

THE UTTAR PRADESH STATE ELECTRICITY BOARD SERVICES OF ENGINEERS REGULATIONS, 1970

PART - I GENERAL

1. Short title and commencement -

- a. These regulations may be called the "Uttar Pradesh State Electricity Board Services of Engineers Regulations, 1970"
- b. They shall come into force from the date of their publication in the State Government Gazette.

2. Status -

The Uttar Pradesh State Electricity Board Services of Engineers consist of the posts of Chief Engineer, Additional Chief Engineer, Superintending Engineer, Executive Engineer and Assistant Engineer.

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 authorities defined in Regulation 14.
- (3) 'Approved Service' means service rendered under the Board on the basis of a regular election held by the Board so far.
- (4) 'Assistant Engineer' means an Assistant Engineer who may be appointed as such by the Chairman. It includes such other posts of equivalent status, as may be notified by the Board from time to time and includes in the cadre.
- (4.A) 'Assistant Executive Engineer' means an Assistant Executive Engineer who may be appointed as such by the Chairman, it includes such other posts of equivalent status as may be notified by the Board from time to time and included in the cadre.
- (4.B) 'Senior Assistant Engineer' means an Assistant Engineer or Assistant Executive Engineer who is allowed the scale of Executive Engineer without promotion to the regular post of Executive Engineer. It includes such other posts of equivalent status as may be notified by the Board from time to time and included in the cadre.
- (4.C) 'Senior Assistant Engineer (Spl. Grade)' means senior Assistant Engineer who is allowed the scale of Executive Engineer (Spl. Grade) without promotion to the regular post of Executive Engineer. It includes such other posts of equivalent status as may be notified by the Board from time to time and included in the cadre.
- (4.D) 'Assistant Engineer (Spl. Grade), means an Assistant Engineer who is allowed the scale of Executive Engineer (Spl. Grade) without promotion to the post of Executive

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Engineer. It includes such other posts of equivalent status as may be notified by the Board from time to time and included in the Cadre.

- (5) 'Board' means the U.P. State Electricity Board constituted under Section – 5 of the Act.
- (6) 'Chairman' means the Chairman of the UP State Electricity Board.
- (7) 'Chief Engineer' means the Chief Engineer (Hydel) or any other Chief Engineer who may be so authorized by the Board for the purposes of these Regulations.
- (8) 'Chief Project Engineer' means the Chief Engineer of the Project under the Board.
- (9) 'Citizen of India' means a person who is or who is deemed to be a citizen of India under Part II of the constitution.
- (10) 'Constitution' means the Constitution of India.
- (11) '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.
- (12) 'Departmental candidate' means a candidate who is eligible for recruitment to a post in the cadre of the service under clauses (b) and (c) of sub regulation (1) of Regulation 5 of these Regulations.
- (13) 'Direct Recruitment' means recruitment made against a post in the cadre of the service under clause (a) of sub-regulation 1 of Regulation 5 of these Regulations.
- (14) 'Executive Engineer' means the Executive Engineer who may be appointed by the Chairman; it includes other posts of equivalent status which may be included in the Cadre.
- (15) 'Executive Engineer (Spl. Grade)' means the Executive Engineer who may be allowed the scale of Executive Engineer (Spl. Grade). The words Executive Engineer (Selection Grade) or Executive Engineer (S.G.) wherever occurring in these Regulations may be read as Executive Engineer (Special Grade).
- (16) 'General Manager' means the General Manager, KESA.
- (17) 'Government' or the State Government means the Government of Uttar Pradesh.
- (18) 'Governor' means the Governor of Uttar Pradesh.
- (19) 'Graduate Engineer' means a candidate holding a degree in Engineering from a University established by law in India or any other University recognized for this purpose by the Governor of Uttar Pradesh, who is selected by the Board in the manner prescribed in Appendix – 'B' for a course of training under the Board.
- (20) 'KESA' means the Kanpur Electricity Supply Administration.
- (21) 'Member Administration' means the Member Administration of the Board appointed under sub-section (4) of Section 5 of the 'Act'.
- (22) 'Member Engineering' means the Member Engineering of the Board appointed under sub-section (4) of Section 5 of the Act.



- (23) "Member of the Service" means a person appointed in the 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.
- (23.A) "Performance Review Committee" means a Committee specified in Regulation 31.
- (24) "Resident Manager" means the Manager or Head of any project, Circle or establishment who resides in the premises or limits of such Project, Circle or establishment.
- (25) "Screening Committee" means the Committee constituted under Rule 4 of Appendix 'C'.
- (26) "Secretary" or "Member Secretary" means the Secretary of the Board.
- (27) "Selection Committee" means the Committee specified in Regulation 5 of Appendix 'B' and 'D' and Regulation 6 of Appendix 'C'.
- (28) "Service" means the U.P. State Electricity Board service of Engineers.
- (29) "Superintending Engineer" means a Superintending Engineer who may be appointed by the Chairman; it includes other posts of equivalent status which may be included in the cadre.
- (30) "Trained Engineer" means a Trainee Engineer who after a course of successful training under the Board is declared fit for appointment as an Assistant Engineer under the Board.
- (31) "Waiting List" means the list of Selected Candidates waiting for appointment.
- (32) "Year of Recruitment" means the period from 1st of January to the 31st December of a year.

