



उत्तराखण्ड पावर कारपोरेशन लि०

(उत्तराखण्ड सरकार का उपक्रम)

Uttarakhand Power Corporation Ltd.

(A Govt. of Uttarakhand Undertaking)

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पत्रांक ५५९३ / अधि०निदे०(मा०सं०) / उपाकालि / S-I

दिनांक ०७/११/२०२४

संदर्भ :- Performance Review of UPCL

अति महत्वपूर्ण / प्राथमिकता पर

उपमुख्य कार्मिक अधिकारी- II,
कार्यालय अधिशासी निदेशक(मा०सं०),
उत्तराखण्ड पावर कारपोरेशन लि०,
वि०क्रा०वि०गबर सिंह ऊर्जा भवन,
देहरादून।

वरिष्ठ कार्मिक अधिकारी- I / II,
कार्यालय अधिशासी निदेशक(मा०सं०),
उत्तराखण्ड पावर कारपोरेशन लि०,
वि०क्रा०वि०गबर सिंह ऊर्जा भवन,
देहरादून।

कृपया उपरोक्त विषयक कारपोरेशन के पत्र संख्या 4455/अधि०निदे०(मा०सं०) / उपाकालि / S-I दिनांक 05.11.2024 का संदर्भ ग्रहण करने का कष्ट करें।

इस सम्बन्ध में अवगत कराना है कि सचिव, उत्तराखण्ड विद्युत नियामक आयोग, देहरादून ने अपने पत्र संख्या UERC/5/Tech/ 801/2024-25/1047 दिनांक 28.10.2024 में निम्नवत् इंगित किया है कि :-

"you are required to re-submit the said documents duly indexing each document chronologically with all the pages serially numbered and each page certified to be true copy by the Company Secretary.

Further, the information desired by the Commission was required to be complete and updated till date, therefore, head or the HR department is also required to submit an affidavit duly notarized, deposing that the documents provided are complete and updated in all respect till date and that there are no other rules, regulations, order or directions which are used and applied by HR department or used in the Corporation to deal with the matter pertaining to Human Resource."

इस सम्बन्ध में आपसे अनुरोध है कि कृपया मा० आयोग के अपेक्षानुसार अपने अधीनस्थ अनुभाग से सम्बन्धित समस्त नियम, विनियम, आदेश या निर्देश जो मानव संसाधन विभाग द्वारा उपयोग और लागू किए जाते हैं या मानव संसाधन से संबंधित प्रकरणों के निस्तार के लिए निगम में उपयोग किए जाते हैं की प्रत्येक पृष्ठ की पूर्ण, स्पष्ट पठनीय सत्यापित छायाप्रति तत्काल उपलब्ध कराने के कष्ट करें ताकि तदनुसार मा० आयोग को सूचना उपलब्ध करायी जा सके।

(जितेन्द्र सिंह)

उपमुख्य कार्मिक अधिकारी

पत्रांक / अधि०निदे०(मा०सं०) / उपाकालि / S-I तददिनांक।

प्रतिलिपि स्टाफ ऑफिसर, कार्यालय अधिशासी निदेशक(मा०सं०), उपाकालि, वि०क्रा०वि० गबर सिंह ऊर्जा भवन, देहरादून को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित।

Sh. N. D. Mishra, P.O. / Sr. Ashish K. P.O.

प्र. उप. ई.

महोदय

संलग्न पत्रावली आवश्यक कार्यवाही के लिए प्रेषित

(जितेन्द्र सिंह)

उपमुख्य कार्मिक अधिकारी

D-1

Uttar Pradesh State Electricity Board
Shakti Bhawan, 14-Ashok Marg, Lucknow

Notified vide Board's Notification No. 7 Regulation Cell/SEB-84-20
Reg. Cell/83 Dt. 19.3.84 and amended vide notification No. 14-Reg.
Cell/SEB-85 dated 30.5.85 and notification No. 21-Reg. Cell/SEB-85
dated 17.7.85.

NOTIFICATION
MISCELLANEOUS

In exercise of the powers conferred by section 79 (c) and (k) of
the Electricity (Supply) Act, 1948 the Uttar Pradesh State Electricity
Board hereby makes the following regulations relating to the recruitment
and conditions of service of the Accounts (Officers) Service of the Board.

THE UTTAR PRDESH STATE ELECTRICITY BOARD
ACCOUNTS (OFFICERS) SERVICE REGULATIONS, 1984

PART I—GENERAL

1. Short Title and Commencement

- (a) These Regulations may be called the Uttar Pradesh State
Electricity Board Accounts (Officers) Service Regulations,
1984.

- (b) These Regulations shall come into force with immediate effect.

2. Status

The Uttar Pradesh State Electricity Board Accounts (Officers)
Service consists of the following posts :—

Group I—The posts whose minimum of scale presently is Rs. 1360/-
and above.



(210)

Group II.—The posts whose minimum of scale presently is Rs. 800/- and above but below Rs. 1360-.

