

MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP

NOTIFICATION

New Delhi, the 11th February, 2024

G.S.R. 130(E).— In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Indian Skill Development Rules, 2017, except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the method of recruitment and conditions of the service to the Group 'A' posts in the Ministry of Skill Development and Entrepreneurship, namely:—

1. Short title and commencement.— (i) These rules may be called the Indian Skill Development Service Rules, 2025.

(ii) They shall come into force on the date of their publication in the Official Gazette.

2. Definition.— In these rules, unless the context otherwise requires,

(a) "Commission" means the Union Public Service Commission;

(b) "Controlling Authority" means the Government of India in the Ministry of Skill Development and Entrepreneurship;

(c) "departmental candidates" means all the existing officers holding Group 'A' posts appointed under—

(i) The Deputy Director General (Group 'A' Post), Recruitment Rules, 2002; or

(ii) The Directorate of Training (Group 'A' Post) Recruitment Rules, 2011; or

(iii) The Indian Skill Development Service Recruitment Rules, 2017;

and include officers appointed on regular basis to the posts under the said rules but are on deputation to other Departments on the date of commencement of these rules;

(d) "Department Promotion Committee" means a Committee to consider promotion in the grade of Junior Time Scale and above; and "Departmental Confirmation Committee" means a Committee for confirmation of officers in the grade of Junior Time Scale; "Departmental Screening Committee", means a Committee to consider grant of Non-Functional Second Grade;

(e) "duty post" means any post included in the First Schedule;

(f) "Grade" means a Grade specified in column (2) of the First Schedule;

(g) "regular service" in relation to any Grade means the period or periods of service in that Grade rendered after the commencement of these rules and includes any period or periods —

(i) taken into account for the purpose of seniority in case of those appointed at the initial constitution; and

(ii) during which an officer would have held a duty post in that Grade but for being on leave or otherwise not available to hold such post;

(h) "Schedule" means a Schedule appended to these rules;

(i) "Service" means the Indian Skill Development Service constituted under rule 3.

3. Constitution of Indian Skill Development Service.— (1) There shall be constituted a Service to be known as the Indian Skill Development Service consisting of members specified in rule 5.

(2) All the posts included in the Service shall be classified as Group 'A' posts.

4. Grades, authorised strength and its review.— (1) The duty posts included in the various Grades of the Service, their number and the level in pay matrix on the commencement of these rules, shall be as specified in the First Schedule.

(2) After the commencement of these rules, the authorised strength of the duty posts in various grades shall be such as may, from time to time, be determined by the Central Government.

(3) Central Government may, in consultation with the Commission, include in the Service such posts as can be deemed to be equivalent in status, level of pay in the pay matrix to the posts included in First Schedule or exclude from the service a duty post included in the said Schedule.

(4) The Central Government may, from time to time and in consultation with the Commission, appoint an officer to a duty post 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 thinks fit and fix his seniority in that Grade after taking into account his continuous regular service in the analogous Grade.

5. Member of Service.- (1) The following persons shall be the members of the Service, namely: -

- (a) persons appointed to duty posts under rule 6; and
- (b) persons appointed to duty posts under sub-rule (4) of rule 4 and rule 7.

(2) A person appointed under clause (a) of sub-rule (1) shall on such appointment be deemed to be the member of the Service in the corresponding Grade, applicable to him as specified in the First Schedule.

(3) A person appointed under clause (b) of sub-rule (1) shall be a member of the Service in the corresponding Grade applicable to him as specified in the First Schedule from the date of such appointment.

6. Initial constitution of Service.- All the existing departmental candidates holding Group 'A' posts in various Grades on regular basis on the date of commencement of these rules shall be deemed to be appointed to the corresponding duty posts and the Grade of the Service in a substantive or officiating capacity, as the case may be.

7. Future maintenance of Service.- Any vacancy in any of the Grades referred to in the First Schedule after the commencement of these rules shall be filled in following manner namely: -

- (a) appointments to various Grades of the Service shall be made in accordance with the method of recruitment, the field of promotion, the minimum qualifying service in the next lower Grade and other eligibility conditions for appointment by promotion or transfer on deputation, as the case may be, as specified in the Second Schedule;
- (b) the selection of officers for promotion/Placement shall be made on the recommendation of the Departmental Promotion Committee/Departmental Screening Committee constituted in accordance with the Third Schedule;
- (c) the educational and other qualifications, experience and age limits for appointment by direct recruitment to Junior Time Scale (Assistant Director) of the Service shall as specified in the Fourth Schedule.