PART II - CADRE

4. Strength of Service -

- (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 permanent 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) any post in the cadres 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

5. (1) Initial recruitment to the service shall be made to the posts of Assistant Engineer in the following manner :

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|-----|--|--------|
| (a) | By appointment from amongst 'Trained Engineer's | 65 ⅓ % |
| (b) | By promotion from amongst members of Junior Engineers Service in the Selection Grade in the manner prescribed in Appendix 'C' | 33 ⅓ % |
| (c) | By promotion from amongst the confirmed and qualified Computers (Selection Grade) (E/M) in the manner prescribed in Appendix 'C' | 1 ⅓ % |

Provided that as between members of Junior Engineer and Computer the vacancy shall be shared by them in the proportion of their respective cadre strength from time to time.

- (2) Appointment to the other higher posts shall be made by promotion on the basis of selections which will be made in accordance with the procedure laid down in Appendix 'D'
- (3) Notwithstanding anything contained in these Regulations the Board may make appointments to the Service, in relaxation of these Regulations, from among employees of Electricity Undertakings or similar organizations which have been taken over or which may, in future, be taken over by the Board or from among the merit position holders of the Board or from among the merit position holders of Roorkee and Varanasi Universities and Indian Institute of Technology, Kanpur and such other Institution, as may be prescribed by the Board from time to time, on such terms and conditions as may be described by them.

6. Reservation of Vacancies :

Reservation of vacancies for Schedule Castes/Schedule Tribes and Backward classes, in direct recruitment under Regulation 5 (1) (a) shall be in accordance with the orders for such Reservation in force under the State Government at the time of recruitment.

7. Number of Recruits to be taken :-

- (1) The Board shall ascertain the probable number of vacancies likely to occur in the various classes of posts in the Service during the course of the next year.
- (2) The Board shall also decide the number of vacancies to be allocated to Graduate Engineers and the number of vacancies to be reserved for candidates belonging to Scheduled Castes/Tribes.
- (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 training and the deficiency made good in the manner indicated in the provisions to Appendix 'E'.

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PART IV – QUALIFICATIONS

8. Nationality -

A candidate for direct recruitment as Trainee Engineer 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 Tanganayika and Zanzibar) 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 authority and he may also be provisionally appointed subject to the necessary certificate being obtained by him or issued in his favour.

9. Age –

The age of candidates for selection as Trainee Engineer shall, on the 1st day of January of the year in which the selection is made, be not less than 21 years and more than 28 years.

Provided that –

- (i) the maximum age limit shall, in the case of retrenched employees of the State Government be greater by three years and in the case of the employees of the Board and candidates belonging to Scheduled Castes/Scheduled Tribes by five years;
- (ii) 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 such selection was held, he shall be deemed to be entitled in respect of his age to appear at the next following selection;
- (iii) no candidate shall be permitted to avail of more than four chances to appear at a selection; and



- (iv) the Chairman may relax the age-limit in favor of nay candidate or class of candidates if he considers it to be necessary in the interest of fair dealing or in the public interest but, where this is considered necessary, a provision must be inserted' to this effect in the advertisement.

8. Qualification –

A candidate for direct recruitment as Trainee Engineer must besides having a thorough knowledge of Hindi in Devnagri script hold the following qualifications –

- (i) a Degree in electrical/mechanical/tele-communication/instrumentation Engineering from a University or Institution established by law in Uttar Pradesh or from any other Institution recognized by the State Government or a degree or diploma recognized as equivalent thereto by the State Government.
- or*
- (ii) Sections 'A' and 'B' of the Associate Membership of the Institution of Engineers (India);
- or*
- (iii) be an Associate, Member of the Institution of Electrical Engineers (London).

10. 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
 - (i) the Proctor or the Principal Officer of the University or Collage, as the case may be, in which he was last educated.
 - (ii) two responsible persons (not being relations) who are well acquainted with him in his private life and are unconnected with his University, Collage or School

Provided that the appointing authority may make further inquiries regarding the character 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 s State Government or by any Electricity Board shall not be eligible for appointment.

12. Marital 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.

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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.

13. Physical Fitness –

- (1) No person shall be selected for training as a Trainee Engineer unless he be in good mental and bodily health and free from any physical defect likely to interfere with his training or with the efficient performance of his duties as a member of the service. Before a candidate joins the training, he must pass an examination by the Medical Board, as appointed by the Board.
- (2) Regulations for the Medical Examination are given in Appendix 'F'.

PART – V – APPOINTMENT, PROBATION AND CONFIRMATION

14. Appointing Authorities –

The appointing authorities of the members of Service shall be as follows.

