

## THE ANDHRA PRADESH FACTORIES SERVICE RULES

[G.O.Ms.No.189. E.F.E.S. & T (F&B), Dept., dt.25.07.1991]

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In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and of all powers hereunto enabling and in supersession, of the rules issued with G.O.Ms.No.1218, General Administration (Rules), dated the 12<sup>th</sup> August, 1959, the Governor of Andhra Pradesh hereby makes the following Special Rules for the Andhra Pradesh Factories Service.

1. **Short title:-** These rules may be called the Andhra Pradesh Factories Services Rules.
2. **Constitution:-** The services shall consist of the following category of posts:  
Category 1: Director of Factories.  
Category 2: Joint Chief Inspector of Factories.  
Category 3: Deputy Chief Inspector of Factories.  
Category 4: Senior Inspectress of Factories (The category of Inspectress of Factories from Andhra Pradesh Factories Service Rules is deleted with effect from 4-12-93, i.e. date on which the incumbent assumed charge of the post of Senior Inspectress of Factories.  
Category 5: Inspector of Factories.
3. **Method of appointment:-**  
(1) The method of appointment for the categories of posts mentioned in column (1) of the Table below shall be as specified in column (2) thereof.

**TABLE**

Category	Method of appointment
1	2
1. Director of Factories	By promotion from Category 2
2. Joint Chief Inspector of Factories	By promotion from Category 3
3. Deputy Chief Inspector of Factories	By promotion from Category 5
4. Senior Inspector of Factories	By promotion from the category of Inspector of Factories for minimum two years of service as Inspector of Factories.
*5. Inspector of Factories	By direct recruitment

- \* (2) In the matter of appointment by direct recruitment to the posts of Inspector of Factories for which women and men are equally suited, other things being equal, preference shall be given to women and they shall be selected to an extent of at least [thirty three and one third percent (33.1/3%)] of posts in each category of Open competition. Backward Class, Scheduled Caste and Scheduled Tribe as per quota prescribed in terms of sub-rules (2) of Rules 22-A of the Andhra Pradesh State and Subordinate Service Rules.

Provided that if sufficient number of women candidates is not available such vacancies shall be filled in by men candidates.

- \* (3) The rule of reservation shall be followed in promotion direct recruitment as per the Rule 22 of Andhra Pradesh State and Sub-ordinate Service Rules, 1996.

- (4) Reservation of appointment:- Except in so far as it relates to physically handicapped persons the rules of reservation of appointments (General Rule 22) shall apply to the appointments by direct recruitment to the post of Inspector of Factories.

#### 4. Qualifications:-

- \* (1) No person shall be eligible for appointment to the post specified in column (1) of the annexure by the method specified in the corresponding entry in column (2) unless he/she possesses the qualifications specified in the corresponding entry in column (3) thereof.

- \* (2) No person shall be eligible for appointment to the post of Inspectors of Factories by direct recruitment without having minimum two years of industrial work experience in the medium and large scale manufacturing process industries preferably in the field of Industrial Safety. Occupational Safety, Health and Environment Management". The experience certificate shall be issued by the Chief Executive of the concerned industry in which the applicant is employed.

5. **Age:-** No person shall be eligible for appointment by direct recruitment of the post if he/she has completed or completes [thirty four years] of age on the first day of July of the year in which the notification for selection is made.

6. **Probation:-** Every person appointed by direct recruitment to the post shall be on probation for a total period of two years on duty within a continuous period of three years; and every person appointed by promotion to any of the posts shall be on probation for a total period of one year on duty within a continuous period of two years from the date on which one commences probation.

7. **Minimum Service:-**No member of the service shall be eligible for promotion to the next higher category of post unless he/she is an approved probationer and has put in not less than three years of service in the category from which promotion is made.

#### 8. Training:

- \* (1) A person appointed as Inspector shall, undergo a preliminary training for a period of [one year] as per the programme and syllabus prescribed by the Director of Factories.

**\*(2)** Every person appointed to the post by direct recruitment to [category 5] shall, before the commencement of training, execute an agreement bond to the extent that he/she shall serve the Department for a period of not less than three years after the completion of training referred to in sub-rule (1), failing which:

- (i) he/she shall be liable to refund to the Government the pay and allowances or any other remuneration received by him/her in addition to the amount spent by the Government on his/her training.
- (ii) If he/she fails to serve the Department for a period of three years after the completion of his/her training for any reason; or
- (iii) If he/she discontinues the training or is discharged from training course for misconduct or any other reason; or
- (iv) If he/she secures any other employment elsewhere than under the State Government.

The terms and conditions laid down in G.O.Ms.No.268, Finance (FR.I) Department, dated the 8<sup>th</sup> September, 1980 shall be followed.

- (3) A person appointed as Inspector of Factories shall also undergo, as and when deputed by the Director of Factories, a course of instruction in the principles of sanitation at the Medical College, Hyderabad, Kurnool, Visakhapatnam or Guntur [which is a prerequisite for next higher promotion/appointment by transfer.]
- (4) The period of training shall count for purposes of probation, increments, pension and leave.