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 24.
- (3) 'Approved Service' means service rendered under the Board on the basis of regular selection done in accordance with Board's Regulations or orders.
- (4) 'Board' means the U.P. State Electricity Board constituted under section 5 of the Act.
- (5) 'Chairman' means the Chairman of the U.P. State Electricity Board.
- (6) 'Constitution' means the Constitution of India.
- (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) 'Degree of a University' means the degree of a University established by law in India or any other University recognised for this purpose by the Governor of Uttar Pradesh.
- (9) 'Departmental Candidate' means a candidate who is eligible for recruitment to a post in the cadre of the service under Group II (A) (1) and Group II (B) (3) of Regulation 7 of these Regulations.
- (10) 'Direct Recruitment' means recruitment made against a post in the cadre of the service, otherwise than by promotion, as provided under Group II (A) (2), Group II (B) (4), Group I (A) (5), (7), (9) and Group I (C) (1), (3), (5) & (14) of

(211)

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

(12) 'Governor' means the Governor of Uttar Pradesh.

(13) 'KESA' means the Kanpur Electricity Supply Administration.

(14) 'Member (Finance & Accounts)' means the member of the Board appointed under section 5 (4) (c) of Electricity (Supply) Act, 1948.

(15) 'Member of the Service' means a person appointed to a post in the cadre of the service in accordance with provisions of these Regulations or of Regulations or orders in force previous to the introduction of these Regulations, but does not include a person taken on deputation. The employees taken over from ex-licensee (s) shall also be included if they have opted for fitment on terms and conditions of service as laid down herein.

(16) 'Secretary' means an officer of the Board holding the post of the Secretary, U.P. State Electricity Board as appointed under section 15 of the Act and includes the term 'Member Secretary'.

(17) 'Secretary Finance' means an officer holding the post of the Secretary to Government of U.P., Finance Department and includes his duly authorised representative not below the rank of Joint Secretary to Government of U.P., Finance Department.

(18) 'Service' means the U.P. SEB Accounts (Officers) Service under the Board.

(19) 'Select and Waiting List' means the list of selected candidates waiting for appointment prepared under Regulation 22 (2), 22 (3), 25 (1) and 25 (2).

(20) 'Selection Committee' means the committee specified in Regulation 20 (1) and 22 (1).

(21) 'Year of Recruitment' means the period from 1st January to 31st December of the year of recruitment.

PART II—CLASSIFICATION OF CADRES

4. Classification of Cadres

The posts constituting the service shall be classified into the following cadres according to the applicable pay and scales in each group.

Group I-A—Audit and Accounts Cadres

Name of Posts	Present scales of Pay
(1) Chief Controller of Finance and/or Accounts and/or Audit.	Rs. 2700-100 (4)-3100
(2) Controller of Finance and/or Accounts and/or Audit.	Rs. 2500-100 (5) 3000
(3) Financial Advisor and/or Chief Accounts Officer and/or Chief Audit Officer.	Rs. 1900-75 (5)-2275-100 (2)-2475
(4) Dy. Financial Advisor and/or Dy. Chief Accounts Officer and/or Dy. Chief Audit Officer	Rs. 1665-60 (3)-1845-EB-75 (5)-2220
(5) Senior Accounts Officer/Senior Audit Officer.	Rs. 1360-60 (4)-1600-EB-60(5) 1900-EB 75 (3)-2125

Group I-B—Cost Accounts Cadre

(1) Chief Controller of Cost	Rs. 2700-100 (4)-3100
(2) Controller of Cost	Rs. 2500-100 (5)-3000
(3) Chief Cost Accounts Officer	Rs. 1900-75 (5)-2275-100 (2)-2475
(4) Dy. Chief Cost Accounts Officer	Rs. 1665-60 (3)-1845-EB-75 (2)-2220
(5) Senior Cost Accounts Officer	Rs. 1360-60 (4)-1600-EB-60 (5)-1900-EB-75 (3)-2125

Name of Post

Present scale of pay

Group II-A—Audit & Accounts Cadre

(1) Accounts Officer/Audit Officer	Rs. 880-40 (5)-1080-EB-50(5)-1330-60(2)-1450-EB-60(5)-1750
(2) Assistant Accounts Officer/Assistant Audit Officer	Rs. 800-40 (7)-1080-EB-50(5)-1330-60(2)-1450-EB-60(3)-1630

Group II-B—Cost Accounts Cadre

(1) Cost Accounts Officer	Rs. 880-40 (5)-1080-EB-50(5) 1330-60(2)-1450-EB-60(5)-1750
(2) Assistant Cost Accounts Officer (Dying Cadre)	Rs. 800-40 (7)-1080-EB-50(5)-1330-60(2)-1450-EB-60(3)-1630

5. Designations

- (1) The Board may at any time, whenever it considers appropriate or expedient so to do, change or modify any or all of the above designations or add or delete any post from any of the above Groups.

Provided always that in the event of deletion, change or modification in designation of any post in any Group the pay scale and/or conditions of service of the incumbent holding that post shall not be affected.