Name of Post	Appointing Authorities
1. Asstt. Engineer/ Asstt. Executive Engineer/ Senior Asstt. Engineer/Asstt. Engineer (Spl. Grade)/ Sr. Asstt. Engineer (Spl. Grade)	Chairman
2. Executive Engineer/Executive Engineer (Spl. Grade)	
3. Superintending Engineer	Board
4. All Officers above the rank of S.E.	

Provided that no appointment henceforth to the post of Asstt. Executive Engineer shall be made except where such appointment was due and is to be made effective from a date prior to 1-4-79 but where an officer may already be working as Asstt. Executive Engineer he will continue till such time as he is either placed in the higher scale of Sr. Asstt. Engineer, Asstt. Engineer (Spl. Grade), Sr. Asstt. Engineer (Spl. Grade) or promoted to the post of regular Executive Engineer or otherwise moves out of the scale.

15. Combined Waiting List For Assistant Engineers -

A combined waiting list will be prepared on the basis of the list received under Rule 6 of Appendix 'B' and the 'Select List' referred to in Rule 7 of Appendix 'C' by taking candidates in such a manner that every 1st and 4th vacancy is filled by a promoted officer (JE or Computer as the case may be) and the remaining vacancies are filled by Trained Engineer.

16. Submission of Certificates -

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

- (1) to produce the certificates prescribed in Regulation 11 and 13 and
- (2) to submit declarations.
 - (a) of his relationship to any person employed under the Board.
 - (b) of his being free from debt;
 - (c) of all immovable property including house property owned of 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 'G'; and
 - (d) for serving the Board loyally and faithfully in the form prescribed in Appendix 'H'.

17. Appointment to the Cadre of Assistant Engineer –

- (1) A person finally selected for appointment to the service in the manner prescribed in these Regulations shall be appointed thereto by the appointing authority (unless he subsequently becomes disqualified for appointment) on the occurrence of a vacancy. The appointments shall be made in the same order in which the names appear in the combined waiting list prepared under Regulation 15.
- (2) In case no approved candidate is available for such appointment on the list and 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 not be made for a period exceeding four months, without the specific approval of the Board.

18. Appointment to the Cadres of A.E.E, E.E., E.E. (S.G.), E.S ADDL C.E. AND C.E. -

- (1) Appointments to the posts in the cadres of the Service higher than that of Assistant Engineer shall be made by the Appointing Authority from the 'Select list' prepared in Rule 8(1) of Appendix 'D'. In making such appointment, the order in which the names of the officers appear in the Select List Shall be followed :
- (2) 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 List' in the order in which temporary and officiating appointments have been made under sub-regulation (1) above of this regulations.

Provided that in the case of officer officiating on a post under State Government immediately before their absorption in the Board's service, substantive appointment to a post in the cadre of the services shall be made in the order in which their names appear in the seniority list as prepared in accordance with the fifth provision to the Regulation 19.

19. Seniority –

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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 cadres 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 the Appointing Authority, or in other words, the order in which their names are placed in the 'Select List' or 'Combined Waiting List', as the case may be;

Provided secondly, that the Appointing Authority may direct that an officer whose period of probation is extended for failure to prove his fitness for confirmation be placed in the seniority list next below the last confirmed member;

Provided thirdly, that the relative seniority of members of the 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, as approved by the Appointing Authority;

Provided fourthly, that as between candidates who are appointed by direct recruitment and who are recruited by promotion in the same year, the seniority shall be determined in the order in which their names are arranged in the combined waiting list prepared under Regulation 15, provided that if in any year, it has not been possible to prepare the combined waiting list due to late selection either from Junior Engineers Service or from Computers (Selection Grade) or found outside or due to any other unavoidable reasons, the names in the gradation list shall be arranged in the same order in due course in respect of the vacancies allotted to each of the categories of candidates in that particular year, as in the combined waiting list and the seniority determined accordingly.

Provided fifthly that the inter-se seniority of Government Officers absorbed in the service of the Board, while officiating in any cadre of the Board's service, shall be the same as on the post held by them in the Government in a permanent/substantive capacity and in the case of those officers who were not permanent on any post at the time of absorption shall be the same as on the lower post held by them after regular selection in an officiating capacity.

20. Probation –

- (1) Every candidate shall, on appointment to a post in 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 continuous 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 service, 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 Engineers under the State Government.
- (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 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.

21. Confirmation –

A probationer shall be confirmed in his appointment after the completion of the period of his probation or the extended period of probation as the case may be, if :-

- (a) He has passed the departmental examination prescribed by the Board from time to time.
- (b) His integrity has been consistently certified; and
- (c) He is found fit, in all other respects, for confirmation by the Board.

PART VI – PAY AND ALLOWANCES

22. Scale of Pay :-

The scale of pay admissible to a person appointed to a post in the cadres of the Service, whether in a substantive or 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 the commencement of these Regulations will be found in Appendix 'A'.

Provided that the Board or any other competent authority 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.

