

No.

Dated Lucknow: ,1970.

NOTIFICATIONMiscellaneous

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 and conditions of service of the Accounts Staff under the U.P.State Electricity Board.

THE UTTAR PRADESH STATE ELECTRICITY BOARD
(ACCOUNTS STAFF SERVICE)
REGULATIONS, 1970.

PART I - GENERAL

1(1) These Regulations may be called the Uttar Pradesh State Electricity Board (Accounts Staff Service) Regulations, 1970.

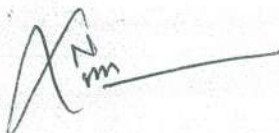
(2) They shall come into force from the date of their publication in the State Government Gazette.

2. The Uttar Pradesh State Electricity Board Accounts Staff Service is a Class III service.

3. 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 24.

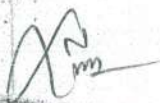


Part title and
commencement

Status

Definitions

- (3) 'Board' means the U.P. State Electricity Board constituted under section 5 of the above Act.
- (4) 'Chief Accounts Officer' means the Chief Accounts Officer of the Board.
- (5) 'Citizen of India' means a person who is or who is deemed to be a Citizen of India under Part II of the Constitution.
- (6) 'Constitution' means the Constitution of India.
- (7) 'Degree of a University' means the degree of a University established by law in India or any other University recognized for this purpose by the Governor of Uttar Pradesh.
- (8) 'Departmental Candidate' means a candidate for recruitment to a post in the cadres of the Service under regulations 5(1), 5(2) (ii) and 5(3)(ii) and 5(4) of these Regulations.
- (9) 'Direct recruitment' means recruitment made otherwise than by promotion, as prescribed in regulation 5 of these Regulations.
- (10) 'Government' or the 'State Government' means the Government of Uttar Pradesh.
- (11) 'Governor' means the Governor of Uttar Pradesh.
- (12) 'KESA' means Kanpur Electricity Supply Administration.
- (13) 'Member of the Service' means a person appointed in a substantive capacity under the provisions of these Regulations or of regulations and orders in force previous to the commencement of these Regulations, to a post in any class in the cadres of the Service.
Provided that persons appointed to the Service in a temporary or officiating capacity in posts in or in addition to the cadres of the Service on the basis



of regular selections in accordance with these Regulations shall also, for so long as they hold these posts, be deemed to be members of the Service.

(14) 'Screening Committee' means the Committee constituted under regulation 23(i).

(15) 'Secretary' means the 'Secretary' of the Board.

(16) 'Selection Committee' means the Committee constituted under regulations 19(2), 21-B(i) or 22-B(i), as the case may be.

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

PART II - Cadre

Strength of
Service

4(1) 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.

(2) The strength of the Service and of each class of posts therein shall, until orders varying the same have been passed under sub-regulation (1), be as specified in Appendix 'A' to these Regulations :

Provided that ..

(a) the appointing authority may leave unfilled or the Board may hold in abeyance any vacant (post(s) in the cadres of the Service without thereby entitling any person to compensation or other redress, and

(b) the Board may create, from time to time, such additional permanent or temporary posts, as may be found necessary.

PART III - Recruitment

Sources of
recruitment

5. Recruitment to the various posts in the Service shall be made as follows :-



- (1) Senior Accountants By promotion.
- (2) Accountants (i) By direct recruitment. 50%
- (ii) By promotion. 50%
- (3) Assistant Accountants (i) By direct recruitment 45%
- (ii) By promotion -- (a) in the manner prescribed in regulation 21-A 45%
- (b) in the manner prescribed in regulation 21-B provided that the unfilled vacancies against this quota will be carried forward for one year only after which they will be allocated equally under clause (i) and (ii)(a) above. 10%
- (4) Accounts Clerks. By promotion.
- (i) in the manner prescribed in regulation 22-A provided that if sufficient number of Routine Grade Clerks with the requisite qualifications for promotion as Accounts Clerks are not available, recruitment to these posts may also be made from among the left over open market candidates who appeared at the last competitive examination for recruitment to the post of Assistant Accountant but did not get sufficient high rank. 80%

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(ii) in the manner prescribed in regulation 22-8 provided that the unfilled vacancies against this quota will be carried forward for one year only after which they will be filled up in the manner laid down in clause (i) above.

20%

(5) Routine Grade Clerks By direct recruitment

Reservation for Scheduled Castes/Scheduled Tribes.