- (2) With the introduction of separate cadres of (a) Audit & Accounts and (b) Cost Accounts and the new designations as defined under Regulation 4 of these regulations, the existing designations of posts as set out in column I below shall stand substituted by those mentioned against them in column II:

Column I
Existing Designation

Column II
Substituted Designation

- | | |
|--|-------------------------------------|
| (1) Director of Internal Audit | Chief Audit Officer |
| (2) Dy. Director of Internal Audit | Dy. Chief Audit Officer |
| (3) Dy. Controller (Cost & Finance) | Chief Cost Accounts Officer |
| (4) Asstt. Controller/Cost Accountant/
Chartered Accountant (Cost &
Finance) | Dy. Chief Cost Accounts
Officer. |
| (5) Senior Accounts Officer
(Internal Audit) | Senior Audit Officer |
| (6) Accounts Officer (Internal Audit) | Audit Officer |
| (7) Assistant Accounts Officer (Cost) | Assistant Cost Accounts
Officer. |
| (8) Assistant Accounts Officer
(Internal Audit) | Assistant Audit Officer. |

6. Strength of Service

- (i) The strength of the service and of each cadre of posts therein shall be such as may be determined by the Board from time to time.
- (ii) The permanent strength of the service and of each cadre of posts therein shall be, until orders varying the same have been passed under sub-regulation (i) above, as specified in Appendix I to these Regulations.

Provided that:

- (a) any post in the cadre of the service may be kept vacant by the Appointing Authority or kept in abeyance by the authority competent to sanction the creation of posts 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—SOURCES OF RECRUITMENT

7. Sources of Recruitment

There shall be two separate cadres viz. (A) Audit and Accounts and (B) Cost Accounts under each Group I/II Recruitment/promotion to each class of posts in the service in each cadre shall be made separately as under:-

Name of Post

Source of Recruitment

GROUP - II

(A) Audit and Accounts

- (1) Asstt. Accounts Officer/
Asstt. Audit Officer
- 100% by promotion from amongst the Accountants who have put in a minimum of 7 years continuous service on that post.

- (2) Accounts Officer/Audit Officer

- (a) By direct recruitment from open competition, 66 $\frac{2}{3}$ %

- (b) By promotion from Assistant Accounts Officer / Assistant Audit Officer who have put in a minimum of 3 years service on that post and a total service of not less than 10 years including the services rendered as Accountant or Senior Accountant 32 $\frac{1}{2}$ %

(B) Cost Accounts

(3) Assistant Cost Accounts Officer (Dying Cadre)

100% by promotion from amongst the Senior Accountant (Cost) (Dying Cadre) who have put in a minimum of 5 years service on that post.

4) Cost Accounts Officer

(a) By direct recruitment from open competition 66 2/3%

(b) By promotion from Assistant Cost Accounts Officer who have put in a minimum of 3 years continuous service on that post and a total service of not less than 10 years including the services rendered as Senior Accountant (Cost) 33 1/3%

Provided that after all the Assistant Cost Accounts Officers are promoted the direct recruitment to the post of Cost Accounts Officer shall be 100%

GROUP I

(A)—Audit and Accounts

Senior Accounts Officer/
Senior Audit Officer

(i) by direct recruitment from open competition 33 1/3%

(ii) by promotion from Accounts Officer/Audit Officer who have put in minimum of 7 years service 66 2/3%

Provided that the existing incumbents recruited directly/promoted as Assistant Accounts Officer after regular selection from the post of Senior Accountant, and further promoted or are due to be promoted as Accounts Officer/Audit Officer, shall be eligible for promotion as Senior Accounts Officer/Senior Audit Officer on completion of not less than 10 years service as Assistant Accounts Officer and Accounts Officer combined.

(5) Dy. Financial Adviser and/or Dy. Chief Accounts Officer and/or Dy. Chief Audit Officer.

100% by promotion from Senior Accounts Officer/Senior Audit Officer who have put in a minimum of 4 years service as such.

(7) Financial Adviser and/or Chief Accounts Officer and/or Chief Audit Officer.

(i) By promotion from Deputy Financial Adviser and/or Deputy Chief Accounts Officer and/or Deputy Chief Audit Officer who have put in a minimum of 4 years service as such 50%

(ii) By direct recruitment 50%

(8) Controller of Finance and/or Accounts and/or Audit.

(i) By promotion from Financial Adviser and/or Chief Accounts Officer and/or Chief Audit Officer who have put in a minimum of 4 years service as such. 50%

(9) Chief Controller of Finance and/or Accounts and/or Audit.

(i) By promotion from Controller of Finance and/or Accounts and/or Audit who have put in a minimum of 2 years service as such— 50%

(ii) By direct recruitment— 50%

(B) Cost Accounts

(10) Senior Cost Accounts Officer.

(i) By direct recruitment from open competition— 33 $\frac{1}{3}$ %

(ii) By promotion from cost Accounts Officer who have put in a minimum of 7 years service on that post— 66 $\frac{2}{3}$ %

(11) Deputy Chief Cost Accounts Officer.

100% by promotion from Senior Cost Accounts Officer who have put in a minimum of 4 years service as such.

(12) Chief Cost Accounts Officer.

(i) By promotion from Deputy Chief Cost Accounts Officer who have put in a minimum of 4 years service as such—50%

(ii) By direct recruitment— 50%

(13) Controller of Cost

(i) By promotion from Chief Cost Accounts Officer who have put in a minimum of 4 years service as such—50%

(ii) By direct recruitment—50%

(14) Chief Controller of Cost

(i) By promotion from Controller of Cost who have put in a minimum of 2 years service as such,

(ii) By direct recruitment—50%

Notwithstanding anything contained in these Regulations Board may make appointments to the service, in relaxation of Regulations, from among employees of Electricity Undertakings or organisation which have been taken over or which may, in future taken over by the Board from time to time on such terms and conditions as may be decided by them.