23. Special Pay, Compensatory Allowance etc.

In addition to pay as in Regulation 22, a member of the Service shall also be entitled to such special pay, compensatory allowance, or post-graduates pay, if any, sanctioned by the Board from time to time, subject to such terms and conditions as may be prescribed by the Board.

24. Pay during probation :-

- (1) A person appointed to the service by direct recruitment, shall during the first year of probation, draw the minimum pay of the post in the scale admissible to him under

regulation 22 and shall receive his first increment when he has completed one year of service his first increment when he has completed one year of service and has also passed the departmental or other examination prescribed in Regulation 21, unless exempted there from. On confirmation he shall receive the second increment.

Provided that if the period of probation is extended on account of failure to give satisfaction, such extension shall not count for increment unless the appointing authority directs otherwise.

The provisions of this sub-regulation will, mutatis mutandis, apply to temporary employees also and a temporary Assistant Engineer will not get his second increment unless he passess Professional Examination, Part - I.

2. If an increment is withheld from a person during the period of probation only on account of his failure to pass the examination prescribed in Regulation 21, it shall be allowed to him on passing the examination with effect from the first month following that in which the examination is held and the period during which the increment is withheld shall count for increment in the time scale.
3. The pay during probation of officers recruited under clause (b) of sub-regulation (1) of Regulation 5 shall be regulated by the rules referred to in Regulation 27.

25. Criteria For Crossing Efficiency Bars

The following criteria shall govern the crossing of efficiency bars in respect of the persons appointed to the post or posts in the cadres of the Service:

- (a) No member of the Service In the cadre of Assistant Eng 10eers 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 suspicion.
- (b) No member of the Service in the cadre of Assistant Engineers 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 engineering ski II and has acquired adequate experience and knowledge of the Board's rules and regulations.
- (c) No member of the Service in the cadre of A. E. E.; Executive Engineers; E.E. (S.G.) shall be allowed to cross the efficiency bar unless he is found to have worked satisfactorily, efficiently and honestly and in the case of an Executive Engineer and E. E. (S.G.) unless he has shown adequate engineering skill in the up-keep and maintenance of the various installations under him and has displayed administrative capacity to carryon the work of a Division smoothly and efficiently.

PART - VII OTHER PROVISION

26. Canvassing

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 or indirectly, for his candidature will render him liable to be disqualified.

27. Regulation of pay, Allowances, Pension, Etc

Except as otherwise provided in these Regulations or as specially covenanted in any Service Agreement, the pay, allowances, pension, leave and other conditions of service shall be regulated by such corresponding rules of the State Government applicable to similar category of officers and may have been adopted by the Board until promulgation of regulations in this behalf by the Board,

28. Saving

Notwithstanding any-thing contained in these regulations:

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

Provided that the conditions of service of such persons as are absorbed under the Board shall be governed by the regulations of the Board which will not be less favourable than immediately prior to their absorption in the Board's service

- (2) The conditions of service of persons of the Electricity Supply Undertakings which have been taken over or may, in future, be taken over by the Board who may be holding or who may hold posts in the cadres of the service or posts declared in addition to the cadres of the service shall be governed by the Board's standard terms and conditions of Service if 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, 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.

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

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

- (2) when, in the opinion of the Board, it appears necessary to do so, the Board may make any appointment or appointments to the service in relaxation of these regulations 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, the Board shall be deemed to have made the appointment in relaxation of these Regulations.

30. Declarations :

The Board may, whenever considered expedient, delegate any of its power 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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APPENDIX-'B'

(See clause (a) of Sub Regulation (1) of Regulation 5)

Procedure for Direct Recruitment

1. The Board will announce the number of candidates to be recruited in leading newspapers of the State and invite applications from eligible candidates within such time as may be specified in the announcement.
2. Application shall be submitted direct to the Secretary to the Board on the prescribed form which may be obtained from the office of the Board.
3. The Board will hold a written test and/or interview as they deem fit either by themselves or through an outside Agency for selection of the candidates and will duly notify by registered post the date, time and place of such written test and/or interview.
4. Candidates shall pay the following fees:
 - (i) Cost of application form Rs.5 (to be sent along with a requisition for application form)
 - (ii) Application fee Rs. 7 (Rs. 2 for SC/ST candidates)
 - (iii) Written Test/Interview fee Rs. 20(Rs.7 for SC/ST candidates) or as may be decided by the Chairman.
5. The selection shall be made by a Selection Committee consisting of:
 - (i) Member of the Board (under Section 5 (4)(b) of E.(S). Act, 1948)
 - (i i) One Member of the Board (to be nominated by Chairman)
 - (iii) One Chief Engineer of the Board (to be nominated by Chairman.)
6. Marks will be awarded at the interview up to maximum of 200 to each candidate for his suitability for appointment in respect of general bearing and suitability, physique, personality, interest in outdoor life, intelligence, character and academic career. On the basis of the marks allotted, a list of the candidates shall be prepared in order of preference and forwarded to the Board. The Board shall recruit from the list so received such number of candidates as the Board may decide.
7. (1) All candidates will required to satisfy the minimum requirements of physical standards as prescribed in Regulation 13 and Appendix 'F'.
 - (2) The Board will arrange for medical examination of selected candidates by a Medical Board which shall send necessary certificates prescribed in Appendix 'F' testifying to the candidate's sound bearing and general physical fitness for rough outdoor work in the Operation and Maintenance Divisions/Units of the Board and to the fact that he bears on his body marks of successful vaccination.
8. Candidates who satisfy the provisions of clause 7 above shall have to undergo training for such period and on such terms as the Board may decide, including practical training. A candidate admitted to the training will have to execute a personal bond for Rs. 10,000 at the time of joining as A. E. (Trainee) together with a surety, who is solvent for not less than Rs. 10,000/- and in proof of the same the bond should be supported by a solvency certificate from a Revenue Officer not below the rank of Tehsildar, for serving the Board on the terms and conditions set forth therein for at least three years from the date of his initial

