service Regulations” under Section 42 of the said Act;

and whereas, Regulation 9 provides that the Board of Directors shall by an order lay down the Policy and Procedures for recruitments to the posts in various classes;

and whereas, the Board of Directors decided policies and procedures for recruitment to the posts in various classes and categories *vide* its Resolution No ( ) held in the 224th meeting of the Board of Directors on dated 16th April 2015.

Now therefore, in exercise of powers conferred under the Regulation 9 of the Maharashtra State Warehousing Corporation (Staff) Service Regulation, Maharashtra State Warehousing Corporation hereby makes the following Rules, namely.

#### CHAPTER I - Preliminary

**1. Short Title :** (1) These Rules may be called as “The Maharashtra State Warehousing Corporation (Staff Recruitment Policies and Procedures) Rules, 2015.

(2) These Rules will come into force after the passing of the Resolution to this effect by the Board of Directors of the Corporation.

(3) These Rules will be treated as a part and parcel of Rule 9 of the Maharashtra State Warehousing Corporation (Staff) Service Regulations approved by the Government of Maharashtra, in the year 1990.

**2. Definitions :** In these Rules, unless the content otherwise requires or specifically defined or explained otherwise, all the terms will have the same meaning as defined in Maharashtra State Warehousing Corporation (Staff) Service Regulations.

#### CHAPTER II - General Conditions

##### 3. Mode of appointment :

(1) Regular appointment in the service of the Corporation can only be made to the posts specified in Annexure No. I, as prescribed therein.

(2) Where any qualifications or age limits have been specified in the said Annexure in respect of any post with reference to any mode of appointment thereto, only persons satisfying such qualifications and other conditions for recruitment mentioned in the Annexure and within the age limits so specified shall be appointed to that category through such mode;

Provided that the Board / Executive Committee may relax, by order, any of the provisions of the Recruitment Rules contained in Annexure No. I, for a class or category of persons, if in their opinion it is necessary or expedient to do so.

(3) While considering the necessary educational qualification, the applicant for direct recruitment or the employee working in any cadre of the Corporation who has completed a minimum 3 years Diploma in any Engineering or Management faculty or 2 years Diploma in Agriculture from a government recognized institutes, his/her qualification will be treated as equivalent to HSC. This provision will be supplementary to the Orders of the State Government or the Orders of the Board of Technical Education declaring the courses equivalent to HSC in the State of Maharashtra.

(4) Notwithstanding anything contained in these Rules and subject to instructions of the Maharashtra State Warehousing Corporation issued from time to time, appointment can be made to any post in the Corporation;

- (a) By deputation of suitable officer from the State Government or Central Government or a Public Sector Undertaking for an initial period of three years. Provided that, for a certain post where there is no express provision for the recruitment on deputation, no person or employee will be taken on deputation without approval of the Board.
- (b) By reemployment of personnel superannuated / retired from service of the Corporation or State or Central Government as per prevalent policy of Government of Maharashtra, with the approval of the Board / Executive Committee;
- (c) On a purely temporary basis for a period not exceeding one year;
- (d) On special contract subject to such terms and conditions as may be decided by the Board of Directors / Executive Committee.

**4. Reservation for Backward Class and other categories :** In making appointments in the services of the Corporation, reservations, relaxations of age limits and other concessions would be provided to Scheduled Castes / Scheduled Tribes and Other Backward Class candidates and other categories of persons as per the orders of the State Government issued from time to time in this regard.

**5. Age :** Maximum age for recruitment to various posts will be as shown in the Annexure I. These age limits are subject to variation as per Government of Maharashtra orders/resolutions issued from time to time.

**6. Procedure for extension of services :** The Corporation may extend the services of an employee after retirement on superannuation; or reappoint such a retired employee taking into consideration the exigencies of the work. Such extension in services or reappointment shall be governed normally by existing procedure / orders adopted in the State Government subject to the approval of the Board of Directors / Executive Committee.

