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Subordinate Electrical and
Mechanical Engineering Service
Regulations, 1972.

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Approved vide Resolution No. IX (12)/1972 dated May 29, 1972

Uttar Pradesh State Electricity Board.

No 6473-A/SEB (B)/1972

Lucknow: June 6, 1972.

Miscellaneous

In exercise of the powers conferred by section 79 (c) of the Electricity (Supply) Act, 1948, the Uttar Pradesh State Electricity Board hereby make the following Regulations relating to recruitment to posts in, and the conditions of Service of persons appointed to the Uttar Pradesh State Electricity Board Subordinate Electrical and Mechanical Engineering Service.

THE UTTAR PRADESH STATE ELECTRICITY BOARD SUBORDINATE ELECTRICAL AND MECHANICAL ENGINEERING SERVICE REGULATIONS, 1972.

PART I—GENERAL

1. Short title and commencement :—

- (a) These Regulations may be called 'Uttar Pradesh State Electricity Board Subordinate Electrical and Mechanical Engineering Service Regulations, 1972' and shall come into force with effect from the date of the issue of the Board *Order communicating these to the Chief Engineer.
- (b) All rules and regulations in force immediately before the commencement of these Regulations are hereby repealed and the provisions of section 6 of the U. P. General Clauses Act 1904 shall apply as if it were an enactment repealed by a U. P. Act

*Communicated to the Chief Engineer, vide B. O. No. 6474-A/SEB (B) -1972-25A/69 dated June 6, 1972.

2. Status :—

The Uttar Pradesh State Electricity Board Subordinate Electrical and Mechanical Engineering Service is a Class III Service of the Board.

3. Definitions :—

In these Regulations, unless there is anything repugnant in the subject or context—

- (1) 'Act' means the Electricity (Supply) Act, 1948 (Act No. LIV of 1948).
- (2) 'Appointing Authority' means the authority defined in regulation 19.
- (3) 'Board' means the U. P. State Electricity Board constituted under Section 5 of the Act.
- (4) 'Chairman' means the Chairman of the Uttar Pradesh State Electricity Board.
- (5) 'Chief Engineer' means the Chief Engineer (Administration) unless the Chairman authorises any other Chief Engineer to act for the purposes of these Regulations.
- (6) 'Citizen of India' means a person who is or who is deemed to be a citizen of India under part II of the Constitution.
- (7) 'Constitution' means the Constitution of India.
- (8) 'Direct Recruitment' means recruitment in the manner prescribed in Regulation 5 (b) (i) of these Regulations.
- (9) 'Member of the Service' means a person appointed in a substantive capacity under the provisions of these Regulations or other orders and regulations in force previous to the introduction of these Regulations to a post in the cadre of Service.
- (10) 'Operating Staff Service' means the Uttar Pradesh State Electricity Board Operating Staff Service.
- (11) 'Service' means the U. P. State Electricity Board Subordinate Electrical and Mechanical Engineering Service.

- (12) 'Government' or 'State Government' means the Government of Uttar Pradesh.

- (13) 'Year of Recruitment' means the period from 1st of January to 31st of December of a year.

PART II—CADRE**4. Strength of Service :—**

The strength of the service and of each class of posts therein shall be such as may be determined by the Board from time to time.

Provided that the number of posts in the Selection Grade shall not exceed 20% of the total strength of the service.

Provided further that—

- (a) The Chief Engineer may leave unfilled or the Board may hold in abeyance any vacant post in the cadres of the service without thereby entitling any person to a right to a post or to compensation, and
- (b) such additional, permanent or temporary posts as may be found necessary may be created from time to time by the Board in respect of both permanent and temporary posts.

PART III—RECRUITMENT**5. Sources of recruitment—**

Recruitment to the cadres of the Service shall be made as follows :

- (a) Selection Grade :

By promotion from amongst the members of the Ordinary Grade in accordance with the provisions of regulation 16.

- (b) Ordinary Grade :

- (i) By direct recruitment from Apprentice Supervisors

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selected in accordance with the procedure laid down in Part V of these Regulations.

- (ii) By promotion in accordance with the procedure laid down in regulations 17 & 18.