8. Reservation of Vacancies

Reservation of vacancies for Scheduled Castes, Scheduled Tribes and other classes of candidates shall be in accordance with the existing orders of the Board or which may be issued from time to time. Existing orders are in appendix-II of these Regulations.

9. Number of Recruits to be Taken

(1) The Appointing Authority shall ascertain the probable number of vacancies likely to occur in the various classes of posts in the service during the courses of the next calendar year.

(2) The Appointing Authority shall also decide the number of vacancies which may be reserved for Scheduled Castes, Scheduled Tribes and other classes of candidates in accordance with the statutes of rules of the Board in force in this behalf.

(3) In case the requisite number of Scheduled Castes/Scheduled Tribes candidates are not forthcoming or fail to be selected, the remaining vacancies shall be filled in by other candidates in the list of candidates selected for appointment/promotion and the deficiency made good in the manner indicated in provision to Appendix-II.

PART IV

Qualifications

10. Nationality

Candidates for recruitment to the service must be :

- (a) a citizen of India, or
- (b) a Tibetan refugee who has come over to India before January 1, 1962 with the intention of permanently settling in India, or
- (c) 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 (b) or (c) 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 (b) will also be required to obtain a certificate of eligibility granted by the Inspector General of Police, Intelligence Branch, Uttar Pradesh ;

Provided thirdly that a candidate belonging to category (c) 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 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 prior to joining of his duties.

11. Age

(a) The age of a candidate for direct recruitment to the service on the 1st day of January of the year in which the competitive examination/Interview is held shall be as below :

Name of Post	Minimum	Maximum
(i) Accounts Officer/Audit Officer/Cost Accounts Officer	21 yrs.	28 yrs.
(ii) Senior Accounts Officer/Senior Audit Officer/Senior Cost Accounts Officer.	21 yrs.	33 yrs.
(iii) Financial Advisor and/or Chief Accounts Officer and/or Chief Audit Officer/Chief Accounts Officer.	21 yrs.	40 yrs.
(iv) Controller of Finance and/or Accounts and/or Audit/Controller of Cost.	21 yrs.	45 yrs.
(v) Chief Controller of Finance and/or Accounts and/or Audit/Chief Controller of Cost.	21 yrs.	48 yrs.

(b) In the case of candidates belonging to Scheduled Castes/ Scheduled Tribes/Backward Classes/Board's employees, the maximum age limit shall be higher by 5 years and in the case of retrenched State Government employees, the same will be higher by three years.

(c) The age of candidates shall be computed in accordance with the instructions issued by the Board from time to time. The present orders of the Board are available at Appendix III.

Provided that the Board may grant relaxation in maximum age limit of a candidate or class of candidates as it may consider necessary in the interest of the work.

Qualifications :

A candidate for direct recruitment to the posts at serial nos(2),(4),(5) (8), (9), (10), (12) (13) & (14) of Regulation 7 must, besides having thorough knowledge of Hindi in Devnagri Script, possess the following qualifications :

(i) Accounts Officer and/or Audit Officer

Minimum Qualification	Preferential Qualification
Com—High II Class with Com. I Class	From a university established by law in U.P. or any other University recognised by the Government of Uttar Pradesh
	Experience of working on the Finance/Accounts/Audit branch of a large private/public sector undertaking, preferably a public utility undertaking.

or

Chartered Accountant or Accountant considered equivalent to the Board or the State Government.

(ii) Cost Accounts Officer

Associate Membership of Institute of Cost & Works Accountant of India.

Experience of working in the Finance/Accounts/Audit/Cost branch of a large private/public sector undertaking, preferably a public utility undertaking.

(iii) Senior Accounts Officer/Senior Audit Officer and Senior Cost Accounts Officer

(1) Cost Accountant or Chartered Accountant or other qualification considered equivalent thereto by the Board or the State Government with a minimum of 3 years experience of working in the Finance/Accounts/Cost/Audit branch of

or

(2) Persons employed in a senior position (officer rank) in the commercial Audit Wing of the C&AG/Defence Accounts Department/Commercial Accounts Organisation of the Railways or any other large Public Sector Undertaking with atleast 5 years experience.

(iv) Financial Adviser and/or Chief Accounts Officer and/or Chief Audit Officer and Chief Cost Accounts Officer

Chartered/Cost Accountant/SAS (Commercial) drawn from Commercial Audit Board, from other large Public Sector Undertakings (Central/State), State Electricity Board, Railways and Defence Accounts department with atleast 8 years experience.

(v) Controller of Finance and/or Accounts and/or Audit and Controller of Cost

Persons having atleast 12 years experience as Chartered/Cost Accountant drawn from other State Electricity Boards, Public Sector (Central/State) Undertakings or from Indian Audit and Accounts Service, Indian Railways Accounts Service/Defence Accounts (with Commercial background).

(vi) Chief Controller of Finance and/Accounts and or Audit and Chief Controller of Cost

Persons having atleast 15 years experience as Chartered/Cost Accountant drawn from other State Electricity Boards Public Sector Undertaking (Central/State) or from Indian Audit & Accounts Service/Indian Railways Accounts Service/Defence Accounts (with commercial background).