**7. Declaration of Fidelity and Secrecy :** Every person, on first appointment to service in the Corporation shall, before entering upon his/her duties, make a declaration of Fidelity and Secrecy in the form prescribed by the Corporation. Such declaration shall be made by him/her before the officer to whom he/she reports to duty and it shall be duly countersigned.

### CHAPTER III – Policy and Procedures for Direct Recruitment

**8. Essential conditions relating to Appointment :** The following general conditions shall apply to all appointments to the service of the Corporation :

- (1) No person shall be eligible for initial appointment unless he/she has attained the age of 18 years.
- (2) A candidate for appointment in the service of the Corporation shall be :
  - (i) A citizen of India, or
  - (ii) A subject of Nepal, or
  - (iii) A subject of Bhutan, or
  - (iv) A Tibetan Refugee who came over to India before the 1<sup>st</sup> January 1963, with the intention of permanently settling in India.
  - (v) A person of Indian origin who has migrated from Pakistan, Myanmar ( formerly Burma ), Sri Lanka, East African countries of Kenya, Uganda, the United Republic of Tanzania ( formerly Tanganyika and Zanzibar ), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India:

Provided that a candidate belonging to categories (ii), (iii), (iv) and (v) shall be a persons in whose favour a certificate of eligibility has been given by the Government.

(3) A candidate, in whose case a certificate of eligibility is necessary may be admitted to an examination or interview and may also be appointed provisionally subject to the necessary certificate being given to him by the Government.

(4) No person shall be initially appointed unless he has been certified by a qualified registered medical practitioner approved by the appointing authority to be of sound constitution and medically fit to discharge his/her duties.

**Explanation :** Unless the appointing authority otherwise directs, the application of this provision shall be limited to regular appointments by direct recruitment.

(5) No person shall be eligible for appointment who has previously been dismissed, or compulsorily retired from the service of the Corporation, a State Government, the Central Government or any Public Sector Undertaking.

(6) No person shall be eligible for appointment who has been convicted in a Court of Law for any offence involving moral turpitude.

(7) No person who has entered into or contracted a marriage with a person having a spouse living or who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment in the service of the Corporation. Provided that the Managing Director may, if satisfied that such marriage is permissible under the Personal Law applicable to such person and the other party to the marriage and there are other grounds for doing so, exempt any person from the operation of this rule.

(8) Without prejudice to the generality of the provisions of clauses (4), (5), (6) and (7), no person shall be appointed unless the appointing authority is satisfied that the person is fit for appointment in all respects.

**9. Procedure for direct recruitment :** (1) Direct recruitment shall be regulated by the general instruction issued by the Board / Executive Committee from time to time. The Managing Director will prepare general instructions for direct recruitment in MSWC similar to the general instructions followed by Maharashtra Public Service Commission and by considering all directions of General Administrative Department of Government of Maharashtra issued from time to time. No major deviation is permitted unless the assent of the Board of Directors is taken.

(2) A selected candidate shall be required, before appointment or within two months from the date of joining, to submit himself / herself to a medical test by the Civil Surgeon or any Government Medical Officer or any qualified medical practitioner approved in this behalf by the Corporation. The fees payable for the medical examination shall be first paid by the person concerned and then reimbursed by the Corporation on production of receipt.

(3) A candidate found physically unfit in the medical test, for recruitment to the post for which he / she has been selected will not be recruited / appointed and in case, he / she has been found physically unfit in medical test within two months, after joining duties, or has not appeared for medical test within two months from the date of joining, his / her services, will automatically stand terminated.

**10. Police Report about the character and antecedents of the Candidate :** In case of direct recruitment, a police report about the character and antecedents of the candidates, shall be obtained before giving appointment. If the police report about the character and antecedents of a candidate is not found satisfactory before appointment, then such a candidate shall not be given appointment in the Corporation.