appointment on the post of A. E., after training, failing which the Bond will be forfeited to Board.

9. The facilities granted by the Board for training will be subject to the following conditions:
 - (i) That the progress of the trainee in his studies is satisfactory;
 - (ii) That the trainee gives security for refund of all payment made during the period of training in the event of his failing to qualify for appointment as Assistant Engineer, or for not executing the Bond as specified in Rule 8 above or for failing to join the post offered at the end of the period of training.
10. During the period of training, a trainee will be governed by such rules, regulations and orders as may be prescribed from time to time and the performance of the trainee shall be evaluated regularly through quarterly tests. If a trainee fails to pass three such consecutive quarterly test, his services shall be liable to be terminated forthwith.
11. On completion of the training and before appointment as Assistant Engineer, a trainee will be required to pass a final test as may be prescribed. He may also be required to sign a Service Agreement setting forth the terms and conditions of his appointment as may be prescribed,
12. If a trainee fails to qualify at the final tests for appointment as Assistant Engineer, his period of training may be extended and he may be given one more chance to pass the final test for appointment as Assistant Engineer subject to a maximum period of training of two years, where after the services of the trainee shall be liable to be terminated forthwith.
13. A candidate will loose his seniority if he fails to qualify in t he first test or tests.

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APPENDIX 'C'

(See clause (b) of Sub-Regulation (1) of Regulation 5)

- 1 (a) for purpose of recruitment under clause (b) and (c) of sub regulation 1 of Regulation 5, a selection based on merit with due regard to seniority shall be made, as far as possible, each year from amongst all the :
 - (i) members of Junior Engineers Service (Elec./Mech.) who are confirmed on the post and have rendered at *least* 10 years of service in the cadre out of which 4 years service must be in the selection grade.
 - (ii) Computers who are confirmed on the post and have rendered at least 10 years service as Computer/Draughtsman out of which 4 years must be in the Selection Grade of Computer and possessing any of the following qualifications
 - A. Diploma In Elec./Mech. Engg. issued by Universities established in India by an Act of Central/State Government
 - or
 - (B) 3 years Diploma in Elec./Mech. Engg. issued by the State Board of Technical Education.
- (b) The Reporting Officer will record an entry at the end of each year in the Character Roll of each confirmed Junior Engineer (Selection Grade) and confirmed Computer (Selection Grade) working under them stating that whether or not they consider him suitable in all respects for such promotion.
2. The Chief Engineer (Hydel) will invite recommendations from his Superintending Engineers about the candidates eligible for selection and the Superintending Engineers may consult their Executive Engineers before forwarding their recommendations.
3. In making their recommendation, the Superintending Engineers will also forward the personal files and the Character rolls of the Candidates to the Chief Engineer.
4. The recommendations received from the Superintending Engineers will be duly scrutinized by a Screening Committee consisting of the following:
 - (i) The Chief Engineer;
 - (ii) Addl. Chief Engineer;
 - (iii) A Senior Superintending Engineer to be nominated by the Chief Engineer.

The Screening Committee will prepare a list (separately for Junior Engineers and Computers) of the most suitable candidates arranged in order of seniority from amongst those found eligible for promotion to the post of Assistant Engineer or other equivalent posts, the number of candidates on the list so prepared will be double the number of vacancies available for appointment during the year.

5. The Chief Engineer will send the above list, together with the gradation list indicating the reasons for passing over the services, if any, and the character roll and personal files of all eligible candidates, of the Board by a fixed date.
6. The Selection Committee of the Board shall scrutinize the recommendations for final selection and in doing so, the Selection Committee may require any or all candidates to appear before them. The Selection Committee shall consist of the following:

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- (i) Chairman;
 - (ii) One whole time member of the Board (to be nominated by Chairman)
 - (iii) One Chief Engineer (to be nominated by Chairman)
7. The names of the candidates in the final list known as 'Select List' as approved by the Board, will be rearranged in order of their seniority in the present service and they will be appointed against the vacancies as and when they occur.
8. The 'Select List' will hold good for one year only or if the Board so require, until such time as the next selection is made.