6. Reservation for Scheduled Castes/Scheduled Tribes in direct recruitment shall be in accordance with the orders for such reservation in force under the State Government at the time of recruitment.

Note : A copy of the orders in force at the time of commencement of these regulations will be found in Appendix 'B' to these regulations.

Number of recruits to be taken.

7. The appointing authority shall ascertain the probable number of vacancies likely to occur in the various classes of posts in the Service during the course of the year and the number of such vacancies to be filled by direct recruitment and the number of vacancies reserved for candidates belonging to Scheduled Castes/Scheduled Tribes, if any, and invite applications, for admission to the competitive examination, or interview, as the case may be.

Note:1 Candidates already in Government service or in the Board's service shall be required to submit their applications through proper channel. Candidates in any other service will be required to submit their applications through the Employment Exchange along with a certificate from their Employer to the effect that they would be relieved immediately on receipt of their appointment letters.

Note:2 The applications will be invited through the District Employment Exchange, where necessary, under the regulations or orders issued by the State Government or the Government of India, and adopted by the Board.



PART IV - Qualifications.Nationality

8. A candidate for direct recruitment to the Service must be --

- (a) a citizen of India, or
- (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 firstly that a candidate belonging to category (c) or (d) above shall be a person in whose favour a certificate of eligibility has been issued by the State Government :

Provided secondly 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 Branch, Uttar Pradesh :

Provided thirdly that a candidate belonging to category (d) above shall not be retained in service beyond the period of the certificate of eligibility unless he has 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 and he may also be provisionally appointed subject to the necessary certificate being obtained by him or issued in his favour, within a time to be specified by the appointing authority.

Eligibility of women.

9. Women are also eligible for recruitment to the Service.



10. The age of candidates for direct recruitment to different classes of posts in the service on the 1st day of January of the year in which the competitive examination is held or a selection is made shall not be less than the minimum and not more than the maximum stated below :

<u>Name of the Post.</u>	<u>Minimum</u>	<u>Maximum</u>
1. Accountants	20 years	25 years.
2. Assistant Accountants	20 years	25 years.
3. Routine Grade Clerks.	18 years	21 years.

Provided that

(i) the maximum age limit shall, in the case of employees of the Board and candidates belonging to the Scheduled Castes/Scheduled Tribes, be greater by five years, and in the case of retrenched employees of the State Government, greater by three years.

(ii) if a candidate would have been entitled in respect of his age and other qualifications under these regulations to appear at a competitive examination in any year in which no such examination was held, he shall be deemed to be entitled in respect of his age to appear at the next following examination.

(iii) the appointing authority may relax the age limit in favour of any class of candidates if he considers it to be necessary in the interest of fair dealing or work or in public interest but, where this is considered necessary, a provision must be inserted to this effect in the advertisement.



Qualification

11. A candidate for direct recruitment to posts in the Service must, besides having a thorough knowledge of Hindi written in Devanagari script, hold the following qualifications:-

1. Accountant B.Com.
2. Assistant Accountant B.Com.

from a University established by law in India or other equivalent qualification recognised by the State Government.

3. Routine Grade Clerk. Intermediate from the Board of High School and Intermediate Education, U.P. or an equivalent qualification recognised by the State Government.

Character

12. The character of a candidate for direct recruitment to the Service must be such as to render him suitable in all respects for employment under the Board. He must produce a certificate of good character from :

- (i) the Proctor or the Principal academic officer of the University or College, as the case may be, in which he was last educated, and
- (ii) two responsible persons (not being relations) who are well acquainted with him in his private life and are not connected with his University, College or School:

Provided that the appointing authority may make further inquiries regarding the character and antecedents of a candidate in such manner and from such authorities as may be considered necessary.

- (2) It shall be the duty of the appointing authority to satisfy himself in this regard.

Note: Persons dismissed from service by the Government of India or a State Government or by any Electricity Board shall not be eligible for appointment.

Marital Status.

13. A male candidate who has more than one wife living or a female candidate who has married a man already

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having a wife shall not be eligible for appointment to the Service.

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

Physical fitness

14(1) A candidate found suitable for appointment on the results of a competitive examination shall be required to produce a certificate of fitness from a Civil Surgeon in accordance with the regulations framed under Fundamental Rule 10 contained in Chapter III of Financial Hand Book Vol. II, Part III, before he is finally approved for appointment to the Service, until separate regulations in this behalf are framed and promulgated by the Board.