#### CHAPTER IV - Policy and Procedure for Promotion

11. Promotion shall be made on the basis of seniority and as per directions of the General Administration Department of Government of Maharashtra from time to time. The necessary qualification criteria indicated in the Annexure I shall be adopted for promoting to a particular post.

12. All promotions shall be regulated by the general instructions issued by the Board/ Executive Committee in regard to the field of choice of candidates and other related matters. The other conditions of promotions like minimum educational qualifications, minimum service required, etc., shall be as given in the Annexure I;

13. If an employee from a feeder cadre is from the quota of direct recruitment posts, he/she should not be considered for promotion till the satisfactory completion of probation period.

14. If the Managing Director comes to a conclusion that the number of posts earmarked for promotion cannot be filled by promotion from lower cadre within next 3 years, in such a case these posts can be filled by adopting direct recruitment procedure.

15. If the posts in the cadre of Storage Superintendent and Assistant Storage Superintendent are decided to be filled by direct recruitment as per Rule 14, the necessary qualification shall be kept similar to Direct recruitment in the cadre of Junior Storage Superintendent.

16. As far as possible the posts in the cadre of Driver, CL IV 4 and Sweeper may be recruited on Contract basis with or without relaxation in educational qualification.

## Chapter V - Probation

**17. Period of Probation :** Every employee, except those appointed by promotion or those appointed on deputation, shall, on his/her first appointment in the Corporation's service, will be on probation for a period of two years commencing from the date of appointment.

Provided that the period of probation may be extended further by the respective appointing authority by such period as that the total probation period does not exceed three years.

**18. Termination of services by the Corporation during the period of probation :** The Corporation may, at any time and without assigning any reason, discharge an employee from the service of the Corporation, during his/her probation period on his/her first appointment, by giving notice in writing, in that behalf, for a period not less than:

- ( i ) Seven days during the first month, and
- ( ii ) One month during the rest of the probation period,

OR

- ( iii ) by making payment of seven days in lieu of ( i ) above or by making payment of one month, in lieu of (ii) above.

**19. Probation period for departmental Candidates :** A departmental candidate, appointed to any higher post through direct recruitment, shall during the period of probation will be liable to be reverted to the original post held by him/her prior to such appointment, without any notice and without assigning any reason, if he/she failed to complete probation satisfactorily.

## CHAPTER VI - Miscellaneous :

**20. Training :** All employees will have to undergo such training, for such a period and appear for such examinations as may be prescribed by the Corporation from time to time.

**21. Seniority :** Seniority of the employees appointed in the Corporation shall be regulated as per the provisions of Maharashtra Civil Service (Regulation of Seniority) Rules, 1982, with all amendments, government resolutions and directions, issued for the purpose from time to time.

**22. Appeal against the promotions :** If any employee is aggrieved due to the promotion of any other employee and feels that injustice is caused to him/her, then, if he/she so desires, may prefer an appeal within 40 days from the date of promotion order before the appellate authority. For this purpose the appellate authority will be;

- (1) the Managing Director, if appointing authority is Joint Managing Director and Secretary.
- (2) the Executive Committee, if appointing authority is the Managing Director.
- (3) the Board of Directors, if appointing authority is the Executive Committee or the Board of Directors.

**23. Interpretation :** Where any question relating to the interpretation of these Rules arises, it shall be referred to the Board of Directors for a decision, and the decision of the Board of Directors shall be final and binding.

**24. Repeal & Saving :** Any rules/regulations corresponding to these rules/regulations in force immediately before the commencement of these rules in so far as they apply, to the persons to whom these rules/regulations apply are hereby repealed;

**Provided that :**

- (a) Such repeal shall not effect the previous operations of the rules/regulations so repealed or anything done or any action taken thereunder.
- (b) Any proceeding ( including appeal or revisions ) under the rules so repealed which are pending at the date of commencement of these rules/regulations, shall be continued and disposed off in accordance with the provisions of repealed rules.
- (c) An appeal or revision preferred after the date of commencement of these rules/regulations against an order made before such date, shall be disposed off in accordance with the provisions of these rules/regulations.

