



THE ASSAM GAZETTE

অসাধাৰণ

EXTRAORDINARY

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GOVERNMENT OF ASSAM
ORDERS BY THE GOVERNOR

DEPARTMENT OF FISHERIES :: DISPUR :: GUWAHATI-06

NOTIFICATION

The 21st August, 2026

No.FISH-544355/110.-In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Assam is hereby pleased to make the following rules to regulate the recruitment, promotion and the conditions of service of the persons appointed to the **Assam Fisheries Engineering Services** in the manner hereinafter appearing, namely:-

**Short title and
commencement**

1. (1) These rules may be called the **Assam Fisheries Engineering Service Rules, 2026.**
- (2) They shall come into force on the date of their publication in the Official Gazette.

Definitions

2. In these rules, unless there is anything repugnant in the subject or context :-
 - (a) **'Appointing Authority'** means the Governor of Assam;
 - (b) **'Board'** means the Selection Board constituted under rule 13 of these rules;
 - (c) **'Constitution'** means the Constitution of India;
 - (d) **'Commission'** means the Assam Public Service Commission;
 - (e) **'Government'** means the Government of Assam;
 - (f) **'Governor'** means the Governor of Assam;
 - (g) **'Member'** means a member of the **Assam Fisheries Engineering Service**;

- (h) **‘select list’** means the list as referred to in clause (d) of sub rule (1) of rule-6 and the list finally approved under sub-rule 6 of rule 12;
- (i) **‘Service’** means the **Assam Fisheries Engineering Service**;
- (j) **‘Year’** means The Calendar year;
- (k) **‘Schedule’** means the Schedule appended to these rules.
- Classes and cadre** 3. (1) The service shall consist of the following classes and cadres, namely :-
- (i) **Class -I :**
- (a) Executive Engineer (Fisheries);
- (b) Assistant Executive Engineer (Fisheries);
- (c) Assistant Fisheries Engineer (Fisheries-Civil);
- (d) Assistant Engineer (Fisheries-Mechanical).
- (ii) **Class -III :**
- (a) Junior Engineer (Civil);
- (b) Hatchery Engineer ;
- (c) Draftsman.
- (2) The Service may also include:-
- (a) any post equivalent to a post any of the cadres mentioned in sub rule (1); and
- (b) any cadre or post laid down by Government to be included in a cadre or the service.
- (3) The posts equivalent to the posts in the cadres of the service as on the date of commencement of these rules shall be as mentioned in **Schedule I**.
- Strength of Service** 4. The strength of each cadre of the service shall be such as determined by the Government from time to time. The strength of the cadres of the Service along with pay scale on the date of commencement of these rules shall be as shown in **Schedule-I** of these rules:
- Provided that the Governor may hold in abeyance any post as and when considered necessary.
- Method of recruitment** 5. Recruitment to the cadre of the service shall be made in the following manner, namely :-

- (1) **Recruitment to the cadre** of Assistant Engineer (Fisheries-Mechanical), Junior Engineer (Civil), Hatchery Engineer, Draftsman shall be by the way of direct recruitment.
- (2) **Recruitment to the cadre** of Executive Engineer (Fisheries), Assistant Executive Engineer (Fisheries) and Assistant Engineer (Fisheries-Civil) shall be made by promotion from the post of Junior Engineer (Fisheries)/Hatchery Engineer/ Draftsman .

Direct Recruitment

6. (1) Direct recruitment to the post of Assistant Engineer (Fisheries-Mechanical), Junior Engineer (Civil), Hatchery Engineer and Draftsman as shown in **Schedule-I** shall be made by the Appointing Authority on the basis of recommendations made by the Commission following the procedure hereinafter provided:
 - (a) Before the end of each year (i.e. in the month of December), the Appointing Authority shall make an assessment of the likely number of vacancies to be filled by direct recruitment during the next year and shall intimate the same to the Commission together with the details about reservation for candidates belonging to Scheduled Caste, Scheduled Tribes and any other category as laid down by the government and about carry forward of such reservation. The Appointing authority shall submit the commission.
 - (b) The Appointing Authority shall simultaneously request the Commission to recommend a list of candidates for direct recruitment in order of preference.
 - (c) The Commission shall prepare a list of candidates (equal to the number of vacancy) who have qualified in order of merit in accordance with the aggregate of marks obtained by each candidate in the test or Interview. If two or more candidates obtain equal marks, the Commission shall arrange them in order of their relevant merit of eligible academic qualification or extant Commission's rules as per convenience of the Commission.
 - (d) The Commission shall furnish to the Government a list of qualifying candidates for appointment. The number of candidates in such a list shall be equal to the number of vacancies.
 - (e) The Commission shall simultaneously publish the list in the website of the commission, daily news paper and/or at such other places the Commission may consider appropriate.

