

THE UP STATE ELECTRICITY BOARD PERSONNEL (OFFICERS) SERVICE REGULATIONS (1995)

PART - I - GENERAL

1. SHORT TITLE AND COMMENCEMENT :-

- (a) These Regulations may be called the UP State Electricity Board Personnel (Officer) Service Regulations, 1995.
- (b) They shall come into force at once.

2. STATUS :-

- (1) The UP State Electricity Board Personnel (Officers) Service consists of the following classes of posts;
 - (i) Personnel Officer which include the posts designated as Industrial Relations Officer before the commencement of these Regulation.
 - (ii) Senior Personnel Officer, which include the posts designated as Senior Industrial Relations Officer before the commencement of these Regulations.
 - (iii) Chief Personnel Officer, which include the posts designated as Senior Industrial Law Officer before the commencement of these Regulations.
 - (iv) Director (Personnel)
- (2) The Board may at any time change the classification of any particular class or classes of posts.

3. DEFINITIONS :-

In these regulations unless there is anything repugnant the subject or context :-

- (1) 'Act' means the Electricity (Supply) Act, 1948, (Act No. LIV of 1948).
- (2) 'Appointing Authority' means the authorities empowered under Regulation 17 to make appointments to various classes of posts in the Service.
- (3) 'Approved Service' means service rendered under the Board in a regular establishment on the basis of selection held in accordance with these Regulations or any other regulation of the Board or in accordance with Regulations or orders in force prior to the introduction of such Regulations.
- (4) 'Board' means the UP State Electricity Board constituted under Section 5 of the Act.
- (5) 'Chairman' means the Chairman of the Board.
- (6) 'Chief Engineer' means the Chief Engineer (Hydel) unless the Chairman authorizes any other Chief Engineer to act for the purposes of these Regulations.

by 

- (7) 'Citizen of India' means a person who is or who is deemed to be a citizen of India under Part – II of the Constitution.
- (8) 'Constitution' means the Constitution of India.
- (9) 'Departmental Employee' means an employee working under the Board and having approved service.
- (10) 'Direct Recruitment' means direct recruitment in accordance with the procedure prescribed in part – V of these Regulations.
- (11) 'Government' or 'The State Government' means the Government of Uttar Pradesh.
- (12) 'Member Administration' means a Member of the Board appointed under clause (a) of sub-section (4) of Section 5 of the Act.
- (13) 'Member of the Board' means a member of the Board appointed under sub-section (4) of Section 5 of the Act.
- (14) 'Member of the Service' means a person duly appointed to any class of posts in the cadre of the service in a temporary or substantive capacity under the provisions of these Regulations or under orders or regulations in force prior to the commencement of these regulations.
- (15) 'Secretary' means Secretary of the Board and includes Member Secretary.
- (16) 'Service' means the Uttar Pradesh State Electricity Personnel (Officers) service.
- (17) 'Year of Recruitment' means the period of twelve months from 1st of January to the 31st of December in a Calendar Year.

PART – II – GRADE

4. STRENGTH OF SERVICE :

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

Provided that –

- (a) The appointing authority may leave unfilled or the Board may held 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) The Board may create from time to time such additional permanent or temporary posts as may be found necessary.

Note- The strength of the service and of each class of post therein on the date of commencement of those regulations is given in Appendix – I.

PART – III – RECRUITMENT

M. J.

5. **SOURCES OF RECRUITMENT**

Recruitment to various classes of posts in the cadres of the service shall be made from the sources specified below :-

(A) **PERSONNEL OFFICER:-**

- (1) By direct recruitment on the basis of competitive examination and interview as follows:-
 - (a) From the open market - 66⅓ %
 - (b) From amongst departmental candidates as follows:
 - (i) Welfare Officers - 15 %
 - (ii) Ministerial Services - 18⅓ %

The departmental candidates will have to compete in the examination and interview along with candidates from the open market.