# A General Warehousing

# Annexure I

S. N.	Name of the Post	Pay Band and Grade Pay		Appointing authority	Whether to be filled by Direct recruitment, or on promotion or on deputation	Conditions in case of direct recruitment						Conditions of promotion				
		Pay Band	Grade pay			Age	Minimum Educational Qualification	Preferable educational qualification	Experience (Specific Field required and preferable	Probation period	Any other Condition	Age	Minimum qualification	Channel of promotion	Minimum service required in feeding cadre / category	Probation period
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	Jt. M.D. and Secretary	37400-67000	8,700	Board	By promotion or on deputation from Govt. of Maharashtra	-	-	-	-	-	-	N. A.	Graduation degree from a recognised University in any faculty.	From the post of General Manager (General) Cadre.	Three years	-
2	General Manager (General)	15600-39100	6,600	E.C.	By promotion or if no suitable candidate(s) is / are available, then on deputation.	-	-	-	-	-	-	N. A.	Graduation degree from a recognised University in any faculty.	From the post of Sr. Manager (General) Cadre.	Three years	-
3	Sr. Manager (General)	15600-39100	5,400	E.C.	By promotion	-	-	-	-	-	-	N. A.	Graduation degree from a recognised University in any faculty.	From the posts of Managers (General) Cadre.	Three years	-
4	Manager (General)	9300-34800	4,600	E.C.	By promotion	-	-	-	-	-	-	N. A.	Graduation degree from a recognised University in any faculty.	From the posts of Deputy Manager (General) Deputy Manager (QC) Cadre.	Three years	-



1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
5	Dy. Manager (General)	9300-34800	4,400	E.C.	44 % promotion 56 % by direct recruitment.	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories. No age limit for internal candidates of MSWC.	Graduation degree from a recognised university with post graduate Degree or Diploma in Business/ Financial/ Marketing/ Logistic Operation/ Agricultural/ Material/ Production/ Personal Management or Diploma in Taxation/ Labour Laws or equivalent from recognised University.	-	-	2 Years	Recruitment to be undertaken by holding written test and personal interview	N. A.	Graduation degree from a recognised university in any faculty.	From the post of Storage Supdt./ S.A.M.	Three Years	-
6	Dy. Manager (QC)	9300-34800	4,400	E.C.	33.34% by promotion 66.66% by direct recruitment	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories. No age limit for internal candidates of MSWC.	Post graduate Degree in Agriculture or equivalent degree from recognised Agricultural University.	-	-	2 Years	Recruitment to be undertaken by holding written test and personal interview	N. A.	Graduation degree in Agricultural from a recognised Agricultural university in any faculty.	From the post of Storage Supdt./ S.A.M.	Three Years	-
7	Stenographer (Selection Grade)	9300-34800	4,600	Managing Director	By promotion	-	-	-	-	-	-	-	Graduate in any faculty from recognised University with GCC or Industrial Training Institute (Govt. / Govt. Recognised) exam. passed with 100 W.P.M Shorthand speed English or Marathi and Typing speed with 50 w.p.m. in English and 40 w.p.m. Typing speed in Marathi. Knowledge of Computer use (Marathi and English) is essential.	From the post of Stenographer (Junior)	Three Years	-