(2) No candidate shall be appointed as a member of the Service unless he is in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of his duties.

PART V - Procedure for direct Recruitment.

✓ Competitive examination

15(1) Direct recruitment to the posts of Accountant, Assistant Accountant and Routine Grade Clerk under regulations 5(2), 5(3) and 5(5) shall be made through competitive tests which will be held by the Board in such manner, in such subjects and at such place as may be prescribed by the Board from time to time.

Provided that in the case of recruitment to the posts of Routine Grade Clerks, the Chief Accounts Officer may, with the approval of Chairman, through the Secretary, dispense with the competitive test, when deemed expedient in Board's interest, and make selection through interview only.



(2) These tests will be open to departmental candidates also for higher promotion and they will be deemed to have qualified at these tests if they secure 50 % or more marks in the aggregate.

Note: The syllabus prescribed at present, are given in Appendices 'C', 'D' & 'E' respectively to these Regulations.

Fees

16. Candidates must pay to the Board such application and examination fees and in such manner as may from time to time be prescribed by the Board. No claim for refund of these fees will be entertained in any circumstances nor will the fees be credited for a future examination.

Note: The scale of fees at present prescribed is given in Appendix 'F' to these Regulations.

Admission to the examination

17(1) Applications for permission to sit at any of the competitive tests prescribed in these Regulations shall be called for by the Board and shall be made in the prescribed form which may be obtained from the Secretary of the Board. In the case of Routine Grade Clerks, names of the candidates will be obtained through the Employment Exchange also.

(2) No candidate shall be admitted to the test unless he holds a certificate of admission granted by the Board.

Consolidation of the results of the tests.

18(1) After the marks obtained by the candidates in the written tests have been received, a consolidated list of candidates shall be prepared in order of merit. If two or more candidates obtain equal marks in the aggregate, their names shall be arranged in the list on the basis of the total marks obtained by them in papers on Essay and Precise Writing and Drafting.

candidates and Scheduled Caste/Scheduled Tribes candidates separately.

(3), Subject to the provisions of regulations 6 and 14, the appointing authority shall select the candidates who stand highest in order of merit in the above list.

(4) The appointing authority may, where considered necessary, institute such further inquiries as may be deemed expedient, in regard to the qualifications of any candidate in respect of nationality, age, character, conduct and physical fitness and if the result of such inquiry is found to be unsatisfactory in any of these respects, the candidate may be declared disqualified. Should any selected candidate become disqualified or should any candidate drop out and he does not want to join, the candidate next in order of merit and in other respects duly qualified, will be selected.

PART VI - Procedure for recruitment by promotion.

Promotions to
to the posts
of the
Accountant

19(1). Promotions to the posts of Senior Accountant will be made from among the permanent Accountants of the Board who have put in 5 years' service in the post, on the 1st day of January of the year in which the selection is made.

(2) The selection for appointment to the post will be made by a Committee comprising:

- | | |
|---------------------------------|----------|
| (i) Secretary | Chairman |
| (ii) Chief Accounts Officer ... | Member |

The Committee may be assisted if called upon to do so, by the Additional Chief Accounts Officer in the Selection:



The selection Committee will comprise:

- (1) Member - Secretary ... Chairman
- (11) Member Accounts ... Member

assisted by the Chief Accounts Officer.

(3) The selection will be based on seniority subject to the elimination of those who are not found suitable. In making the selection, regard will be had to the candidates' --

- (i) personality and character,
- (ii) ability,
- (iii) intelligence and initiative,
- (iv) integrity, and
- (v) record of Service.

Promotions to the posts of Accountants.

20(1). Promotions to the posts of Accountants shall be made from among the Assistant Accountants who have put in 3 years' service as such and who have qualified themselves at the Accountants Recruitment Test, as prescribed in regulation 15.

(2). The selection will be made by the Chief Accounts Officer from among the candidates found eligible under sub-regulation (1) above in order of their seniority in the cadre of Assistant Accountants and a list will be drawn up to the extent of the vacancies allocated to the departmental candidates.

Promotions to the posts of Assistant Accountants.