Provided that only those departmental candidates, including Industrial Law Assistants will be eligible whose scale of pay in their substantive post is Rs. 1650-2690 as modified from time to time or above and who possess the academic qualifications & experience of handling Labour & Industrial matters as prescribed for the post of Personnel Officer for direct recruitment.

(B) **SR. PERSONNEL OFFICER:-**

By promotion from amongst the Personnel Officers who have put in not less than 7 years of regular service on the post of personnel Officer.

(C) **CHIEF PERSONNEL OFFICER:-**

By promotion from amongst Sr. Personnel Officers who have put in not less than 15 years of regular service of which 6 years must be on the post of Sr. Personnel officer.

(D) **DIRECTOR (PERSONNEL):-**

By promotion from amongst Chief Personnel Officers who have put in not less than 21 years of regular service in the Personnel Department of which at least 6 years must be on the post of Chief Personnel Officer on the 1st day of July of the year in which selection is made.

Provided that where suitable candidates are not available to fill the post of Director (Personnel) by promotion recruitment to the post may be made directly.

6. **RESERVATION OF VACANCIES FOR SCHEDULED CASTES AND SCHEDULED TRIBES ETC.**

Handwritten signature

Reservation of vacancies for Scheduled Castes/Scheduled Tribes and other classes of candidates shall be in accordance with the orders for such reservation issued by the Board from time to time and enforce at the time of recruitment.

7 (A) ELIGIBILITY FOR THE SCALE OF SR. PERSONNEL OFFICER

Officers on completion of 9 years of regular service of Personnel Officer/ Sr. Personnel Officer both combined or isolated as the case may be on 01-04-79 or thereafter and confirmed as Personnel Officer shall on being found fit and deserving other wise by Selection Committee as may be prescribed by the Board from time to time be entitled to scale of Sr. Personnel Officer.

7(B) ELIGIBILITY FOR THE SCALE OF SR. PERSONNEL OFFICER (S.G.)

A confirmed Personnel Officer who has rendered not less than fourteen years regular service as Personnel Officer/Sr. Personnel Officer both combined or isolated as the case may be on being found fit and deserving otherwise by the Selection Committee as may be prescribed by the Board from time to time be entitled to the scale of Sr. Personnel Officer (S.G.)

PART – IV – QUALIFICATIONS

8. NATIONALITY

A candidates for direct recruitment to this 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 Zenzibar) with the intention of permanently settling in India.

Provided 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 also 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 further that a candidate belonging to category (d) above shall not be retained in service beyond the period of 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 interview conducted by the recruiting

Handwritten signature

authority and he may also be provisionally appointed subject to the necessary certificate being obtained by him or issued in his favour.

9. **AGE**

- (1) The age of a candidate for direct recruitment to the service on the 1st day of January of the year in which selection is made shall not be less than 21 years and not more than 32 years.

Provided that the age of candidate for direct recruitment to the post of Director (Personnel) under the provision to regulation 5(D) shall not be more than 45 years.

- (2) The maximum age limit in the case of retrenched employees of the State Govt. shall be greater by three years and in the case of employees of the Board and of candidates belonging to Schedule Castes and Schedule Tribes it shall be greater by five years.
- (3) If a candidate would have been entitled in respect of his age and other qualifications under these Regulations to appear for the selection in any year in which no selection was held, he shall be deemed to be entitled in respect of his age to appear of the next following selection.
- (4) No candidate shall be permitted to avail of more than four chances to appear at a selection and;
- (5) The Chairman may relax the maximum age limit in favour of any candidate or class of candidates if he considers necessary in the interest of fair dealing or in the Board's interest but where such relaxation is considered necessary a provision must be inserted to that effect in the advertisement;

10. **ACADEMIC QUALIFICATIONS:-**

- (1) A candidate for direct recruitment to the post of Personnel Officer in the service shall possess the following qualifications and experiences:-\

(a) **ESSENTIAL QUALIFICATION:-**

- (i) Bachelor's Degree from a recognized University or an equivalent qualification, and
- (ii) Post Graduate Degree or diploma in Industrial Relations & Personnel Management or Social Work from a recognized University or from an Institution recognized by the State or Central Government or Master's Degree in Business Administration (with specialization on Personnel Management), and

(b) **EXPERIENCE:-**

Atleast three year practical experience of working independently in the field of Labour & Industrial Relations & Labour welfare etc. in any Electricity Board or Electricity Undertaking or in a large Industrial Establishment including experience of conducting of cases before Labour Courts/Tribunals.