6. Reservation of posts—

- (1) 25% of the vacancies in the Ordinary Grade shall be reserved for such of those to be appointed by promotion who satisfy the requirements of these Regulations.
- (2) Reservation for Scheduled Castes/Scheduled Tribes candidates in direct recruitment shall be made in accordance with the orders of the State Government in force for such reservation at the time of recruitment :

Provided that the total number of reserved vacancies, together with the carried forward vacancies, shall not exceed 45% of the vacancies of that year.

PART IV—QUALIFICATIONS

7. Nationality

A candidate for direct recruitment to the Service must be

- (a) a citizen of India,
- (b) a subject of Sikkim, or
- (c) a Tibetan refugee who came over to India before January 1, 1962, with the intention of permanently settling in India, or
- (d) a person of Indian origin who has migrated from Pakistan, Burma, Ceylon and East African countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar) with the intention of permanently settling in India ;

Provided that a candidate belonging to the category (c) or (d) above shall be a person in whose favour a certificate of eligibility has been issued by the State Government.

Provided further that a candidate belonging to category (c) will also be required to obtain a certificate of eligibility granted by the Deputy Inspector General of Police, Intelligence, Uttar Pradesh :

Provided also that a candidate belonging to category (d) above, shall not be retained in service beyond the period of certificate of eligibility unless he has in the meanwhile acquired Indian Citizenship.

Note :— A candidate in whose case a certificate of eligibility is necessary but the same has neither been issued nor refused, may be admitted to an examination or interview conducted by the recruiting authority but such candidate shall not be appointed unless the necessary certificate is furnished by him.

8. Age

(1) No person shall be promoted to the Ordinary Grade under regulation 5 (b) (ii) unless he be less than 50 years of age on the first day of January of the year in which the recruitment is made.

(2) A candidate for recruitment as an Apprentice Supervisor under regulation 13 must have attained the age of 18 years and must not have attained the age of 28 years on the first day of January following the year in which the recruitment is made :

Provided that the upper age limit may be relaxed by the Board to the extent of 5 years in the case of candidates possessing special technical knowledge and professional experience.

Note :— The maximum age limit shall, in the case of the candidates of the Scheduled Castes/Scheduled Tribes, be greater by 5 years.

(3) If a candidate is within the age limit prescribed in a year in which there is no recruitment, he will be eligible in the next following recruitment.

9. The technical and academic qualifications for recruitment as Apprentice Supervisor shall subject to such variations as the Board may, from time to time, prescribe as follows :—

The candidate must

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- (i) have obtained one or more of the academic. qualifications mentioned in Appendix 'A' and,
- (ii) produce a certificate from the Head of the Institution from which he passed out or from a gazetted officer in Uttar Pradesh that he can read and write Hindi in the Devnagri Script with ease, provided that such a certificate will not be necessary in the case of a candidate who passed the High School or an equivalent examination with Hindi or who has obtained a degree, diploma or certificate of any Hindi examination from an institution recognised by State Government.

10. Character —

- (1) The character of a candidate for appointment to the service must be such as to render him suitable in all respects for employment in the Service it would be the duty of the Chief Engineer to satisfy himself on this point.
- (2) The candidate must produce certificate of good character from the Principal academic officer or the University, College or institution in which he was last educated and from two respectable persons of status (not relations) who are well acquainted with him in his private life and are unconnected with his University, College or School.

Note—Persons dismissed by the Government of India or by a State Government or by any State Electricity Board or Undertaking will be deemed to be ineligible for appointment.

Bigamous Marriage—

A man who has more than one wife living or woman who has married a man having a wife shall not be eligible for appointment to the Service.

Provided that the Board may, if satisfied that there are special grounds for doing so, exempt any person from the operation of the rule.

Physical Fitness—

- (1) No person shall be appointed as a member of the Service unless he be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of his duties as a member of the Service.
- (2) Before a directly recruited candidate is finally approved for appointment to the Service, he shall be required to produce a certificate of fitness from the Civil Surgeon of the District of which he is resident or of Lucknow in accordance with the rules framed under Fundamental Rule 10 contained in Chapter III of the Financial Hand Book Volume II, Part II to IV, as in force under the State Government, until corresponding Regulations in this behalf are framed by the Board.