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
8	Stenographer (Jr. Gr.)	9300-34800	4,300	Joint Managing Director	50 % by promotion 50 % by direct recruitment (on the basis of cadre strength).	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories. No age limit for internal candidates of MSWC.	Graduate in any faculty from recognised University with GCC or Industrial Traning Institute (Govt. / Govt. Recognised) exam. passed with 100 W.P.M. Shorthand speed English or Marathi and Typing speed with 50 w.p.m. in English and 40 w.p.m. Typing speed in Marathi. Knowledge of Computer use (Marathi and English) is essential.	Post graduate and higher speed in typing and shorthand.	–	2 Years	Written Test and / or personal interview with or without Shorthand / Typing Test.	N. Graduate in any faculty from recognised University with GCC or Industrial Traning Institute (Govt. / Govt. Recognised) exam passed with 100 W.P.M. Shorthand speed English or Marathi and Typing speed with 50 w.p.m. in English and 40 w.p.m. Typing speed in Marathi. Knowledge of Computer use (Marathi and English) is essential.	From the posts of Sr.Asstt./ Jr.Sto. Supdt.	Three Years	–	
9	Sr. Asstt. Manager	9300-34800	4,300	Managing Director	By promotion	–	–	–	–	–	–	N. A.	Graduation degree from a recognised university in any faculty. Educational qualification can be relaxed upto HSC if candidate(s) is / are having atleast 12 years cumulative service in MSWC on the post of class III cadre.	From the post of Asstt. Manager	Three Years	–
10	Storage Superin-tendent.	9300-34800	4,300	Managing Director	By promotion	–	–	–	–	–	–	N. A.	Graduation degree from a recognised university in any faculty. Educational qualification can be relaxed upto HSC. if candidate(s) is / are having atleast 12 years cumulative service in MSWC on the post of class III cadre.	From the post of Storage Superin-tendent.	Three Years	–

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
11	Asstt. Manager	9300-34800	4,300	Managing Director	By promotion	–	–	–	–	–	–	N. A.	Graduation degree from a recognised university in any faculty. Educational qualification can be relaxed upto HSC. and equivalent, if candidate(s) is / are having atleast 7 years cumulative service in MSWC on the post of class III cadre.	From the post of Sr. Asstt.	Three Years	–
12	Asstt. Manager	9300-34800	4,200	Managing Director	By promotion	–	–	–	–	–	–	N. A.	Graduation degree from a recognised university in any faculty. Educational qualification can be relaxed upto HSC and equivalent, if candidate(s) is / are having atleast 7 years cumulative service in MSWC on the post of class III cadre.	From the post of Jr. Storage Superintendent.	Three Years	–
13	Sr. Asstt.	5200-20200	2,400	Managing Director	50 % by promotion and 50 % by direct recruitment	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories. No age limit for internal candidates of MSWC.	(1) Graduation degree from a recognised University with atleast 50% aggregate marks and (2) MSCIT or any other equivalent course declared by Government from time to time. Provided that if the Candidate is BE (IT), BE (E and TC), BE (Computer) or has obtained Degree or Diploma of more than 2 years duration course from a recognised university/ Board in Computer Science or IT shall be exempted from clause 2 above.	Post graduate and higher speed in typing and shorthand.	–	2 Years	Written Test and / or personal interview with or without Shorthand / Typing Test.	N. A.	Graduation degree from a recognised University with MS-CIT. Educational qualification can be relaxed upto HSC. or Diploma in IT / Computer E and TC. with atleast 5 years cumulative service on the post of Assistant. 2.If candidates is/ are having degree / diploma in IT / E and TC / Computer from recognised university/board they shall be relaxed from MS-CIT.	From the posts of Assistant.	Three Years	–



1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
14	Junior Storage Superintendent	5200-20200	2,400	Managing Director	65 % by promotion 35 % by direct recruitment.	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories. No age limit for internal candidates of MSWC.	(1) Graduation degree in Agriculture or Agriculture Business Management from a recognised University and (2) MS-CIT or any other equivalent course declared by Government from time to time.	—	—	—	Written Test / Online Test and Personal interview.	N. Graduation degree from a recognised University with MS-CIT. Educational qualification can be relaxed upto HSC with MS-CIT or Diploma in IT / Computer E and TC.with atleast 5 years cumulative service on the post of Assistant. 2.If candidates is/ are having degree / diploma in IT / E and TC / Computer from recognised university/board they shall be relaxed from MS-CIT.	From the post of Storekeeper	Three Years	—	
15	Assistant	5200-20200	1,900	Joint Managing Director	25 % by promotion 75 % by direct recruitment	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories. No age limit for internal candidates of MSWC.	(1) Graduation degree from a recognised University and (2) MS-CIT or any other equivalent course declared by Government from time to time. Provided that if the Candidate is BE (IT), BE (E and TC), BE (Computer) or has obtained Degree or Diploma of more than 2 years duration course from a recognised university/Board in Computer Science or IT shall be exempted from clause 2 above.	—	—	—	—	N. Graduation degree from a recognised University with MS-CIT. Education Qualification can be relaxed upto HSC. with MS-CIT, if candidate is/are having atleast 10 years cumulative services in MSWC.	From the post of Sr.Hawaldar/ Naik/CL.IV/ Peon / Attendant.	Three Years	—	