(c) **PREFERENTIAL QUALIFICATION:-**

Hy Sl

13-41

A degree in law from a recognized University.

- (2) A candidate for direct recruitment to the post of Director (Personnel) under the proviso to regulation 5(D) must possess the following qualifications:-

ACADEMIC QUALIFICATION:-

Post Graduate Degree/Diploma in Personnel Management/Administration, Business Management/Administration, Industrial Relations, Social Work or Labour & Social Welfare from a recognized Institution, specialization in Behavioral Science or Human Resource Development will be preferred. A Degree in law will be an added qualification.

EXPERIENCE:-

Minimum 20 years in the area of Personnel Management /Industrial Relations, of which Atleast 5 years as Head of Personnel Department in a large Electricity Supply/ Industrial/Public Sector Undertaking.

11. CHARACTER

- (1) 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 certificate of good character from:
- (a) the Proctor or the Principal Officer of the University, College or Institution, as the case may be, in which he was last educated..
 - (b) two responsible persons (not being relations) who are well acquainted with him in his private life and unconnected with his University, College or School;

Provided that the appointing authority may make further enquiries regarding the character and antecedents of a candidate in such manner and from such sources as he may consider necessary.

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

12. MARTIAL STATUS

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

Provided that the Chairman, may if he is satisfied that there are adequate reasons for doing so, exempt any person from the operation of the provisions of this regulation.

13. PHYSICAL FITNESS

14

No person shall be directly recruited to 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. Before, a candidate is allowed to join, he must pass a medical examination to be conducted by such Medical Board as may be appointed by the Board, Instructions regarding Medical Examination are given in Appendix – II.

PART – V

PROCEDURE FOR DIRECT RECRUITMENT

- 14.(1) The number of vacancies of Personnel Officer to be filled in by direct recruitment during an year of recruitment & the number to be reserved for Scheduled Castes, etc. In accordance with regulation 6 shall be advertised in leading Newspapers of the State & the Country & applications shall be invited from eligible candidates within such time as may be specified in the advertisement.
- (2) The applications shall be submitted direct to the Secretary on the prescribed form which may be had from the Office of the Board.
- (3) Candidates for direct recruitment to the Service must pay to the Board the following fees:-
- (i) Cost of application form Rs. 5/- with the requisition for application form.
 - (ii) Application fee Rs. 7/- with the application (Rs. 2/- for S.C. & S.T.)
 - (iii) Examination/Interview fee Rs. 20/- with application (Rs. 7/- for S.C. & S.T.) or as may be decided by the Chairman/

Note- Only Postal order in the name of Secretary, UP State Electricity Board will be accepted.

- (4) Recruitment shall be made on the basis of written examination followed by interview.
- (5) The committee for holding examination and interview shall be constituted as follows:-
- | | | |
|-------|--|-----------|
| (i) | Member of the Board appointed under section 5(4)(a) of the act- | President |
| (ii) | Secretary | - Member |
| (iii) | Director (Personnel) | - Member |
| (iv) | Two experts in the field of labour & Industrial Management from a recognized University or Institute of Management | - Member |
- (6) (a) The syllabus and other details of examination and interview shall be prescribed by the Board provided that the maximum marks out of which marks will be awarded to candidates at the interview shall not exceed 15% of the total of maximum marks for the whole examination, both written and interview.
- (b) The candidates who secure Atleast 50% marks in the aggregate in the written examination shall be considered qualified for being called for interview.