8. Probation.- (1) Every officer appointed to the Service either by direct recruitment or by promotion in Junior Scale 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 issued by the Central Government from time to time in this regard.

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

(2) On completion of the period of probation or any extension thereof, the officer shall, if considered fit for permanent appointment, be retained in his appointment on regular basis and be confirmed in due course against the available substantive vacancy.

(3) If, during the period of probation or any extension thereof, as the case may be, the Central Government is of the opinion that an officer is not fit for permanent appointment, the Central Government without any reason being assigned, may-

- (a) If he was appointed by direct recruitment discharge him from Service in that post;
- (b) If he was appointed by promotion revert him to the post held by him immediately before such promotion.

(4) During the period of probation or any extension thereof, the officer may be required to undergo such courses of training and instructions and pass such examinations and tests (including examination in Hindi) as the Central Government may consider necessary as a condition to the satisfactory completion of probation.

(5) Subject to sub-rules (1) to (4), the other matters relating to probation of the members of the Service shall be governed by the instructions issued by the Central Government from time to time in this regard.

9. Seniority.- (1) The inter-se seniority of the officers appointed to the various Grades mentioned in the First Schedule at the initial constitution of the Service under rule 6, shall be determined according to the length of regular continuous service in the Grade subject to maintenance in the respective Grades of inter-se seniority of officers recruited under the rules mentioned in clause (c) of rule 2;

(2) Officers appointed at the initial constitution shall be senior to those appointed subsequently.

(3) The seniority of the officers appointed to the Service after the initial constitution shall be determined in accordance with the provisions contained in the Department of Personnel and Training O.M. No. 22011/7/86/Estt., Dated the 3rd July, 1986 as amended from time to time.

(4) The seniority of officers appointed under sub-rule (4) of rule 4 shall be fixed in the manner provided in these rules.

(5) The seniority of officers not covered under this rule, shall be determined by the Central Government in consultation with the Commission.

(6) In case the fixation of the seniority under this rule results in difficulties or anomalies, the same shall be determined by the Central Government in consultation with the Commission.

10. Appointment to Service.- All appointments to the Service shall be made by the Controlling Authority for all the posts in various Grades of the Service in consultation with the Commission.

11. Liability for service in any part of India and other conditions of service.- (1) The officers appointed to the Service shall be liable to serve anywhere in India or outside.

(2) 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 same as are applicable, from time to time, to officers of Central Civil Service in general.

12. 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 the Service:

Provided that the Central 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.

13. Power to relax.- Where the Central 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 to these rules with respect to any class or category of persons.

14. Saving.- Nothing in these rules shall effect 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.

15. Residuary matters.- In regard to matters not specifically covered by these rules, the members of the Service shall be governed by the rules, regulations and orders applicable to the Central Civil Services or equivalent posts in general.

16. Interpretation.- If any question relating to interpretation of these rules arises, it shall be referred to the Central Government who shall decide the same.

FIRST SCHEDULE

[See Rules 2(g); 4(1), (3); 7 and 9 (1)]

Name, number and level in pay matrix of duty posts included in the various grades of the Indian Skill Development (Group 'A') Service

Sl.No.	Grade	Name of the duty post included in the Grade	Number of the duty posts	Level in Pay Matrix
(1)	(2)	(3)	(4)	(5)
1	Senior Administrative Grade	Deputy Director General	3	Level-14 (Rs. 1,44,200-2,18,200)
2	Junior Administrative Grade	Director	28	Level-13 (Rs. 1,18,500-2,14,200)
3	Senior Time Scale (Non-Functional Second Grade)	Joint Director	23@	Level-12 (Rs. 78,000-2,09,200)
4	Senior Time Scale	Deputy Director	97	Level-11 (Rs. 67,700-2,08,200)
5	Junior Time Scale	Assistant Director	112	Level-10 (Rs. 56,100-1,77,500)

@The number of posts in Senior Time Scale (Non Functional Second Grade) shall be 15% of the senior duty posts i.e. at the level Senior Time Scale and above in the Cadre, limited to the number of posts in the Senior Time Scale. However, there shall be no increase in the overall strength of the Cadre.