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Appendix – 'D'

(See Sub-regulation (2) of Regulation 5)

1. Selection to the posts of Chief Engineer

Selection to the post of Chief Engineer and other equivalent posts as *may* be specified by the Board, in the cadre of the Service, shall be made from amongst permanent Superintending Engineers who have put in not less than 6 years service as Additional Chief Engineer/Superintending Engineer as such on July 1 of the year in which the selection is made.

2. Selection to the posts of Additional Chief Engineer

Selection to the posts of Additional Chief Engineer and other equivalent posts as may be specified by the Board, in the cadre of the Service, shall be made from amongst permanent Superintending Engineers who have put in 4 years service as such on July 1 of the year in which selection is made.

3. Selection to the posts of Superintending Engineer

Selection to the posts of Superintending Engineers and other equivalent posts, as may be specified by the Board, in the cadre of the Service shall be made from amongst the permanent Executive Engineer, who have, on July 1 of the year in which the selection is made, put in minimum of 15 years Service on Class II and higher posts under the I State Govt. or the Board.

Provided that out of the above 15 years, at-least 6 years service must have been rendered on the post of Executive Engineer and/or other equivalent post;

Provided further that officers, who have rendered not less than 6 years service as Executive Engineer as above may be considered eligible for appointment to temporary and officiating posts of Super-intending Engineers even if they have rendered less than 15 years service on Class II and higher posts.

4 (a) Eligibility for the scale of Executive Engineer (Special Grade)

A confirmed Assistant Engineer/Sr. Assistant Engineer/Executive Engineer who has rendered 14 years of regular service in the cadre of Assistant Engineer/Sr. Assistant Engineer or Executive Engineer (combined or isolated as the case may be) on 1-4.1979 or thereafter, on being found fit and deserving otherwise by the Selection Committee constituted under Rule 5 (2j) be entitled to the scale of Executive Engineer (Special Grade). Also officers who may already be in the scale of Senior Assistant Engineer (Special Grade) and Assistant Engineer (Special Grade) shall on their selection and promotion to a regular post or Executive Engineer be entitled automatically to scale of Executive Engineer (Special Grade). The conditions for award of next time bound pay scales will be same as applicable to crossing of Efficiency Bar

4(b) Selection to the post of Executive Engineer shall be made from amongst permanent

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Assistant Engineers who have completed not less than 7 years service as Assistant Engineer (Including the services as A. E. E./Sr. A. E./Sr. A. E. (Special Grade) on July 1 of the year in which selection is made

Provided however, that Senior Assistant Engineer (Special Grade) on promotion as Executive Engineer shall be allowed the scale of Executive Engineer (Special Grade).

4(c) Eligibility for the scale of Senior Assistant Engineer

Officers on completion of 9 years of regular service as Asstt Engineer, Assistant Executive Engineer (combined or isolated as the case may be) on 1.4.1979 or thereafter and confirmed as Assistant Engineer shall on being found fit and deserving otherwise by the Selection Committee, constituted under rule 5(2), and if not already promoted in the meanwhile to the regular post of Executive Engineer be entitled to the scale of Senior Assistant Engineer and designated as such

The conditions or award of next time bound pay scales will be same as applicable to crossing of efficiency bar.

Provided further that ;

1. Only those permanent Assistant Engineers will be eligible to the scale of Senior Assistant Engineer who have passed Professional Part I and Language Examination as prescribed by the Board for officers of the Uttar Pradesh State Electricity Board, whether under the State Government or under the Board
2. In case permanent officers for the post of Senior Asstt Engineer are not available for consideration for any reason officers who have completed the required period of service, even though temporary or officiating may be considered for that post
3. The Selection Committee may for special reasons to be recorded relax any requirement under the rule in respect of length of service/requisite experience as the case may be.

5(1) Committee(s) to make selection

The selection of the various posts in the cadres of the Service shall be made by a Selection Committee consisting of the following members.

- A. For the posts of Chief Engineer, Addl. Chief Engineer and Superintending Engineers.
1. All members of the Board
 2. Secretary to Govt., U P. Judicial Department; and
 3. Director General, Bureau of Public Enterprises, U.P. Govt.

"The Quorum of the meeting for Selection to the posts as above shall be as follows:

1. Chairman, U.P. State Electricity Board
 2. Any two officers from amongst the Secretary to Govt., UP (Energy Department)/(Finance
- 14 22

Department)/(Bureau of Public Enterprises] and (Judicial Department)

3. Any two Members from amongst the four whole time Members of the Board.

B. For the posts of Executive Engineers.

- (i) Chairman
- (ii) Member appointed under Section 5(4) (b) of Electricity (Supply) Act, 1948. Chairman.
- (iii) Two other members of the Board nominated by the

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

- (a) Chairman
 - (b) Member appointed under Section 5 (4) (b) of the Electricity (Supply) Act 1948.
 - (c) One Member out of two mentioned at (iii) above
- 5(2) Committee to decide entitlement to the scales of Executive Engineer (Special Grade), Senior Assistant Engineer (Special Grade) and Senior Assistant Engineer.