21-A(1). Promotions to the posts of Assistant Accountants under sub-clause (a) of clause (ii) of regulation 5(3) shall be made from the members of the following staff who have qualified themselves at the Assistant Accountants Recruitment Test:

A. Accounts Staff

Accounts staff working in the scale of pay of Rs.120-250 or any higher scale who have put in 3 years' service in such scales; or, if they are Graduates, 3 years' service irrespective of the scales of pay held by them.



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B. Divisional & Sub-Divisional Staff.

Persons working in the scale of pay of M. 120-220 or any higher scale who have put in 5 years' service in such scales, provided that they have at least 3 years' experience in accounts in one or more than one capacity; or, if they are Graduates, 3 years' service and experience as above ir-respective of the scales of pay held by them.

C - Staff of the KESA & of Lucknow, Allahabad and other Undertakings taken over by the Board.

Persons working in the Clerical Grade of 55-102 or above with 6 years' of total continuous service in the Organisation, provided that the officials must have to their credit 3 years' experience in accounts in one or more than one capacity ; or, if they are Graduates, 3 years' service and experience as above ir-respective of the scales of pay held by them.

(2) The selection shall be made by the Chief Accounts Officer from among the candidates found eligible under sub-regulation A(1) above in order of their seniority in their parent cadres provided that members of the Accounts Staff will be placed above those of the Divisional and Sub-Divisional Staff and the latter above those of the KESA and Lucknow Allahabad Undertakings.

B(1). The selection for promotion to the posts of Assistant Accountants under sub-clause (b) of clause (ii) of regulation 5(3) shall be made, from among such of the Accounts Clerks who have completed seven years' service as such under the Board but who are not able to qualify at the departmental examination for appointment as Assistant Accountants, by a Committee comprising:

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No.
Dated Lucknow: ,1970.

Section

Chairman

(ii) Senior Accounts Officer Member

(iii) One other Accounts Officer to be nominated by the Secretary- Member

(2) The selection will be based on merit as exhibited by the record of their service with due regard to seniority and will be made in accordance with the procedure laid down in regulation 24.

(3) The selected candidates under the provisions of 'B' of this regulation will be placed below the list of candidates prepared under the provisions of 'A' of this regulation.

Promotion to the posts of Accounts Clerks

22-A(1) Promotions to the posts of Accounts Clerks under clause (1) of regulation 5(4) shall be made from among the Routine Grade Clerks who have put in a minimum service of 3 years (2 years for Graduates) and who have passed the departmental examination as may be prescribed for the same from time to time.

Note:- The syllabus and the rules for the departmental examination are given in Appendix 'G'.

(2) The selection shall be made by the Chief Accounts Officer from among the candidates found eligible under sub-regulation A(1) above in order of their seniority in ^{the} cadre of Routine Grade Clerks.

B(1) The selection for promotion to the posts of Accounts Clerks under clause (ii) of regulation 5(4) shall be made, from among such of the Routine Grade who have completed 10 years' service as such under the Board but who are not able to qualify at the departmental examination for promotion as Accounts Clerks , by a Committee comprising:

(i) Senior Accounts Officer Chairman

(ii) One other Accounts Officer to be nominated by the Chief Accounts Officer

Member

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(2) The selection will be based on merit as exhibited by the record of their service, with due regard to seniority and will be made in accordance with the procedure laid down in regulation 24.

(3) The candidates selected under the provisions of 'B' of this regulation will be placed below the candidates selected under the provisions of 'A' of this regulation.

Procedure for selection or merit with due regard to seniority

23. Where promotion to a higher post in the Service is to be made on the basis of selection on merit, with due regard to seniority, the following procedure shall be followed:-

(i) The record of service of the eligible candidates will be scrutinised by a "Screening Committee" comprising:

1. A Deputy Secretary of the Board to be nominated by the Secretary.
2. The Officer dealing with the Accounts Establishment.

(ii) The Screening Committee will then draw up a list of the most suitable candidates arranged in order of merit and not in order of seniority. The number in this list will be double the number of vacancies which are intended to be filled in substantively during the course of the year.

(iii) The Screening Committee will also draw up a supplementary list containing names of candidates who are considered suitable for officiating or temporary appointment on the higher post during the course of the year. The number in this list will, as far as possible, be equal to the probable number of temporary or officiating vacancies expected to occur during the course of the year.

(iv) The above two lists, together with a graduation list indicating therein the reasons for passing over

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... if any, and the character rolls of all the eligible candidates will be forwarded to the Chairman of the Selection Committee constituted under regulations 21-B(1) or 22-B(1), as the case may be.