(f) The list mentioned in clauses (d) and (e) of sub rule (1) of this rule shall remain valid for 12 (twelve) calendar months from the date of recommendation of the Commission.

(2) In the event of the Commission being unable to recommend sufficient number of candidates to fill all the vacancies in a year, it shall, in consultation with the Government, repeat the procedure as mentioned herein before under sub rule (1) above, for recommending subsequent list in the year:

Provided that the Appointing Authority shall not make appointment of any candidate from the subsequent list until all the candidates of the earlier list of the same year, eligible for appointment, have been offered the appointment.

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| Age | 7. A candidate for direct recruitment to the service shall be minimum 21 years of age and shall not exceed 40 years on the 1 st January of the year of advertisement with relaxation in case of candidates belonging to special categories like Scheduled Castes and Scheduled Tribes and any other category as laid down by the Government in force for the time being. |
| Academic qualification | 8. The academic qualification of a candidate for direct recruitment shall be as prescribed by the Government from time to time. The qualifications and experiences prescribed against each category of post for direct recruitment, as on the date of commencement of these rules, shall be as given in Schedule-II . |
| Physical fitness | 9. A candidate for direct recruitment shall be: <ul style="list-style-type: none"> (i) of sound health, both mentally and physically and free from organic defect or bodily infirmity likely to interfere with the efficient performance of his/her duties; and (ii) required to undergo medical examination before appointment to the service. |
| Character | 10. A candidate for direct recruitment shall produce to the Appointment Authority certificate of good character from: <ul style="list-style-type: none"> (i) the principal/Academic Officer of the University or College in which he/she studied last; and (ii) two respectable persons, who are well acquainted with (but not related to) the candidate. |
| Recruitment by Promotion | 11. Appointment by promotion to the cadre of Executive Engineer (Fisheries), Assistant Executive Engineer (Fisheries) and Assistant Fisheries Engineer (Fisheries-Civil) shall be made in the manner provided hereinafter, namely:- <ul style="list-style-type: none"> (1) Subject to suitability as may be decided by the Board and by the Appointing authority as set forth in rule 12 |

and also subject to possessing qualifications and experience as prescribed hereinafter, an officer shall be eligible for promotion to the corresponding higher cadre in the manner hereinafter provided, namely:-

- (i) from Assistant Executive Engineer (Fisheries) to Executive Engineer (Fisheries);
 - (ii) from Assistant Engineer (Fisheries-Civil) and Assistant Engineer (Fisheries-Mechanical) to Assistant Executive Engineer (Fisheries);
 - (iii) from Junior Engineer (Civil)/Hatchery Engineer/Draftsman to Assistant Engineer (Fisheries-Civil).
- (2) For promotion to the cadre of Executive Engineer (Fisheries), Fishery Department, an officer shall be eligible if he has rendered the minimum continuous service in the cadre of Assistant Executive Engineer (Fisheries), Fishery Department for a period of 3 (Three) years on the first day of January of the year of promotion.
 - (3) For promotion to the cadre of Assistant Executive Engineer (Fisheries), Fishery Department,
 - (a) an officer shall be eligible if he has rendered the minimum continuous service in the cadre of Assistant Engineer (Fisheries-Civil) or Assistant Engineer (Fisheries-Mechanical) for a period of 5 (Five) years on the first day of January of the year of promotion;
 - (b) he shall be required to complete Compulsory certification on Public Procurement (MOOC).
 - (4) For promotion to the cadre of Assistant Engineer (Fisheries-Civil), an officer shall be eligible if, -
 - (a) he has rendered the minimum continuous service in the cadre of Junior Engineer (Civil)/ Hatchery Engineer/Draftsman, Fishery Department for a period of 8(eight) years on the first January of the year of promotion .
 - (b) he shall be required to complete Compulsory certification on Public Procurement (MOOC).