For the scale of Executive Engineer (Special Grade), Senior Asstt. Engineer (Special Grade), and Senior Assistant Engineer, the screening of officers to determine whether or not they are fit and deserving for purpose of their entitlement to the scale of Executive Engineer (Special Grade), Sr. Assistant Engineer (Special Grade) or Senior Assistant Engineer shall be carried out by the Selection Committee consisting of (i) Member (D) (ii) Secretary, UPSEB and (iii) Controller of Audit and Accounts.

6. **Criteria for promotion**

The selection to the post of Chief Engineer, Addl Chief Engineer, and Superintending Engineer shall be made on the basis of MERIT and, Suitability in all respects while promotion to the posts of E.E. shall be based on seniority subject to the rejection of the unfit,

7. **Preparation of a list for selection and of selected candidates**

- (1) The Selection Committee shall, keeping in view the criteria, on the basis of the selection to a particular post in the service, prepare a list of such officers as are adjudged by it to be most suitable for promotion to that post.
- (2)(a) The list in case of Selection for the posts of superintending Engineer and above shall be rearranged in order of seniority in the cadre from which the selection is made. The list in the case of selection to the posts of Executive Engineer shall be prepared in order of seniority in the cadre of Assistant Engineer and Executive Engineer respectively
- (2)(b) The list in the case of officers entitled to the scale of senior Assistant Engineer, Assistant Engineer (Special Cadre), Senior Assistant Engineer (Special Grade) & E.E. (Special Grade) shall be prepared in order of seniority in the cadre of Assistant
- (c) The Chairman shall issue appointment orders in respect of Superintending

 

Engineers, Executive Engineers (Special Grade), Executive Engineers, Sr. Asstt. Engineers, Sr. Asstt. Engineers (Special Grade) & Assistant Engineers.

- (d) The list of the officers selected for the posts above Superintending Engineers shall be placed before the Board for approval
- (3) The list so prepared shall be reviewed and revised every year and fresh names added to it, if necessary.
- (4) 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 Selection Committee shall record its reasons for the super session. The reasons so recorded shall, however, not be communicated to the officer concerned.

8. Select list and its validity :

- (1) The list, as approved by the Board. shall form the 'Select List' for each category of post.
- (2) The Select list shall ordinarily be in force until it is reviewed or revised in accordance with sub-para (3) of para 7 above.
Provided that in the event of a great lapse in the conduct or performance of duties on the part of any officer included in the 'Select List' a special review of the Select List may be made at any time by the Selection Committee.

Provided further that if another selection is made within the same year, special reports about the officers eligible for selection shall be obtained.

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APPENDIX – 'E'

(See Regulation 6)

Representation of Scheduled Castes, etc in public service

- A. In pursuance of the provisions of clause (4) of Article 16 and of Article 335 of the Constitution, the Governor is pleased to order that consistently with the maintenance of efficiency of administration
- the interest of the backward classes shall, in general, be borne in mind in making appointments; and
 - there shall be a general reservation of 18 per cent of the vacancies for members of the Scheduled Castes in making appointments to services and posts in connection with the affairs of the State of Uttar Pradesh.

Provided that if in anyone year candidates of the Scheduled Castes fail to be recruited to any service or establishment to the extent of 18 percent, the deficiency shall be made good in the recruitment to the service or establishment concerned in the following year:

Provided further that the reservation on account of the deficiency shall not be carried forward for more than two years.

Explanation-Till such time as the reservation of 18 per cent of the vacancies for members of the Scheduled Castes is not completed in the cadres of the posts included in the establishment this reservation for Scheduled Castes candidates would be 25 per cent subject to the condition that total Castes candidates would be 25 percent subject to the condition that total number of such reserved vacancies, together with the carried forward vacancies, if any. does not exceed 45 percent of the total vacancies. at any particular recruitment.