(v) A date will then be fixed for interviewing all the eligible candidates, if considered necessary by the Selection Committee concerned and final lists will be drawn up as follows:-

(a) List 'A' containing names of candidates considered most suitable for appointment against substantive vacancies.

(b) List 'B' containing names of candidates considered suitable for temporary or officiating vacancies.

(vi) The names of candidates placed in List 'A' by the Selection Committee will be re-arranged in accordance with their seniority in the parent service and they will be appointed against substantive vacancies. The principle of making appointments in the order of merit will not be followed.

(vii) The candidates placed in List 'B' by the Selection Committee will be offered officiating and temporary vacancies as and when they occur in the order in which their names are arranged in the merit list by the aforesaid Selection Committee. The candidates on List 'B' who are not appointed against clear temporary or officiating vacancies for one year or till such time the next selection is made, will have to take their chance at the next selection.

(viii) If, during the course of his temporary or officiating appointment, the work and conduct of a candidate is not found satisfactory, he may be reverted to the post from which he had received the aforesaid appointment without any formal proceedings.



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pointing
Authority

24. The appointing authority in respect of the members of the staff shall be as follows:-

1. Senior Accountant

- Submission of
Certificates by
Candidates

(1) to produce the certificates prescribed in regulations 12, 13 and 14; and

(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 'H' and

(d) for serving the notice in the form prescribed in Appendix 'H'.

(d) for serving the Board loyally and faithfully in the form prescribed in Appendix "I".

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Waiting Lists

20. When, in the case of recruitment to the posts of Accountants and Assistant Accountants, lists have been finalised, under regulation 18(3) on the one hand and under regulations 20, 21 and 23(vi) respectively, a combined waiting list will be prepared for each of the three categories of candidates taking one candidate from each of the two lists alternately, the first name on the list being that of a Departmental Candidate.

Appointments

27. The appointing authority shall make appointments to the respective posts in the various cadres against permanent vacancies in the order of the position of candidates on the list prepared under regulations 18(3) in the case of Routine Grade Clerks, 19 and 22 or on the combined waiting list, as the case may be.

Removal from
Waiting List

28 (1). The appointing authority may, at any time, remove from the list or from the combined waiting list the name of any candidate whose conduct is reported to be unsatisfactory.

(2) In case a candidate on any list or on the combined waiting list has already got an appointment in a temporary or officiating capacity and not in a substantive vacancy, his services will be dispensed with without any formal proceedings.

Period of
Probation

29 (1). All persons on appointment in or against a substantive vacancy shall be placed on probation and the period of probation in each case will be two years.

(2) Every candidate recruited under the provisions of regulations 5(2)(i), 5(3)(i) and 5(5) shall, during his probationary period, be required to undergo a course of training, partly theoretical and partly practical, in office procedure, accounts etc. at such place and in such manner as may be prescribed by the Board from time to time. The period of training in each case shall be as follows:-

Accountants	6 months
Routine Grade Clerks	3 months

Note: The details and the syllabus, prescribed at present for the training, are given in Appendices 'J', 'K' and 'L' respectively.

(3) Every candidate recruited under the provisions of Clause (1) of regulations 5(2) and 5(3) shall also, during his probationary period, be required to pass the Accountants Departmental Examination and the Assistant Accountants Departmental Examination respectively. The latter examination will also have to be passed by the departmental candidates recruited under clause (ii) of regulation 5(3).

Note: (1) These departmental examinations will be conducted by the Chief Accounts Officer.

(2) The syllabus of the examinations will be as in the Appendices 'M' and 'N' until they are revised by the Board.

(3) A candidate will be allowed a maximum of 4 chances to qualify at the departmental examination concerned.

(4) If during or at the end of the period of probation it is found that a probationer has not made sufficient use of his opportunities or if he has otherwise failed to give satisfaction, or if he has failed to pass the departmental examination prescribed for him, he may be reverted to his substantive post or to the lower post from which he had got the higher appointment, if he has one, or his services may be dispensed with if he is a direct recruit.

(5) A person whose services are dispensed with during or at the end of the period of probation under sub-regulation (4) will not be entitled to any compensation.

(6) The appointing authority may, for sufficient reasons to be recorded in writing or for failure to pass the departmental examination, extend the period of

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Status

positions

probation in any case but the total period of such extension shall not exceed two years.