SECOND SCHEDULE

[See Rule 7 (a)]

Method of recruitment, field of promotion, minimum qualifying service in the next lower grade and other eligibility conditions for appointment of officers by promotion or transfer on deputation, as the case may be, to duty posts included in the various grades of the Indian Skill Development (Group 'A') Service.

Sl.No.	Grade, level in pay matrix	Method of recruitment	Field of selection and minimum qualifying service for promotion
(1)	(2)	(3)	(4)
1	Senior Administrative Grade, pay matrix level-14 (Rs.1,44,200- 2,18,200)	By promotion	Junior Administrative Grade Officers of the Indian Skill Development Service with three years regular service rendered in the grade after appointment thereto.
2	Junior Administrative Grade, pay matrix level-13 (Rs.1,18,500- 2,14,200)	By promotion failing which by deputation including short term contract	Promotion: Officers of the Senior Time Scale in level 11 of the pay matrix (Rs. 67,700-2,08,200) with 10 years regular service in the grade including service rendered in the Non-Functional Second Grade. Deputation (including short term contract): Officers of the Central Governments, State Governments, Union territories, Public Sector Undertakings, autonomous and statutory organisations, Universities or Recognised Research Institution: (a)(i) Holding analogous posts in the present cadre or department, or (ii) With five years' service rendered after appointment to the post on a regular basis in Level 12 in the pay matrix (Rs.78,800-2,09,200) or equivalent in the present cadre or department; and (b) possessing the following educational qualifications and experience: Essential:- (i) A degree in the appropriate branch of engineering of a recognized University or Institute (the exact discipline shall be indicated at the time of each recruitment); (ii) Twelve years' experience in a supervisory capacity in production or maintenance or servicing or teaching in a recognised technical institute including two years administrative experience. Desirable (i) Master's degree in engineering or technology from a recognised University or Institute. (ii) Knowledge of preparation of syllabi teaching aid, training material. Note 1: The departmental officers in the feeder grade who are in the direct line of promotion shall not be

			eligible for consideration for appointment on deputation. Similarly deputationist shall not be eligible for consideration for appointment on promotion. Note 2: The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same organisation or department of the Central Government shall ordinarily not exceed five years. The maximum age limit for appointment by deputation shall be not exceeding 56 years as on the closing date of receipt of application.
3	Senior Time Grade (Non functional Second Grade), pay matrix level-12 (Rs.78,800-2,09,200)	By placement on the basis of seniority subject suitability (through screening committee)	Senior Time Scale Officers with five years regular service rendered in the grade after appointment to the post
4	Senior Time Scale, pay matrix level-11 (Rs.67,700-2,08,200)	66.7% by promotion 33.3 % by Deputation (including short term contract)	Promotion: Junior Time Scale Officers in level 10 of the pay matrix (Rs. 56,100-1,77,500) with five years of regular service in the grade after appointment thereto. Deputation (including short term contract): Officers of the Central Governments, State Governments, Union territories, Public Sector Undertakings, autonomous and statutory organisations, recognized Universities and Recognised Research Institution: (a)(i) Holding analogous post on a regular basis in the present cadre or department; or (ii) With five years' service rendered after appointment to the post on a regular basis in level 10 in the pay matrix (Rs. 56100-1,77,500) or equivalent in the present cadre or department; and (b) Possessing the following educational qualification and experience Essential: (i) A degree in the appropriate branch, engineering from a recognised University or Institute (the exact discipline shall be indicated at the time of each recruitment). (ii) Twelve years' experience in a supervisory capacity in production or maintenance or servicing or teaching or training in a recognised technical institute including two year's administrative experience. Desirable:- (a) Master's degree in engineering or technology from a recognised University or Institute.