Hf 24

- (c) The marks obtained by each candidate at the written examination shall be added to the marks obtained by him at the interview and the aggregate marks so obtained shall determine the merit of the candidates.

No candidate shall be considered eligible for appointment unless he secures atleast 40% marks in the aggregate.

- (d) On the basis of merit as determined under sub-regulation (c) lists of selected candidates shall be prepared in order of merit and forwarded to the appointing authority for approval. After approval the lists shall hold good for one year.

15. Direct recruitment to the post of Director (Personnel) under the proviso to regulation 5(D) shall be made on the basis of interview only. The committee for interview the candidates shall be as under:-

(i)	Chairman, UPSEB	President
(ii)	Secretary (Energy), UP Government or any other Officer of the rank of Special Secretary nominated by him.	Member
(iii)	Secretary (Finance), UP Govt. or any other officer of the rank of Special Secretary nominated by him.	Member
(iv)	Senior most full time Member (Engineering) of the Board.	Member
(v)	Any other Member of the Board nominated by the Chairman.	Member
(vi)	Two experts in the field of Industrial Relations drawn a well known University or from Indian Institute of Management.	Member

The quorum of the meeting for selection to the posts as above shall be as follows:-

- (1) Chairman, UP State Electricity Board.
- (2) Secretary (Energy), UP Govt. or any other Officer of the rank of Special Secretary nominated by him.
- (3) Secretary (Finance), UP Govt. or any other officer of the rank of Special Secretary nominated by him.
- (4) Senior most full time Member (Engineering) of the Board.
- (5) Any other Member of the Board nominated by the Chairman.
- (b) The Committee shall interview the eligible candidates and judge their suitability on the basis of their Qualification, Personality, Physique, Academic Career, Experience and Suitability for the post. The name of candidates found suitable shall be arranged in order of preference and forwarded to the appointing authority for approval. After approval the list shall hold good for one year.

14

24

PART - VI

16. PROCEDURE FOR PROMOTION

(a) NUMBER OF VACANCIES TO BE FILLED:

The appointing authority shall determine the number of vacancies in each category of post to be filled by promotion & the number, if any, to be reserved for Scheduled Castes/Scheduled Tribes and other classes of candidates.

(b) CRITERIA OF SELECTION

Selection for promotion to the post of Director (Personnel) shall be made on the basis of merit & suitability in all respect. Selection for promotion to the post of Chief Personnel Officer/Senior Personnel Officer shall be made on the basis of seniority subject to the rejection of the unfit.

(c) SELECTION COMMITTEE

The Committee for selection of Senior Personnel Officer, shall be the same as constituted under Regulation 14(5)

The Committee for selection of Director (Personnel) and Chief Personnel Officer shall be as in Regulation - 15.

(d) For promotion to the post of Director (Personnel) and Chief Personnel Officer lists of candidates eligible for promotion to each category of post shall be prepared separately in order of their respective seniority and placed before the selection committee along with their character rolls and other relevant records. For each category of post the Committee shall select candidates whom they consider most suitable and arrange their names in separate lists in order of preference. The names in the lists shall be twice the number of vacancies likely to be available during the year of recruitment and shall be forwarded to the appointing authority for approval. The appointing authority shall re-arrange the list in order of seniority in the lower cadre before making appointments. The lists shall hold good for one year from the date of approval by the appointing authority or until the next selection which ever is earlier.

(e) For selection for promotion to the post of Chief Personnel Officer/Senior Personnel Officer the lists of candidates eligible for promotion shall be prepared separately in order of seniority and placed before the Selection Committee alongwith C.R.'s and other relevant record of service of the candidates. The committee shall consider the candidates from top of



the list and select those whom they consider suitable for promotion leaving out those who are not considered fit for promotion. The committee shall draw up lists of selected candidates and arrange them in order of seniority in the lower post. The names in the list shall be a little larger than the number of vacancies likely to be available during the year of recruitment.