**\*(9)Tests:-** [Every person appointed by direct recruitment as Inspector of Factories shall pass the following tests within the period of probation.]

- (i) Accounts Test for Executive Officers.
- (ii) Labor, factories and Boilers Departmental Test (part B and C):

Provided that a person who has already passed the Accounts Test for Subordinate Officers part-I and part-II shall not be required to pass the Accounts Test for Executive Officer.

**ANNEXURE**

(See Rule 4)

Category	Method of Appointment	Qualification
1	2	3
Category 3 Deputy Chief Inspector of Factories	By promotion	Must possess a degree in Mechanical or Electrical or Chemical or Industrial or Electronics Engineering of a University in India established or incorporated by or under a Central Act, Provincial Act, or a State Act or any institution recognized by the University Grants Commission or any other equivalent recognized qualification.
Category 5 Inspector of Factories	(1) By direct recruitment	Must possess a degree in Mechanical or Electrical or Chemical or Industrial Engineering of a University in India established or incorporated by or under a Central Act, Provincial Act or a State Act or of any institution recognized by the University Grants Commission or any other equivalent recognized qualification.]

**\*\* Certain Amendments were effected vide G.O.Ms.No.7, dated 11.02.2008 of LET & F (Lab.II) Department.**

## SPECIAL RULES FOR THE POST OF ASSISTANT INSPECTOR OF FACTORIES

[G.O.Ms. No. 44, L.E.T. & F. (Lab. II), dt. 4-10-1996]

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the Special Rules for the post of Assistant Inspector of Factories issued in G.O.Ms.No. 1040, Labour, Employment and Technical Education (Lab. IV) Department, dated 22-12-1977 and as subsequently amended from time to time the Governor of Andhra Pradesh hereby makes the following Special Rules relating to the post of Assistant Inspector of Factories in Factories Department.

### RULES

**1. Short title:**— These Rules may be called the Special Rules for the post of Assistant Inspector of Factories.

**2. Constitution:**— The posts of Assistant Inspectors of Factories shall constitute a separate class in Andhra Pradesh Factories Subordinate Service Rules.

**3. Method of appointment and Appointing Authority:**— [Appointment to the post mentioned in Column (1) of Table below shall be made by the appointing authority as specified in the corresponding entries in Column (2) and (3) respectively thereof.

**TABLE**

Category	Method of Appointment	Appointing authority
1	2	3
Assistant Inspector of Factories	By promoting Senior Assistants in the A.P. Ministerial Services working in the Head Office and Subordinate Office of the Factories Department in a cycle of three vacancies as per the following cycle. 1st Vacancy — Subordinate Office 2nd Vacancy — Head Office 3rd Vacancy — Subordinate Office]	Director of Factories, Andhra Pradesh, Hyderabad.

1. Subs. by G.O.Ms.No. 32, L.E.T. & Factories (Lab-III) Dept., dt. 9-6-1997.

**4. Qualifications:—** Must have passed

(i) Parts A, B & C of Labour, Factories and Boilers Departmental Tests;

(ii) Accounts Test for Subordinate Officers Part-I.

**5. Minimum Service:—** No person shall be eligible for appointment by promotion unless he is an approved probationer and has put in not less than three years of service in the category of Senior Assistant/Senior Stenographer.

**6. Probation:—** Every person appointed shall be on probation for a total period of one year on duty within a continuous period of two years from the date on which one commences probation.

**7. Unit of appointment:—** For the purpose of appointment, discharge for want of vacancies, seniority, promotion, transfer and posting in the unit of appointment shall be as specified under column (2) of the Table below:

TABLE

Post	Unit of Appointment
1	2
Assistant Inspector of Factories	<p>Zone-I (Comprising of Srikakulam, Vizianagaram, Visakhapatnam Districts)</p> <p>Zone-II (Comprising of East Godavari, West Godavari, Krishna Districts)</p> <p>Zone-III (Comprising of Guntur, Prakasam and Nellore Districts).</p> <p>Zone-IV (Comprising of Chittoor, Cuddapah Anantapur and Kurnool Districts)</p> <p>Zone-V (Comprising of Warangal, Khammam, Karimnagar and Adilabad Districts)</p> <p>Zone-VI (Comprising of Rangareddy, Nizamabad, Mahaboobnagar, Medak and Nalgonda Districts, but excluding the city of Hyderabad as defined in the first schedule to the Andhra Pradesh Public Employment (Organisation of</p>

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local cadre and regulation of direct recruitment) Order, 1975.

City Cadre (Zone-VII) (Comprising city of Hyderabad as defined in the First Schedule of the Andhra Pradesh Employment (Organisation of local cadre and of direct recruitment, 1978).

**8. Posting & Transfers:—** Posting and transfers of the Assistant Inspectors of Factories shall be made by Director of Factories.