14. In all the cases of direct recruitment under (iii) (2), (iv) (v) and (vi) above, persons shall be taken on deputation for two years having their lien in their parent department/organisation and should get absorbed in the service of the Board within that period failing which they shall be reverted back to their parent Organisation/Deptt. The Board also reserves the right to repatriate them in case their performance is not to the Board's satisfaction during the period of 2 years.

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 certificates of good character from :-

- (i) The proctor or the Principal Officer of the University or College, as the case may be, in which he was last educated.
- (ii) Two responsible persons (not being relative of the candidate) who are well acquainted with him in his private life and are unconnected with his University, College or School;

Provided that the Appointing Authority may make further enquiry into the character and antecedents of a candidate in such manner from such authorities as may be considered necessary.

2) It shall be the duty of the Appointing Authority to satisfy himself in this regard.

Persons dismissed from Service by the Govt. of India or a State Government or a State Electricity Board or by any public Sector Undertaking shall not be eligible for appointment.

Eligibility of Woman

ma . a lisc e e" rible for direct recruitment to the service.

15. Marital Status -

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

Provided that the Chairman may, if satisfied that there are special grounds for doing so, exempt any person from the operation of the provisions of this regulation. Reasons for granting exemption shall be recorded in writing.

16. Physical Fitness -

No person shall be appointed by direct recruitment as a member of the service unless he be in good mental and bodily health and free from any physical defect and contagious disease likely to interfere with the efficient discharge of his duties as a member of the service. Before a candidate joins his appointment he must pass an examination by the Medical Board as may be appointed by the Board. Such fees as may be required for examination by the Medical Board shall be payable by the candidate and which shall not be reimbursable.

PART-V

Procedure for Direct Recruitment

17. Competitive Examination and Interview -

- (A) (i) Direct recruitment to the posts of (a) Accounts officer/Audit officer (b) Cost Accounts Officer under group II (A) (2) and Group II (B) (4) of Regulation 7 shall be made through a written competitive examination and interview which will be held in such manner, in such subjects and at such place as may be prescribed by the Appointing Authority from time to time.

- (ii) The minimum qualifying percentage of marks at the written examination on which the candidates will be called for interview shall be such as may be prescribed by the Appointing Authority from time to time.

(B) Direct recruitment to the posts of—

- (1) Senior Accounts Officer/
Senior Audit Officer
(2) Financial Advisor and/or
Chief Accounts Officer and/or
Chief Audit Officer
(3) Controller of Finance and/or
Accounts and/or Audit
(4) Chief Controller of Finance
and/or Accounts and/or Audit

Group I (A) (5), (7),
(8) and (9) of
Regulation 7.

- (5) Senior Cost Accounts Officer
(6) Chief Cost Accounts Officer
(7) Controller of Cost
(8) Chief Controller of Cost

Group I (B) (10) (12)
(13) and (14) of
Regulation 7.

shall be made through an interview which will be held at such place as may be notified by the Appointing Authority from time to time.

18. How To Apply

- (1) Application for appearing at the written competitive examination/interview under Regulation 17 (A), & (B) above shall be called for by the Appointing Authority and shall be made in the prescribed form which may be obtained from the Secretary of the Board.

- (2) The applications received from the candidates will be scrutinized by the Secretary of the Board and those candidates whose applications are found in order will be issued admission cards/interview letters for appearing at the written competitive examination/interview, as the case may be, on the dates to be fixed

19. Fees

Candidates for direct recruitment shall pay to the Board the following fees:—

- (i) Application fee— Rs. 10/- (Rs. 5/- for SC/ST) with the requisition for application form.

- (ii) Examination/
Interview fee— Rs. 30/- (Rs. 10/- for SC/ST)

Note:—Only Crossed Postal Orders/Bank Drafts for these amounts will be accepted by the Board.

20. Committee for interview To Select Candidates By Direct Recruitment

- (1) (a) 1—The Selection Committee for interview to select candidates by direct recruitment on all the posts under Group II (A) and (B) of Regulation 7 shall comprise of the following:

- (i) Member of the Board (Under Section 5 (4) (b) of Electricity (Supply) Act, 1948).

- (ii) Member (Finance & Accounts)

- (iii) One member of the Board (to be nominated by Chairman)

- (iv) An outside expert in the field of Finance/Accounts/Audit nominated by the Chairman on the advice of Member (Finance and Accounts)

- (1) (a) ii—The Selection Committee for interview to select candidates by direct recruitment on all the posts under Group I (A) and (B) of Regulation 7 shall comprise of the following:

- (i) Chairman

the post under Group II (A) & (B) of Regulation 7 shall comprise of the following :

- (i) Member of the board (Under Section 3 (4) (b) of Electricity (Supply) Act 1948)
- (ii) Member (Finance & Accounts)
- (iii) One Member of the Board (to be nominated by Chairman)

(iv) Secretary/ Finance

(1) (B) —The Departmental Promotion committee for adjudging the suitability of departmental candidates for promotion to the posts under Group I (A) and (B) of Regulation 7 shall comprise of the following :

- (i) Chairman
- (ii) Member (Finance & Accounts)
- (iii) One Member of the Board (to be nominated by Chairman)
- (iv) Secretary/ Finance.