PART V-PROCEDURE FOR SELECTION OF APPRENTICE SUPERVISORS

13. Mode of recruitment

Recruitment as Apprentice Supervisor shall be made on the basis of selection to be held from time to time in accordance with such procedure as may be prescribed by the Board from time to time.

14. The names of the candidates found eligible for recruitment as Apprentice Supervisors shall be arranged in their order of merit. It shall be open to the Chief Engineer to recruit for training as many Apprentice Supervisors as are deemed necessary but the recruitment shall be made in strict order of merit subject to the reservation of posts for Scheduled Castes/Scheduled Tribes candidates on the same basis as provided for in regulation 6(2).

15. Training of Apprentice Supervisors—

- (1) The Apprentice Supervisors selected and recruited for training under regulation 13 shall have to undergo such training as prescribed by the Chief Engineer and shall be paid such stipend during the period of their training as laid down by the Board from time to time.
- (2) The period of training shall be one year.
- (3) Any Apprentice Supervisor can be removed from training by the Chief Engineer without any reason having to be assigned.

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(4) On the satisfactory completion of their training the Apprentice Supervisors would become eligible for recruitment as members of the Ordinary Grade of the Service as provided in regulation 5 (b) (i)

(5) Satisfactory completion of training will not give right to such Apprentice Supervisors for being appointed to the Service. Appointments shall be made by the Chief Engineer as and when necessary from the list of Apprentice Supervisors who have satisfactorily completed their training. However, such appointments shall be made directly in the order of merit in which the name of the Apprentice Supervisors were placed at the time of their initial recruitment unless the training period of some Apprentice Supervisors has been deemed to result in their losing their places in the list originally prepared in which case the turn of these Apprentice Supervisors for appointment shall come according to the places in their names have been subsequently placed.

(6) If an Apprentice Supervisor who has satisfactorily completed his training does not join within the time allowed to him by the Chief Engineer, it shall be open to the Chief Engineer to cancel the appointment order and offer the post to the next suitable candidate. The cancellation thus made shall be final.

PART VI- PROCEDURE FOR RECRUITMENT BY PROMOTION

16. Appointment to the selecton Grade by promotion-

The following procedure shall be followed for selection to the Selection grade of the service by promotion under regulation 5 (a):

(a) The selection shall be confined to the members of the Ordinary Grade who have put in not less than 5 years of permanent and/or officiating service in that grade.

(b) The selection shall be made on the basis of seniority subject to the rejection of the unfit by a committee comprising :-

(i) Chief Engineer

(ii) Deputy Chief Engineer/Superintending Engineer to be nominated by Chairman.

(iii) An officer of the Board not below the rank of Deputy Secretary of the Board to be nominated by Chairman.

(c) The Committee shall draw up in order of seniority of the Ordinary Grade, a list of candidates found suitable for promotion. The Committee, while drawing up this list, should keep in mind the number of vacancies likely to occur in the Selection Grade during the course of the year and should normally not select candidates exceeding the number of vacancies by more than 25%.

(d) Appointments shall be made by the Chief Engineer on the basis of the list so drawn up by the committee both against the substantive and temporary vacancies as and when they occur.

17. Selection for appointment to the Ordinary Grade by promotion-

(1) For purpose of recruitment to the posts in the Ordinary Grade under regulation 5(b) (ii) a selection based on merit shall be made from the following :

✱(a) Members of Operating Staff (skilled) who have put in 3 years or more of continuous service including service rendered on work-charged establishment, if they have passed any of the examinations mentioned in Appendix 'A' or 4 years or more of service, if they have passed I.T.I. Examination or 5 years or more of service, if they have passed High School Examinaton or 10 years or more of service, if they have not passed High School Examination.

(b) Unqualified work-charged Supervisors and Asstt. Supervisors and unqualified Ex-cadre Supervisors who have put in 4 years or more of continuous service, if I.T.I. passed, 5 years or more of service, if High School passed or 7 years or more of service, if not High School passed.

(c) Assistant Supervisors (Regular) having I.T.I. Certificate or Diploma who have put in 3 years or more of continuous service.