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
16	Store Kepper	5200- 20200	1,900	Joint Managing Director	25 % by promotion 75 % by direct recruitment	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories. No age limit for internal candidates of MSWC.	(1) Graduation degree in Agriculture or Agriculture Business Management from a recognised University and (2) MS-CIT, or any other equivalent course declared by Government from time to time.	—	—	—	—	N. Graduation degree A. from a recognised University with MSCIT. Education Qualification can be relaxed upto HSC with MS-CIT if candidate is/are having atleast 10 years cumulative services in MSWC.	From the post of Sr.Hawaldar/ Naik/CL.IV/ Peon / Attendant	Three Years	—	
17	Driver	5200- 20200	1,900	Managing Director	By Direct Recruitment or as per GR. of Govt. issued from time to time in this respect.	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories. No age limit for internal candidates of MSWC.	S.S.C. passed plus valid driving licence of L.M.V. / H.M.V. Record of no accident.	General Knowledge of Auto parts.	—	2 Years	Written Test Driving Test and interview.	—	—	—	—	—
18	Sr. Hawaldar	5200- 20200	1,900	Joint Managing Director	By Promotion	—	—	—	—	—	—	N.A.	H.S.C from a Govt. recognised Board. Relaxable for employees who have put in atleast 5 years service on the Post of Naik.	From the posts of Naik.	Three Years	—
19	Naik	4440- 7440	1,600	Joint Managing Director	By Promotion	—	—	—	—	—	—	N.A.	S.S.C from a Govt. recognised Board.	From the posts of CL. IV. employees / Peon / Attendant	—	—

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
20	Class IV Employee/ Peon	4440-7440	1,300	Joint Managing Director.	By Direct Recruitment	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories.	Std. VIIth Passed.	-	-	2 Years	Written Test and / or Personal interview.	-	-	-	-	-
21	Sweeper	4440-7440	1,300	Joint Managing Director	By Direct Recruitment	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories.	Std. VIIth Passed.	-	-	2 Years	Written Test and/or Personal interview.	-	-	-	-	-
22	General Manager (Engg.) Civil.	15600-39100	7,600	E. C.	By promotion or on deputation from Govt., serving atleast in cadre of Executive Engineer (Civil Engg).	-	-	-	-	-	-	N. A.	B. E. (Civil)	From the post of Manager (Engg.) Civil.	Three Years	-
23	Manager (Engg.) Civil.	15600-39100	6,600	E. C.	By promotion or if suitable candidate is not available, then on deputation from Govt. serving in Civil Engineering field	-	-	-	-	-	-	-	B. E. (Civil)	From the post of Dy. Manager (Engg.) Civil.	Three Years	-