			(b) Knowledge of preparation of syllabi, teaching aids, training material. Note 1: The departmental officers in the feeder grade who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, deputationist shall not be eligible for consideration for appointment on promotion. Note 2: The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same organisation or department of the Central Government shall ordinarily not exceed four years. The maximum age limit for appointment by deputation shall not be exceeding 56 years as on the closing date of receipt of application.
5	Junior Time Scale pay matrix level-10 (Rs. 56100-1,77,500)	(1) 50% by Promotion (of which 30%) from candidates having degree and 20% from candidates having diploma and other qualifications. (2) 50% by Direct Recruitment through Engineering Service Examination conducted by Union Public Service Commission.	Promotion : Training Officer in level 7 in the pay matrix (Rs. 44900-142400) with five years' service in the grade (after notification of these rules) after appointment thereto; and possessing :-(i) National Trade Certificate or National Apprentice-ship Certificate in appropriate trade with Craft Instructor Certificate or National Craft Instructor Certificate or equivalent certificate issued by the National Council for Vocational Training; or (ii) A degree from a recognised University or Institute with National Trade Certificate or National Apprenticeship Certificate. Note 1: The eligibility service in respect of feeder grade officer in the grade of Training Officers in level- 7 in pay matrix (Rs. 44900-142400), holding the post on regular basis as on the date of notification of these Rules, shall continue to be three years. Note 2: The Officers in the feeder grade who possess diploma or degree in engineering, shall be exempted from the requirement of National Trade Certificate or National Apprentice-ship Certificate.

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

Third Schedule

[See rule 7(b)]

Composition of Group 'A' Department Promotion Committee for considering promotion or confirmation to various Grade of the Indian Skill Development Service (Group 'A').

Sl.No.	Name of the duty post	Group 'A' Departmental Promotion Committee (For considering Promotion) and Screening Committee in case of Senior Time Scale (Non Functional Second Grade)	Group 'A' Departmental Promotion Committee (For Considering Confirmation)
1	Senior Administrative Grade Pay Matrix Level -14 (Rs. 1,44,200- 2,18,200)	1. Chairman or Member Union Public Service Commission – Chairman; 2. Secretary, Ministry of Skill Development and Entrepreneurship- Member; 3. Additional Secretary, Ministry of Skill Development and Entrepreneurship- Member.	Not applicable
2	Junior Administrative Grade Pay Matrix Level - 13 (Rs. 1,18,500 – 2,14,200)	1. Chairman or Member Union Public Service Commission – Chairman; 2. Secretary Ministry of Skill Development and Entrepreneurship – Member; 3. Director General or Joint Secretary, Directorate General of Training – Member.	Not applicable
3	Senior Time Scale (Non Functional Second Grade) Pay Matrix Level – 12 (Rs. 78,800- 2,09,200)	1. Secretary, Ministry of Skill Development and Entrepreneurship – Chairman; 2. Director General or Joint Secretary, Directorate General of Training – Member; 3. Deputy Director General of Training or Director of Training, Directorate General of Training – Member.	Not applicable
4	Senior Time Scale Pay Matrix Level – 11 (Rs. 67,700- 2,08,700)	1. Special Secretary or Additional Secretary, Ministry of Skill Development and Entrepreneurship- Chairman; 2. Director General or Joint Secretary, Directorate General of Training – Member; 3. Deputy Director General (Training) or Director of Training, Directorate General of Training – Member; 4. Deputy Director General (Apprenticeship Training) or Director of Apprenticeship Training, Directorate	Not applicable

		General of Training – Member ; 5. Director or Deputy Secretary (Administration) Directorate General of Training – Member.	
5	Junior Time Scale pay Matrix Level – 10 (Rs. 56,100 – 1,77,500)	1. Chairman or Member, Union Public Service Commission – Chairman; 2. Secretary, Ministry of Skill Development and Entrepreneurship- Member; 3. Director General or Joint Secretary, Directorate General of Training – Member; 4. Deputy Director General of (Training) or Director of Training, Directorate General of Training – Member; 5. Deputy Director General (Apprenticeship Training) or Director of Apprenticeship Training, Directorate General of Training – Member.	1. Joint Secretary, Ministry of Skill Development and Entrepreneurship- Chairman; 2. Director or Deputy Secretary (Administration) Ministry of Skill Development and Entrepreneurship- Member; 3. Deputy Director General (Training) or Director of Training, Directorate General of Training – Member; 4. Deputy Director General (Apprenticeship Training) or Director of Apprenticeship Training, Directorate General of Training – Member.

FOURTH SCHEDULE**[See Rule 7 (c)]**

Age and minimum educational and other qualification, experience and age limit for direct recruitment in the Junior Time Scale of the Indian Skill Development Service.

(a) Age limit- 21-30 years as on 1st January of the year of examination, (Relaxable for Government servant upto five years in accordance with the instructions or orders issued by the Central Government)

Educational qualifications: (i) Degree in Engineering or Technology from a recognised University or Institute.

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