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- (2) The selection shall be based on a written test followed by a practical and oral test to which only such candidates would be admitted as have qualified in the written test.
- (3) The names of the candidates who qualify in the practical and oral test shall be placed in a list in their order of merit. For computing the merit of a candidate the marks obtained by him both in the written test and the practical and oral test shall be added.
- (4) The number of names in the list drawn up under clause (3) shall not exceed the number of vacancies announced at the time of the announcement of the examination by more than 25%.
- (5) The syllabus for the written test and the practical and oral test shall be laid down by the Chief Engineer from time to time.
- (6) A Committee comprising the following will supervise the written examinations and held the practical and oral test:
 - (i) Additional Chief Engineer/Deputy Chief Engineer to be nominated by Chief Engineer
 - (ii) One Superintending Engineer to be nominated by Chief Engineer.
 - (iii) An officer of the Board not below the rank of Deputy Secretary to be nominated by Chairman.
- (7) The Chief Engineer shall have the power to remove the name of any candidate from the list drawn up under clause (3) if his work or conduct at any time subsequent to the holding of the tests is reported to be such as to render him unfit for promotion.

18. Appointment to the Ordinary Grade by promotion -

- (1) Appointment to the Ordinary Grade by promotion shall be made from the list drawn up under regulation 17(3) in strict order of merit.

- (2) Appointments of the candidates of any subsequent selection shall be made only after all the candidates of an earlier selection whose names have been included in the list drawn up under regulation 17(3) have been promoted.

Provided that nothing in this sub-regulation shall be deemed to make eligible for promotion a candidate whose name has been removed from the list under clause 17(7).

PART VII—APPOINTMENT, PROBATION AND CONFIRMATION

19. **Appointing Authority**—The appointing authority of the members of the Service shall be the Chief Engineer.

20. Submission of certificates by candidates—

Before a candidate directly recruited is finally approved for appointment to the Service, he will be required—

- (1) to produce the certificates prescribed in regulations 7, 8, 9 and 10 and
- (2) to submit declarations -
 - (a) of his relationship to any person employed under the Board ;
 - (b) of his being free from debt ;
 - (c) of all immovable property including house property owned or acquired by him or a member of his family dependent on him, full and accurate details of all such property being given by him in the form prescribed in Appendix 'B' ; and
 - (d) for serving the Board loyally and faithfully in the form prescribed in Appendix 'C'.

21. Appointment—

- (1) On the occurrence of substantive and temporary vacancies in the ordinary grade, the Chief Engineer shall make appointments from the list of Apprentice Supervisors drawn up under regulation 14 and the list of candidates found suitable for promotion drawn up under regulation 17(3). As

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far as possible the vacancies would be filled in such way that after the appointment of each promoted candidate, three apprentice supervisors are appointed and so on.

- (2) Appointments to the Selection Grade shall be made in accordance with the provisions of regulation 16.

22. Seniority—

- (1) The inter-se seniority of those directly recruited under regulation 5(b)(i) shall be in their order of merit when selected for recruitment as Apprentice Supervisors under regulation 14 :

Provided that a candidate who has lost his seniority as Apprentice Supervisor under regulation 15(5) shall be deemed to have similarly lost his seniority as a member of the Service and shall be placed below such candidates below when his name gets subsequently placed as a result of his having lost his seniority.

- (2) The inter-se seniority of candidates appointed by promotion to the Ordinary Grade shall be in the order of merit in which their names find place in the list drawn up under regulation 17(3).
- (3) Any person appointed directly or promoted to the Ordinary Grade would be senior to any such person appointed or promoted in a subsequent year.
- (4) The inter-se seniority amongst the members appointed by promotion and recruited directly in the same year would be so fixed that the senior most promotee of the year is placed at the top followed by three direct recruits followed by the next senior most promotee and so on.

23. Probation—

- (1) All candidates, on appointment in or against a substantive vacancy, shall be placed on probation for a period of two years.

Provided that continuous service rendered in an officiating or temporary capacity in a post included in the Grade of the Service to which

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the appointment has been made may be taken into account, in whole or in part, in computing the period of probation for that post.

Provided further that the Chief Engineer may, for reasons to be record, extend the period of probation in individual cases. An order of extension shall specify the exact date up to which the extension is granted, but continuance in service beyond this date would not, in the absence of a specific order to that effect, amount to confirmation.