- B (i) 'भारत के संविधान के अनुच्छेद 335 के अधीन अनुसूचित जन-जातियों को केन्द्र अथवा प्रदेश की सेवाओं/पदों में भर्ती के सम्बन्ध में अनुसूचित जातियों के समान ही माना गया है। अतः श्री राज्यपाल ने यह निर्णय किया है कि इस आदेश के जारी होने के दिन से अनुसूचित जन-जातियों को वे सभी सुविधायें, जो अनुसूचित जातियों के अभ्यर्थियों को प्राप्त हैं, यथा (1) सेवाओं में आरक्षण (2) अधिकतम आयु-सीमा में छूट तथा (3) लोक सेवा आयोग द्वारा आयोजित प्रतियोगितात्मक परीक्षाओं/चयनों की फीस में छूट दी जाय।
- (II) भविष्य में अनुसूचित जन-जातियों के सदस्यों को राज्य सेवाओं/पदों में दो प्रतिशत आरक्षण प्राप्त रहेगा और भर्ती हेतु निर्धारित अधिकतम आयु-सीमा में 5 वर्ष की छूट दी जायेगी। लोक सेवा आयोग द्वारा आयोजित प्रतियोगितात्मक परीक्षाओं के सम्बन्ध में ली जाने वाली परीक्षा/साक्षात्कार की एक तिहाई फीस ली जाया करेगी।
- (III) आरक्षित रिक्तियों के लिए पर्याप्त संख्या में अनुसूचित जन-जातियों के उपर्युक्त अभ्यर्थियों के प्राप्त न होने पर ऐसी रिक्तियों को अनारक्षित रिक्तियों के समान समझकर भर्ती उसी समान की जायेगी किन्तु भर्ती के अनुवर्ती अवसरों पर अग्रणीत (Carry Forward) की जायेगी। इस प्रकार, आरक्षित रिक्तियों को अनुसूचित जन-जातियों के अभ्यर्थियों के लिए पांच साल की अवधि तक उपलब्ध रखा जायेगा। तत्पश्चात् इन रिक्तियों को अनारक्षित समझा जायेगा।

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Appendix – 'f'

Regulation for the Medical Examination of Candidates for Recruitment as Trainee Engineer

1. To be passed as fit for recruitment a candidate must be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of the duties of Assistant Engineer.
2. In the matter of correlation of age, height and chest girth of candidates, it is left to the Medical Board to use whatever correlation figure are considered most suitable as a guide in the examination of the candidates.
3. The candidate's height will be measured as follows, he will remove his shoes and be placed against the standard with his feet together and the weight thrown on the heels and not on the toes or outer sides of the feet. He will stand erect without rigidity and with the heels, calves, buttocks and shoulders touching the standard, the chin will be depressed to bring the vertex of the head level under horizontal bar and the height will be recorded in meters and centimeters. No fixed limit of height is, however, enforced.
4. The candidate's chest will be measured as follows :
He will be made to stand erect with his feet together and to raise his arms over his head. The tape will be so adjusted round the chest that its upper edge touches the inferior angles of the shoulder blade behind, and its lower edge upper parts of the nipples in front. The arms will then be taken down so that the shoulders are not thrown upwards or backwards so as to displace the tape. The candidate will then be directed to take a deep inspiration several times and the maximum expansion of the chest will be carefully noted.
The minimum and maximum will then be recorded in centimeters 84-89, 85-92.
In recording the measurement, fractions of less than half centimeters should not be recorded.
5. The candidates will also be weighted and his weight recorded in kilogram. Fractions of less than half a kilogram should not be noted.
6. (a) The examination for determine the acuteness of vision includes two tests; one for distance, the other for near vision. Snellen's test types will be used for the test for distance vision, without glasses at a distance of 6 meters and for the test for near vision, without glasses at any distance selected by the candidates. The standards of the minimum acuteness of vision which will be used for guidance in the examination of a candidate are as follows:

Standard – I

Right Eye
Distant Vision – 6/6
Near Vision – Read, 0.6

Left Eye
V=6/6
Reads 0.6

Standard – II

Better Eye

Worse Eye

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Distant Vision V= 6/6

V, without Glasses, not below 6/6 and after correction with glasses not below 6/24

Near Vision - Reads, 0/6

Read I.

Standard - III

Better Eye

Distant vision V, without glasses not below 6/24 and after correction with glasses not below 6/6

Near vision - Reads 0.8

Worse Eye

V, without glasses = not below 6/24 after correction with glasses = not below 6/12

Read I.

- (b) Each eye must have a field of vision as tested by hand movement
- (c) Squint or any morbid condition of the eye or of the lids or of either eye liable to the risk of aggravation on recurrence will cause the rejection of the candidate.
- (d) Each eye will be examined separately and the lids must be kept wide open during the test.
- (e) Inability to distinguish the principal colors will not be regarded a cause for rejection, but the fact will be noted in the proceeding and the candidate will be informed.
- (f) The degree of acuteness of vision of all candidates for appointments will be entered in the proceedings in the following manner:
V.R. = ... with glasses = Reads.....
V.L. = ... with glasses = Reads.....
- (g) In cases of serious abnormality the opinion of an ophthalmic specialist should be obtained.
- 7. The urine (passed in presence of the examiner) should be examined and the result recorded.
- 8. The following additional points should be observed:

That the candidate's hearing in each year is good and that there is no sign of disease of the year.

A candidate who can hear a forced whisper at a distance of 3 meters with his back towards the examiner should be considered fit. Each of his ears should be tested separately, the other being plugged with oiled wool for the time being.

When any defect is found it must be noted in the certificate and the medical examiner should state his opinion whether or not is likely to interfere with the efficient performance of the duties which will be required of the candidate. If the condition is remediable by operation is should be so stated.