1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
24	Dy. Manager (Engg.) Civil.	9300-34800	5,400	E. C.	70% by promotion 30% by direct recruitment (on the Basis of Cadre strength).	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories. No age limit for internal candidates of MSWC.	B. E. (Civil) or equivalent atleast 60% marks in aggregate.	-	4 years Supervisory position as Civil Engineer in Govt.	2 Years	Written exam and personal interview	N. A.	B. E. (Civil) Qualification can be relaxed upto DCE. If the candidate is/ are having atleast 10 years cumulative service in MSWC. On the posts of Asstt. Engg. (Civil) / Sect. Engg. (Civil) / J.E. (Civil).	From post of Asstt. Engg. (Civil) / J.E. (Civil)	Three Years	-
25	Junior Engineer After 5 years continuous and satisfactory service designated as sectional Engineer and for graduate Engineer as Asstt. Engg.	9300-34800	4,300 After 5 Years 4,400	Managing Director	By Direct Recruitment	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories. No age limit for internal candidates of MSWC.	B.E (Civil) or equivalent degree in Civil from a Govt. recognised Institute.	-	-	-	Written exam and / or personal interview	-	-	-	-	-
26	Draftsman	5200-20200 After 4 Years service 9300-34800 (Subject to satisfactory performance).	2,800 After 4 Years service 4,300	Managing Director	By promotion If no suitable candidate is available, then on direct recruitment	Not more than 33 years as on the date of Public-announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories. No age limit for internal candidates of MSWC.	Diploma / Certified Course in Draftsmanship (with CAD) from a Govt. recognised Institute or Govt. recognised ITI	-	One Year	2 Years	-	-	Dipolma / Certified Course in Draftsman-ship from a Govt. recognised Institute / ITI.	From the Post of Tracer	Three Years	-

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
27	Tracer	5200-20200	2,000 After 7 Years service 2,400 (Subject to satisfactory performance).	Joint Managing Director	By direct Recruitment	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories for internal candidates No age limit.	H.S.C with Intermediate course in drawing or Diploma Certificate course in Draftsmanship from a Govt. recognised Institute	-	One Year	2 Years	Written exam and / or personal interview	-	-	-	-	-
28	Mistry (General)	5200-20200	1,900	Joint Managing Director	By direct Recruitment	Not more than 33 years as on the date of Public-announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories for internal candidates No age limit.	H.S.C. Mason/ Wireman course passed from I.T.I or Govt. reconginsed Institute.	-	-	2 Years	Written exam and / or personal interview	-	-	-	-	-
29	Programmer (Computer)	15600-39100	5,400	E. C.	By promotion or if no suitable candidate is available then by direct recruitment.	Not more than 33 years as on the date of Public-announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories. No age limit for internal candidates of MSWC..	B.E. or B. Tech in computer Eng. OR M.C.A. or M.C.S. or M.Sc in Computer Science.	-	Minimum 5 years supervisory experience in State Govt. or Govt. Undertakings	2 Years	-	N. A.	B.E. or B.Tech in computer Eng./IT OR M.C.A. or M.C.S. or M.Sc Computer Science.	From posts of Asstt. Programmers (Computer)	Three Years	-

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
30	Asst. Programmer (Computer)	9300-34800	4,400	E. C.	By Direct recruitment Or on Deputation.	Not more than 33 years as on the date of Public announcement of vacancy position. Relaxable by 5 years for candidate belonging to Reserved categories. No age limit for internal candidates of MSWC..	B.E. or B. Tech in computer Eng. OR M.C.A. or M.Sc in Computer Science.	-	-	2 Years	Written Test /Online Test and personal interview	-	-	-	-	-
31	Law Officer	9300-34800	4,400	E. C.	By Direct Recruitment or on deputation	33 Yrs for open Catagory relaxable by 5 years for reserve category. No age limit for internal candidates.	L.L.B. Degree from recognised University	L.L.M. Degree From a recognised University.	5 years experience in legal practicing in any Court.	2 Years	-	-	-	-	-	-

**N. B..**—If the Managing Director comes to a conclusion that the number of posts earmarked for Proamotion in the cadre of storage Superintendent or Assistant Storage Superintendent, cannot be filed by promotion from lower cadre within next three years in each case these posts can be filed by adopting direct recruitment procedure provided that the necessary qualification for these posts shall be kept similar to direct recruitment in the cadre of Junior Storage Superintendent.

**VISHWAS G. BHOSALE,**  
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Pune, 20th April 2015.