General Procedure of Promotion

12. (1) Before the end of each year, the Appointing Authority shall make an assessment of the likely number of vacancies to be filled by promotion in the next year in each cadre.
- (2) The Appointing Authority shall then furnish to the Board the following documents and information with regard to as many officers in order of seniority is eligible for promotion.

- (a) information about the number of vacancies;
 - (b) list of officers in order of seniority, eligible for promotion (separate lists for promotion to different cadre shall be furnished) indicating the cadre to which the case of promotion is to be considered;
 - (c) annual confidential report (ACR) or Performance Appraisal Report (PAR) for last 3 (three) years and personal files of all officers listed;
 - (d) Annual Property Return till last date of the previous year;
 - (e) details about reservation in case of promotion to the service under rule 15;
 - (f) any other documents and information as may be considered necessary by the Appointing Authority or required by the Board.
- (3) The Appointing Authority shall simultaneously request the Board to recommend within one month a list of officers, found suitable for promotion in order of preference, in respect of promotion to each of the cadre in which recruitment is to be made by promotion.
- (4) The selection of promotions shall be made on the basis of seniority cum merit.
- (5) The Board, after examination of the documents and information furnished by the Appointing Authority shall recommend to the Appointing Authority a list of officers against the probable number of vacancies within one month, in order of preference, found suitable for promotion:
- Provided that the Appointing Authority shall keep the promotion of an officer under seal cover who has departmental proceeding or any enquiry pending and cannot be disposed of immediately or till finalization. If the departmental enquiry is not finalized within one year, the matter may further be placed before the board and in that case such officers will not be considered for promotion. The Appointing Authority will submit a detail report to the Board on such issue. In case the Board does not consider an Officer suitable for promotion in accordance to seniority, it shall record the reason thereof in writing and forward the same to the Appointing Authority
- (6) The Appointing Authority on receipt of the lists recommended by the Board along with Character Rolls and personal files of the employees shall consider it for

promotion to the next higher cadre and approve the list within one month unless it requires any change. If the Appointing Authority considers it necessary to make any change in the list received from the Board, it shall inform the Board of the changes proposed and after taking into account the comments, if any, or the board may approve the list finally with such modification, if any, as may, in its opinion, be just and proper. The list so approved shall be called the **select list**.

- (7) The inclusion of a candidate's name in a select list shall confer no right to promotion unless the Appointing Authority is satisfied after such enquiry as may be considered necessary that a candidate is suitable for promotion. Such enquiry is to be completed and decision is to be taken within one month from the date of recommendation of list for promotion by the Board.
- (8) The lists finally approved by the Appointing Authority shall be published by the Appointing Authority in the Assam Gazette within 15 days from the date of final approval.
- (9) The select lists shall remain valid for 12 calendar months from the date of recommendation by the Board.
- (10) The promotions shall be in accordance with the lists finally approved by the Appointing Authority.

Selection Board

13. The selection of candidates for promotion shall be made by a Selection Board consisting of the following members, namely:-

(1)	Senior most Secretary, Fishery Department	: Chairman;
(2)	Additional Secretary or Joint Secretary or Deputy Secretary, Fishery Department	: Member Secretary;
(3)	Joint Secretary to the, Personnel Department or his Nominee not below the rank of Deputy Secretary	: Member;
(4)	Director of Fisheries, Assam	: Member

Disqualification

14. (1) No person shall be eligible for appointment to the Service unless:-
 - (a) he/she is a citizen of India;
 - (b) in case of a male candidate, if he has more than one wife living or married a woman who has one

husband living without being legally separated or in case of a female candidate who has more than one husband living or married a person who has one wife living without being legally separated:

Provided that the Governor may, if he is satisfied that there are special grounds for doing so, except any person from the operation of this clause.

(c) if he/she has more than two children living;

(d) if he/she has violated the legal age of marriage.