(2) For purpose of recruitment to the posts under Group II (A) & (B), the Departmental Promotion Committee shall review the academic/professional qualifications, as well as the Annual Confidential Reports and service records of all the eligible candidates and shall prepare a panel of suitable candidates, duly arranged in the order of seniority in their respective cadre and forward the same to the Appointing Authority for approval and further action. This list will be known as list 'B-1'.

(3) For purpose of recruitment to the posts under Group I (A) & (B), the Departmental Promotion Committee shall, keeping in view the criteria prepare a list of selected candidates in order of 'Merit' of such officers as are found by it to be most suitable for promotion to the post and forward the same to the Appointing Authority for approval and further action. This list will be known as list 'B-2'.



(4) The list of the officers selected for the post of :—

- (i) Controller of finance and/or Accounts and/or Audit.
 - (ii) Controller of cost.
 - (iii) Chief Controller of Finance and/or Accounts and/or Audit.
 - (iv) Chief Controller of Cost.
- shall be put up before the Board for approval.

(5) The list so prepared by the Departmental Promotion Committee for each category of posts shall be reviewed and revised every year and fresh names added to it, if necessary.

(6) If in the process of selection, review or revision it is proposed to supersede any officer of the cadre from which the selection is made, the Departmental Promotion Committee shall record its reasons for supersession. The reasons so recorded shall, however, not be communicated to the officer concerned.

23. Select and Waiting List and its Validity

(1) The list prepared under Regulation 22 (2) and 22 (3) any approved by the Appointing Authority Board, as the case may be, shall form the 'Select and Waiting list' for each category of post.

(2) The 'Select and Waiting List' shall ordinarily be in force until it is reviewed or revised in accordance with sub-para (5) of Regulation 22 above.

Provided firstly that in the event of negligence in the conduct or discharge of duties on the part of any officer included in the 'Select and Waiting List', a special review of the Select List may be made at any time by the Departmental Promotion Committee. Provided secondly that if another selection is made within the same year, special reports about the officers eligible for selection

Appointment, Probation and Confirmation

24. Appointing Authority

The appointing Authority of the members of service shall be as follows :—

Name of Post	Appointing Authority
(1) Asstt. Accounts Officer/Asstt. Audit Officer	Chairman
(2) Asstt. Cost Accounts Officer	
(3) Accounts Officer/Audit Officer	
(4) Cost Accounts Officer	
(5) Sr. Accounts Officer/Sr. Audit Officer	
(6) Senior Cost Accounts Officer	
(7) Deputy Financial Advisor and/or Deputy Chief Accounts Officer and/or Deputy Chief Audit Officer	
(8) Deputy Chief Cost Accounts Officer	
(9) Financial Advisor and/or Chief Accounts Officer and/or Chief Audit Officer &	
(10) Chief Cost Accounts Officer.	
(11) Controller of Finance and or Accounts and/or Audit.	
(12) Controller of Cost.	
(13) Chief Controller of Finance and/or Accounts and/or Audit.	
(14) Chief Controller of Cost.	

Board

25. Select and Waiting List

(1) In case of appointments by promotion to posts under Group II (A) (1) and Group II (B) (3) of Regulation 7, the panel of selected candidates (to be known as 'Select and Waiting List') prepared by the Departmental Promotion Committee in accordance with Regulation (22) (2) shall be submitted to the Appointing Authority for approval. Appointments therefrom as and when vacancies occur in each Group, shall, thereafter, be made by the Appointing Authority strictly in order of the names arranged in this list.

(2) In the case of appointment to the post under Group II (A) (2), Group II (B) (4), Group I (A) (5), (7), (8) and (9) and Group I (B) (10), (12), (13) and (14) of Regulation 7 after both the lists 'A' of selected candidates as prepared by the Selection Committee for direct recruitment in terms of Regulation 20 (2) and lists 'B-1' and 'B-2' of selected candidates as prepared by the Departmental Promotion Committee in terms of Regulations 22 (2) and 22 (3) are received by the Appointing Authority, he shall prepare a combined 'Select and Waiting List' in the following manner:—

(a) For Group II (4) (2) and Group II (B) (4) Officers (viz. Accounts Officer/Audit Officer and Cost Accounts Officer)

Every 1st vacancy is filled by a promoted Officer (from list 'B-1') and every 2nd and 3rd vacancy is filled by a directly recruited officer (from list 'A') and so on.

(b) For Group I (A) (5) and Group I (B) (10) Officers (viz. Sr. Accounts Officer/Sr. Audit Officer and Sr. Cost Accounts Officer.

Every 1st and 2nd vacancy is filled by a promoted Officer (from list 'B-1') and every 3rd vacancy is filled by a directly recruited Officer (from list 'A') and so on.

(c) For a Group I (A) (7), (8) & (9) and Group I (B) (12) (13) & (14) Officers viz. —

(1) Financial Advisor and/or Chief Accounts Officer and/or Chief Audit Officer/ Chief Cost Accounts Officer.

(2) Controller of Finance and or Accounts and/or Audit/ Controller of Cost.

(3) Chief Controller of Finance and/or Accounts and/or Audit/ Chief Controller of Costs.

Every 1st vacancy is filled by promoted officer (from list 'B-2') and every second vacancy is filled by directly recruited officer (from list 'A') and so on.