- (2) If it appears at any time, during or at the end of the period of probation or extended period of probation that a probationer has not made sufficient use of his opportunities or if he has otherwise failed to give satisfaction, he may be reverted to his substantive post if he holds one, or if directly recruited, his services may be terminated
- (3) A person whose services are dispensed with during or at the end of the period of probation or extended period of probation under sub-regulation (2) shall not be entitled to any compensation.

24. Confirmation -

A probationer shall be confirmed in his appointment at the end of his period of probation or extended period of probation, as the case may be, if his integrity has been found beyond suspicion and the Chief Engineer considers him fit for confirmation.

PART VIII—PAY

25. Scale of Pay-

The scale of pay admissible to persons appointed to posts in the cadres of the Service, whether in a substantive or officiating capacity or as a temporary measure shall be as decided by the Board from time to time.

The present scale of pay is as follows :-

1. Selection Grade : Rs. 250-16 (5)-330-18 (5)-420-20 (4)-500 (E.B. after 10th Stage)
2. Ordinary Grade: Rs. 190-10 (6)-250-12 (5)-310 15(3)-355

Provided that the Chairman may, upon the recommendation of the

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appropriate Selection Committee, allow a candidate a higher start within the approved limits in view of his special qualification/experience.

26. Pay on initial appointment-

(1) A person appointed to the Service by direct recruitment shall receive the initial pay of the post. Future increments shall be governed by the relevant rules and regulations referred in regulation 29.

(2) The pay during probation of persons already in permanent Government Service or Board Service and those appointed by promotion shall be regulated by the relevant rules and regulation referred to in regulation 29.

27. Crossing of Efficiency Bar-

No member of the Service shall be allowed to cross an efficiency bar, unless he is found to have worked steadily and to the best of his ability and unless his integrity is certified to be above suspicion.

PART-IX OTHER PROVISIONS

28. Convassing--

No recommendations for recruitment, either written or oral other than those required under these regulations or the regulations printed on the form of application or attached thereto in the form or instructions, shall be taken into consideration. Any attempt on the part of a candidate to enlist support directly or indirectly for his candidature by other means may disqualify him for appointment.

29. Regulation of pay, allowances, pension etc.

Except as provided in these regulations, the pay, allowances, pension, leave and other conditions of service of persons appointed to a post in the cadres of the Service shall be regulated by the corresponding rules of the State government applicable to similar category of employees which may have been adopted by the Board until the promulgation of regulations in this behalf by the Board.

30. Savings-

Notwithstanding anything contained in these regulations--

(1) The conditions of service of persons who have been appointed

or may be appointed to post in the Service or to posts declared in addition to the cadres of the Service, on Foreign Service from the State Government or on deputation from elsewhere shall be governed by such terms and conditions as may have been or may be settled between the Board and the State Government or other appointing authorities until they are absorbed in the Service of the Board:

Provided that the conditions of service of such persons as are absorbed under the Board shall not be less favourable than those already available to them unless they agree to be governed by the regulations of the Board in this behalf in toto.

(2) The conditions of Service of persons of the Electricity Supply Undertakings which have been taken over or may, in future, be taken over by the Board who may be holding or who may hold posts in the cadres of the Service or posts declared in addition to the cadres of the Service, shall be governed by the Board's standard terms and conditions of Service if the undertaking has been taken over by the Board on such terms and conditions or by the ex-licensee's terms and conditions if the undertaking has been taken over on such terms, as the case may be, unless they are given and they opt to be governed by such rules and regulations as may be promulgated by the Board hereafter in this behalf.

31 Relaxation

(1) Nothing in these regulations shall be construed to limit or abridge the power of the Board to deal with the case of any person or class of persons governed by these regulations in such manner as may appear to the Board to be just and equitable :

Provided that, where any of the foregoing regulations is applicable to the case of any person or class or persons, the case shall not be dealt with in a manner less favourable to him or to that class than that Provided by that regulation.

(2) When in the opinion of the Board it appears necessary to do so, the Board may make any appointment or appointments to the Service in relaxation of these Regulations and in the

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case of any such appointment which is not in strict accordance with these Regulations, the Board shall be deemed to have made the appointment in relaxation of these regulations.

32 Delegation of powers

The Board may, if and when considered necessary or desirable, delegate the powers vested in them under these Regulations to any of the numbers of the Board or to any authority subordinate to them, but not below the rank of the Chief Engineer.

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