- (2) No person who attempts to enlist support for his candidature directly or indirectly by any recommendation, either written or oral or by any other means, shall be appointed to the service.

Reservation

15. In all cases of appointment by direct recruitment as well as by promotion, there shall be reservation in case of candidates belonging to the member of the Scheduled castes, Scheduled tribes as per the provision of the Assam Scheduled castes and Scheduled Tribes (Reservation of Vacancies in service and Posts) Act 1978 and Rules framed there under. There shall also be reservation for candidates belonging to Other Backward Classes as per Government instructions contained in *O.M. No. TAD/OBC/1/2004/55, dated 31.05.2005* for direct recruitment only. Reservations shall also be followed as per the Assam Women (Reservation of Vacancies in Service and Post) Act, 2005 and the Persons with Benchmark Disabilities and Ex-Servicemen as per Government guidelines issued time to time in direct recruitment. General Orders in respect of reservation in favour of other categories of Candidates as may be in force for time being shall also be followed.

Appointment

16. (1) Subject to the provision of sub rule (3) of this rule, appointment under rule 6 shall be made by the Appointing Authority in accordance with the order of preference determined in the list referred to in rule 6.
- (2) Appointment by promotion shall be made in order of names as appeared in the select list prepared in accordance with provision under sub-rule (8) of rule 12.
- (3) The inclusion of a candidate's name in the list mentioned in clause (d) of sub rule (1) of rule 6 shall confer no right to appointment unless the Appointing Authority is satisfied after such enquiry as prescribed by the Government from time to time and also, as may be considered necessary, that a candidate is suitable in all respects for appointment to the service.

Joining Time

17. A person shall join within 15 days from the date of receipt of the order of appointment or of promotion, failing which the

appointment shall be cancelled unless the Appointing Authority extends the period, on sufficient ground under existing rules which shall not, in all, exceed three months.

Discharge or Reversion 18. A temporary or officiating member shall be liable to be discharged or reverted to the lower cadre of the service or to his original service, if-

- (i) he fails to make sufficient use of the opportunities given during any training as may be prescribed by the Government from time to time or fails to render satisfactory service during his tenure of service in the cadre; and /or.
- (ii) it is found on a subsequent verification that he was initially not qualified for the appointment or that he had furnished any incorrect information with regard to his appointment.

Seniority 19. (1) The seniority of a member in a cadre appointed by direct recruitment or by promotion shall be determined according to the order of preference in the respective list recommended by the Commission under rule-6 and also in the respective list finally approved by the Appointing Authority under sub-rule (6) of rule-12 and approved by the Commission under rule 12 if he joins the appointment within 15 days of the date of receipt of the order or within the stipulated period as mentioned in rule 17.

(2) If a member fails to join the appointment within the initial 15 days of receipt of the order or within the extended period, as mentioned in rule 17, but joins later, his seniority shall be determined in accordance with the date of joining.

(3) A member appointed by promotion against a vacancy occurring in a year shall be senior to a member appointed by direct recruitment in that year.

Probation and confirmation 20. (1) Subject to availability of a permanent vacancy in the respective cadre, a member shall be placed according to seniority on probation against the permanent vacancy for a period of two years before he is confirmed against the permanent vacancy subject to the following conditions:

Provided that the period of probation may for good and sufficient reasons be extended by the Appointing Authority for any specified period, not exceeding a period of two years;

Provided further that the period of probation may be curtailed or dispensed with in any case for good and sufficient reasons by the Appointing Authority;

Provided also that he has successfully undergone the training and passed the departmental examination, if any, as prescribed by Government.

- (2) A member of the service placed on probation under sub rule (1) above, shall be confirmed against the permanent vacancy after completion of the period of probation to the satisfaction of the Appointing Authority in accordance with the sub- rule (1) above.
- (3) If confirmation of a member is delayed on account of his failure to qualify for such confirmation, he shall lose his position in order of seniority vis-à-vis such of his juniors as might be confirmed earlier than him. His seniority shall, *however, be restored* on his confirmation subsequently.

Gradation List.

21. A gradation list shall be prepared and published every year containing the name of all members of the service cadre wise in order of seniority and such other particulars as date of birth, date of appointment, date of superannuation, permanent address etc.