(3) The 'Select and Waiting List' as in Regulation 25 (1), 25 (2) (a), 25 (2) (b) and 25 (2) (c) above will remain valid for one year only or if the Board so desire until such time as the next selection is made.

26. Appointments to the Cadre of Group—II Posts—

(1) A person finally selected for appointment to the service in the manner prescribed in these Regulations shall be appointed by the Appointing Authority on the occurrence of vacancy. The appointments shall be made in the same order in which the names appear in the 'Select and Waiting List' prepared under Regulation 25 (1) and 25 (2) (a).

(2) In case no approved candidate is available for such appointment on the 'Select and Waiting List' and if it becomes essential to make appointment 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 an appointment shall in no case exceed four months, without the specific approval of Departmental Promotion Committee.

27. Appointments to Cadres of Group—I Posts—

(1) Senior Accounts Officer/Senior Audit Officer/Senior Cost Accounts Officer

Appointments to the posts of (a) Senior Accounts Officer/Senior Audit Officer (b) Senior Cost Accounts Officer, shall be made by the Appointing Authority from the 'Select and Waiting List' prepared under Regulation 25 (2) (b). In making such appointments, the order in which names of the officers appear in the 'Select and Waiting List' shall be followed.

(2) Dy. Financial Advisor and/or Dy. Chief Accounts Officer and/or Dy. Chief Audit Officer and Dy. Chief Cost Accounts Officer.

Appointments to these posts shall be made by the Appointing Authority from the 'Select and Waiting List' in the same order as provided under Regulation 22 (3).

- (3) (i) Financial Advisor and/or Chief Accounts Officer and/or Chief Audit Officer and Chief Cost Accounts Officer ;
- (ii) Controller of Finance and/or Accounts and/or Audit and Controller of Cost ;
- (iii) Chief Controller of Finance and/or Accounts and/or Audit and Chief Controller of Costs
- Appointments to these posts shall be made by the Appointing Authority/Board from the 'Select and Waiting List' prepared under Regulation 25 (2) (c). In making such appointments, the order in which names of the officers appear in the 'Select and Waiting List' shall be followed.

Provided that where no officer exists on the 'Select and Waiting List' or when the vacancy is of a short duration not exceeding four months, an officer not on the 'Select and Waiting List' may also be appointed to the post in the cadre of the service, as a temporary measure.

Provided further that if the vacancy exceeds four months, the officer not on the 'Select and Waiting List' appointed as a temporary measure shall not be allowed to continue on that post for any reasons whatsoever, and steps shall be taken immediately to hold the selection.

(4) *Permanent Appointment*

Wherever a permanent vacancy occurs in the cadres of the service, appointment in that vacancy shall be made by the Appointing Authority in a substantive capacity from the 'Select and Waiting List' in the order in which temporary and officiating appointments have been made.

26. *Submission of Certificates*

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

- (i) To produce the original certificates prescribed in Regulation 13 and 16.

(2) To submit declarations -

- (a) of his relationship to any person employed under the Board.
- (b) of his being free from debts.
- (c) of all immovable property including house property owned or acquired by him or by a member of his family dependent on him; full and accurate details of such property being given by him in the form prescribed in Appendix IV, and
- (d) for serving the Board loyally and faithfully in the form prescribed in Appendix V.
- (e) of his marital status as per Regulation 15

29. *Probation*

- (1) All persons directly recruited/promoted on a post shall on appointment 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 specific order to that effect amount to confirmation.
- (b) allow to count towards the period of probation continuous service, if any, rendered in an officiating or temporary capacity in a post in the cadre of the service.
- (2) If it 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 his opportunities or has otherwise



failed to give satisfaction he may be reverted to his substantive post, if he has any under the Board, or his service may be dispensed with if he has none.

- (3) A candidate whose services are dispensed with under sub-regulation (2) above shall not be entitled to any compensation.

30. Confirmation -

On successful completion of probation period, including any extended period of probation, an officer shall be confirmed on the post by specific orders to be issued by the Appointing Authority on the availability of permanent posts subject to fulfilling all other conditions as may be specified by the Board from time to time in this behalf.

31. Seniority -

The seniority of officers on their appointment to the service shall be determined according to the date of the order of appointment to a particular post in the cadre of the service.

Provided firstly 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 names appear in the orders of appointment issued by Appointing Authority.

Provided secondly that the Appointing Authority may direct that an officer whose period of probation is extended for unsatisfactory work be placed in the seniority list at the bottom of the 'Select and Waiting List' of his batch.

Provided thirdly that the relative seniority of members of service who are appointed by direct recruitment shall be in accordance with the order of preference in which they are placed by the Selection Committee at the time of selection under Regulation 20 (2).

Provided fourthly that as between candidates who are appointed by direct recruitment and who are recruited by promotion in the same year, seniority shall be determined in the order in which their names are

arranged in the 'Select and Waiting List' prepared under Regulation 25 (2) (a), 25 (2) (b) or 25 (2) (c) as the case may be.

Provided fifthly that if in any year, it has not been possible to prepare the combined 'select and Waiting List' due to late selection either from the departmental candidates or from open competition due to any other unavoidable reason, the names in the gradation list shall be arranged in the same order in due course in respect of the vacancies allotted to both the categories of candidates in that particular year as in the combined 'Select and Waiting List' referred to under Regulation 25 (2) (a), 25 (2) (b) and 25 (2) (c) and the seniority determined accordingly.