Confirmation

30. A probationer will be confirmed in his post at the end of his period of probation provided
- (a) he has passed the departmental examination or the typewriting test prescribed for him, and
 - (b) the appointing authority is satisfied that he is fit for confirmation.

Seniority

31. Seniority in the Service shall be determined according to the date of the order of appointment in a substantive vacancy, provided that if two or more candidates are appointed on the same date, their seniority inter-se shall be determined according to the order in which their appointment has been made under regulation. 27.

PART VIII - Pay

Monthly rates of pay

32. The monthly rates of pay of the posts in the Service, sanctioned at present, are:-

<u>NAME OF POSTS</u>	<u>SCALE OF PAY</u>
1. Senior Accountant	225-15-300-EB-15-360- 20-380-EB-20-500
2. Accountant	200-15-275-EB-15-350-EB- 20-450.
3. Assistant Accountant	160-8-200-EB-10-260- EB-10-280
4. Accounts Clerks	120-6-150-EB-6-180-EB- 10-230-EB-10-250.
5. Routine Grade Clerks	100-4-120-EB-5-145-EB- 5-170-EB-5-180.

Special Pay.

33. The grant or otherwise of any special pay to any member of the Service shall be regulated by such orders as may be issued by the Board from time to time.

Initial Pay

34. The initial pay of a member of the Service who is appointed on a higher post in a temporary or officiating capacity or as a temporary measure shall be regulated by the Fundamental Rules of the State Government till regulations in this behalf are promulgated by the Board.

Pay during probation

- 35 (1). A person appointed to the Service by direct recruitment, other than one already in permanent

year of his first board, shall receive his first increment on completion of one year of his probation provided his work and conduct are found to be satisfactory. The second increment will be admissible on confirmation provided that if the period of probation is extended on account of failure to give satisfaction or failure to pass the departmental examination, such extension shall not count for increment unless the appointing authority directs otherwise.

(2) The pay during probation of persons already in permanent Government service or in the permanent service of the Board shall be regulated by the relevant regulations referred to in regulation 39.

36. No candidate appointed to the posts of Routine Grade Clerk shall be allowed an increment and confirmed unless he can type at the rate of 25 words p.m. in English and 20 words p.m. in Hindi.

37 (1) No person shall be allowed -

- (i) to cross the first efficiency bar unless he is found to have worked steadily and to the best of his ability and unless his integrity is certified.
- (ii) to cross the second or subsequent efficiency bars unless he is found fully capable of discharging his duties both by reasons of his ability and strict honesty.

(2) Orders allowing persons to cross the efficiency bars shall be issued by the appointing authority.

PART IX - Other Provisions.

38. No recommendation for recruitment, either written or oral, other than that required under these Regulations, will be taken into consideration. Any such attempt on the part of a candidate to enlist support directly or indirectly for his candidature shall make him liable to be disqualified.



Typewriting
Speed

Criteria for
crossing the
efficiency bars.

Canvassing

regulation of 39.
pay, allowance,
pension etc.

Except as provided in these regulations, the pay, allowances, leave and other conditions of service of a member shall be governed by the corresponding rules of the State Government applicable to similar category of employees and adopted by the Board until rules and/or regulations are promulgated by the Board in this behalf.

Exceptions:

40. Notwithstanding anything contained in these regulations.

(1) The conditions of Service of persons who may be appointed on deputation or on foreign service from the State Government or from elsewhere to posts in the cadres of the Service or to posts sanctioned in addition to the cadres of the Service shall be governed by such terms and conditions as may be or may have been settled between the Board and the State Government or other employer, as the case may be, until they are absorbed in the Service of the Board.

(2) The conditions of Service of Government servants whose services have been taken over by the Board shall be governed by such orders or regulations as may be promulgated by the Board.

Savings

41(1) Nothing in these regulations shall be construed to limit or abridge the powers of the Board to deal with the case of any person appointed under the Board and governed by these Regulations in such manner as may appear just and equitable:

Provided that the case of such a person shall not be dealt with in a manner less favourable to him than 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 otherwise than in accordance with these regulations, and in the case of any appointment which is not in strict accordance with the regulations, the Board shall be deemed to have made the appointment in

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Regulations

relaxation of these regulations.

42. The Board may, whenever considered expedient, delegate any of its powers to any officer or authority under these regulations or the powers conferred on any officer or authority under these Regulations to any other officer or authority.

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