Pay

22. All appointment in the service shall be made in the scale of pay as may be prescribed by the government from time to time. The scale of pay of the posts in the cadres of the service as on the date of commencement of these rules, are as shown **Schedule-I.**

Mode of Employment

23. (1) Members of the service shall be employed in such manner as the Appointing Authority may decide subject to the condition that a member belonging to a particular branch of the cadre shall be employed within the same branch.
- (2) A member of the service shall be liable to be posted anywhere within the state of Assam or outside Assam, or to any other department of the Government, a body corporate, in the affairs of which the Government may be substantially interested, or an Autonomous District Council, if so required in the interest of public service against such posting or transfer and in such case the member shall not have any option against such posting or transfer. Furthermore, in case of such posting there shall be no affect in the position of the member in the Gradation List.

Other conditions of service

24. (1) Except as provided in these rules all matters relating to pay and allowances, leave, pension, discipline and other conditions of service shall be regulated by the general rules and/or orders of the Government, for the time being in force.
- (2) The conditions of service of the members, in respect of matters, for which no provision has been made in these

rules, shall be the same, as are, for the time being, applicable to other officers of the Government of the corresponding status and having similar functions.

Relaxation

25. Where the Government is satisfied that the operation of any of these rules causes undue hardship in any particular case, it may, dispense with or relax the requirement of that rule to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner:

Provided that the case of any person shall not be dealt with in any manner less favorable to him than that provided in these Rules.

Interpretation

26. If any question arises relating to the interpretation of these rules the decision of the Government shall be final.

Repeal and saving

27. The rules corresponding to these rules and in force immediately before commencement of these rules are hereby *repealed*:

Provided that all orders made or action taken under the rules so repealed or under any general orders ancillary there to shall be deemed to have been validly made or taken under the corresponding provisions of these rules:

Provided further that these rules shall not affect any appointment or Promotion made prior to these rules.

KAILASH CHAND SAMRIA,

Additional Chief Secretary to the Government of Assam,
Fishery Department.

Schedule-I**NAMES OF POSTS, STRENGTH OF SERVICE AND SCALE OF PAY****(See rule 3, 5 and 22)**

Sl. No.	Name of Post	Pay Band	Scale of Pay	Total Nos.	Mode of appointment
1	Executive Engineer (Fisheries)	Pay Band-4	30,000-1,10,000 G.P: 14,500/-	1	By promotion
2	Assistant Executive Engineer (Fisheries)	Pay Band-4	30,000-1,10,000 G.P: 13,300/-	2	By promotion
3	Assistant Engineer (Civil-Fisheries)	Pay Band-4	30,000-1,10,000 G.P: 12,700/-	2	By promotion
4	Assistant Engineer (Mechanical-Fisheries)	Pay Band-4	30,000-1,10,000 G.P: 12,700/-	1	By Direct Recruitment
5	Junior Engineer (Civil)	Pay Band-2	14,000-70,000 G.P: 8,700/-	2	By Direct Recruitment
6	Hatchery Engineer (In the rank of Junior Engineer-Civil)	Pay Band-2	14,000-70,000 G.P: 8,700/-	52	By Direct Recruitment
7	Draftsman	Pay Band-2	14,000-70,000 G.P: 8,700/-	1	By Direct Recruitment

Schedule- II**ACADEMIC QUALIFICATIONS FOR DIRECT RECRUITMENT****(See rule 8)**

1.	Assistant Engineer (Mechanical- Fisheries)	Bachelors Degree in Mechanical Engineering or equivalent from any Indian or Foreign University recognized by the Government.	
2.	Hatchery Engineer (In the rank of Junior Engineer- Civil)	3 years Diploma in Civil Engineering/Civil Engineering & Planning from any Government Engineering Institute or equivalent recognized by the Government.	
3.	Junior Engineer (Civil)	3 years Diploma in Civil Engineering/Civil Engineering & Planning from any Government Engineering Institute or equivalent recognized by the Government.	
4.	Draftsman	3 years Diploma in Civil Engineering/Civil Engineering & Planning from any Government Engineering Institute or equivalent recognized by the Government.	