Provided sixthly that where an officer is not considered fit for promotion at any particular selection/occasion and it is mentioned in the proceedings of the Departmental Promotion Committee that the officer is passed over only on account of some adverse entry or some enquiry or disciplinary proceedings pending against him and that he is otherwise considered fit for promotion and his representation against such adverse entry or such enquiry or disciplinary proceeding is eventually decided or terminated in his favour, his seniority will be determined as if he was selected at that particular selection/occasion.

Provided seventhly that the seniority of the persons absorbed on a post on the Board's standard terms and conditions of service from the Ex-licenses shall be fixed at the bottom of the approved 'Select and Waiting List' of that post available on the date of absorption of such person (s).

PART-VIII

Pay

32. Scales of Pay -

The scale of pay admissible to the members of the service shall be such, as may be decided by the Board from time to time. The present scales of pay are at the Appendix 'I'.

Provided that the Board may, upon the recommendation of the appropriate selection committee, allow a candidate a higher start within the approved limits in view of his special qualification/experience.

33. Pay During Probation

(238)

- (i) A person appointed to the service by direct recruitment other than one already in Board's service, shall during the first year of his probation, receive the initial pay of the post on which he is appointed. He will receive his first Annual increment on satisfactory completion of one year of his probation and the second increment on satisfactory completion of second year of probation provided that if the period of probation is extended on account of failure to give satisfaction, such extended period shall not count for increment unless the Appointing Authority directs otherwise.
- (ii) The pay during probation of person already in Boards service shall be regulated by the relevant rules referred to in FHB VOL II Part II to IV as amended from time to time.

34. Criteria For Crossing The Efficiency Bar

- (i) No member of the service shall be allowed to cross the first efficiency bar unless he is found to have worked efficiently, satisfactorily and to the best of his ability and his integrity is certified to be above Board.
- (ii) No member of the service shall be allowed to cross the second efficiency bar unless it is certified that he has continued to work satisfactorily, effectively and honestly, has displayed adequate skill and has acquired adequate experience and knowledge of Board's rules & regulations, and his integrity is certified to be above Board.

PART-IX

35. Canvassing

Other Provisions

No recommendation for recruitment, either written or oral other than that required under these regulations shall be taken into consideration, and any attempt on the part of a candidate to enlist support directly

36. Regulation of Pay & Allowances, Pension etc.

(239)

The pay and allowances, pension leave and other conditions of service shall be regulated by the rules of the State Government applicable to similar category of officers as may be or may have been adopted by the Board until the promulgation of appropriate regulations in this behalf by the Board

37. Savings

Notwithstanding anything contained in these regulations :—

- (a) The conditions of service of persons who have been appointed or may be appointed to posts in service or to posts declared in addition 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 Authorities, as the case may be.

- (b) The selection and appointments already made to the posts, cadres of the Service before the promulgation of these Regulations shall be deemed to have been made in accordance with these Regulations.

- (c) The conditions of Service of persons of the Electricity Supply Undertakings, who have been taken over or may, in future, be taken over by the Board and 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 they have been taken over by the Board on such terms, and conditions or by the ex- licensee's terms and conditions if they have been taken over on such terms, 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 Board hereafter in this behalf.

(240)
may be taken over by the Board shall be governed by these Regulations.

38. 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 by the Board and governed by these regulations in such manner as may appear just and equitable.

(2) When the Board considers it expedient to do so, it may make any appointment or appointments 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, such appointments shall be deemed to have been made in relaxation of these regulations.

39. Delegation of Powers —

The Board may, whenever deemed 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.

40. Interpretations of Regulation —

In case of any doubt or in the event of conflicting claims assessing about the interpretation of any regulation, sub-regulation or clause hereof, the Chairman's interpretation shall be final and binding.

1. Repeal —

The U. P. SEB Accounts Officers (Class I) Regulations, 1970, and P. SEB Accounts Officers (Class II) Regulations 1970, are hereby repealed except in respect of things done or omitted to be done hereunder.

By order of the Board
J. J. GL. TA

(241)
No. 7 (i) Reg Cell/SEB-84-20 Reg. Cell/83 of date 19-3-84

Copy forwarded to the Superintendent, Printing and Stationery U. P. Allahabad with the request that these Regulations may kindly be published in part I (A) of the next issue of State Govt. Gazette.

By Order,
SAMARATH SINGH
Joint Secretary

No. 7 (ii) Reg. Cell/SEB-84 Reg. Cell/83 of date 19-3-84.

Copy forwarded for information and necessary action to the —

1. President, Enquiry Committee, U. P. SEB, Lucknow.
2. Chairman Elect, Service Commission, U. P. SEB, Lucknow.
3. Chief Accounts Officer, U. P. SEB, Lucknow.
4. P. S. to Chairman/Member (F & A)/Member (Com.)/Member (T & D)/Member (Thermal)/Secretary.
5. Section Officer K-I/K-II/K-III/ -VII/M.S./S.A.D., Boards H.Q's
6. Meeting Assistant (VII(28)/1983).

By Order,
SAMARATH SINGH
Joint Secretary

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