- (f) The lists of selected candidates prepared under sub-regulations (d) & (e) shall be placed before the appointing authority for approval. After such approval by appointing authority until the next selection whichever is earlier.

17. REMOVAL OF NAMES FROM SELECT LISTS:

The appointing authority may at any time before appointment or promotion remove the name of any person from the select list if he is satisfied that the candidate has rendered himself unsuitable for the post for which he was selected. Reasons for such removal of name shall be recorded.

PART – VII

APPOINTMENT, PROBATION AND CONFIRMATION

18. APPOINTING AUTHORITIES:

The following shall be the appointing authorities of various classes of posts:-

	Name of Post	Appointing Authority
(i)	Personnel Officer	
(ii)	Senior personnel Officer	Chairman
(iii)	Chief Personnel Officer	
(iv)	Director (Personnel)	Board

19. SUBMISSION OF CERTIFICATES

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

- (i) To produce certificates prescribed in regulations 10 and 12.
(ii) To submit declaration:-

Handwritten signatures

- (a) of his relationship with any person employed under the Board.
- (b) of being free from debt.
- (c) of all unmovable property, including home property owned or acquired by him or by 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 – IV.
- (d) for serving the Board loyally and faithfully in the form prescribed in Appendix – V.

20. APPOINTMENTS

- (1) On the occurrence of substantive, temporary or officiating vacancies appointments to the service shall be made from the respective select lists prepared under regulations 13(d), 14(b) and 15(f).
- (2) In case no approved candidate is available on the lists for such appointment and it is essential to make appointments in the interest of the Board, a person who is eligible for appointment by promotion to the service under these Regulations may be appointed but such appointment shall not be made for a period exceeding six months without the specific approval of the Board.

21. PROBATION

- (1) Every person shall on appointment to a post in the cadre of the service in or against a substantive vacancy, be placed on probation for a period of two years from the date of taking over charge of the appointment.
Provided that the appointing authority may:-
 - (a) for sufficient reasons, extend the period of probation in individual cases by a further period not exceeding two years. Any such extension shall specify the exact date upto which the extension is granted but continuance in service beyond the date upto which the period of probation is extended would not, in the absence of a specific order to that effect, amount to confirmation.
 - (b) Allow to count towards the period of probation continuous services, if any, rendered in an officiating or temporary capacity in a post in the cadre of the service or in the cadre of an equivalent service of the Personnel Department of the State Govt.
- (2) If it is appears at any time during or at the end of the period of probation or extended period of probation that an officer has not made sufficient use of opportunities or has otherwise failed to give satisfaction, he may be reverted to his substantive post, if he has one under the Board or his services may be dispensed with if he has none.
- (3) A candidate whose services are dispensed with under sub-regulation (2) shall not be entitled to any compensation.

22. CONFIRMATION

- (1) On successful completion of the period of probation or extended period of probation and subject to fulfilling all other conditions as may be prescribed in this behalf from time to

for JH

time, a probationer may be confirmed in his appointment if his integrity has been consistently certified and he is found fit in all other respects for confirmation;

Provided that if a candidate has already rendered service for some period in a temporary or officiating capacity on a post in the same cadre or in a higher cadre the whole or part of such period may be allowed to be counted towards the period of probation by the appointing authority.

- (2) A probationer shall not be deemed confirmed in his appointment in the absence of any specific order for confirmation.

23. SENIORITY

- (i) The seniority of person appointed under 5-A above shall, subject to the provisions of the following, be determined from the date of the order of their substantive appointments, and if two or more persons are appointed together, in the order in which their name are arranged in the appointment order.

Provided, that if the appointment order specific a particular back date, with effect from which a person is substantively appointed, that date will be deemed to be the date of order of substantive appointment and, in other cases it will mean the date of issuance of the order;

Provided further that a candidate recruited directly may lose his seniority, if he fails to join without valid reason when vacancy is offered to him the decision of the appointing authority as to the validity of reasons, shall be final.

- (ii) The seniority inter-se of persons appointed on the result of anyone selection:-
- (a) Through direct recruitment shall be the same as it is shown in a merit list prepared by the Commission or by the Committee as the case may be;
- (b) By promotion shall be determined according to the date of order of their substantive appointment in their respective feeding cadre;

EXPLANATION

When the order of substantive appointment in the feeding cadre specifies a particular back date w.e.f. which a person is substantively appointed, that date will be deemed to be the date of order of substantive appointment and, in other cases it will meant that date of issuance of the order;

Provided that where the pay scales of the feeding cadres are different, the persons promoted from the feeding cadre having higher pay scale shall be senior to the person promoted from the feeding cadre having lower pay scale.

Provided further that the person appointed on the result of subsequent selection shall be junior to the person appointed on the result of previous selection.

- 3.(a) Where appointment from any source are made in excess of the prescribed quota the person appointed in excess of quote shall be pushed down, for seniority, to subsequent year or years in which there are vacancies in accordance with the quota;

He He

- (b) Where appointments from any source fall short of the prescribed quota and appointment against such unfilled vacancies are made in subsequent year or years, the persons so, appointed shall not get seniority of any earlier year but shall get the seniority of the year in which their appointment are made, so however, that their names shall be placed at the top followed by the names in the cyclic order of the other appointees;
- (iii) Where the unfilled vacancies from any source could be filled from the other source and appointment in excess of quota are so made, the person so appointed shall get the seniority of that very year as if they are appointed against the vacancies of their quota.
- (iv) The seniority inter-se of persons appointed under 5-B above shall be the same as it was in the feeding cadre.

EXPLANATION:-

A person senior in the feeding cadre shall even though promoted after the promotion of the person junior to him in feeding cadre shall, in the cadre to which they are promoted regain the seniority as it was in the feeding cadre.

PART – VIII

PAY AND ALLOWANCES

24. SCALE OF PAY

The scales of pay and allowances admissible to persons appointed to posts in the service, whether in a substantive or a officiating capacity or a temporary measure, shall be as sanctioned by the Board from time to time. The scales of pay in force at the time of commencement of these regulations will be found in Appendix – I.

Provided that the appointing authority may, on the recommendations of the appropriate Selection Committee, allow a candidate a higher starting pay within the approved limits in view of his special qualifications or experience.

25. CRITERIA FOR CROSSING EFFICIENCY BARS:-

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

PART – IX

OTHER PROVISIONS

26. CANVASSING

He He

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

27. REGULATION OF PAY ALLOWANCES, PENSION ETC.

Except as otherwise provided in these Regulations, the pay, allowances, pension, leave and other conditions of service of the members of the service shall be regulated by orders or regulations issued by the Board from time to time. In the absence of any such order or regulations they shall be regulated by the rules & orders issued by the State Govt. for & applicable to, similar categories of employees under the rule making control of the Governor.

28. SAVINGS

Notwithstanding anything contained in these regulations:-

- (1) The conditions of service of persons who have been appointed or may be appointed to posts in the cadres of the service or to posts declared as additions to the cadres of the service on foreign service from the State Govt. 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 Govt. or other appointing authority until they are absorbed in the Board.
- (2) The conditions of service of persons as are absorbed under the Board shall be governed by the Regulations of the Board.
- (3) 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 as additions to the cadres of the Service, shall be governed by the Board's standard terms & conditions of service if they have been taken over by the Board on such terms and conditions or by the ex-licensees terms and conditions, if they have been taken over on such terms and conditions, as the case may be, unless they are given option and they opt to be governed by such rules and regulations as may be promulgated by the hereafter in the behalf.

29. 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 appointed under and governed by these Regulations in such manner as may appear just and equitable.

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

- (2) Where in the opinion of the Board, it appears necessary to do so, it may, for reasons to be recorded make any appointment to the service in relaxation of these Regulations, or in partial relaxation of any or some of the Regulations, and in case of any appointment which is not in strict accordance with these Regulations, it shall be deemed to have been made in relaxation of these regulations.

14 JH