

DRAFT
UJVN Limited

UJVN Limited Engineers (E&M) Service Regulations, 2014

In exercise of the powers conferred by Article-49 read with Article-50 Sub Article (16) & (19) of Articles of Association of UJVN Limited, the Board of Directors of UJVN Limited hereby make the following rules regulating recruitment and conditions of service of Engineers(E&M).

PART – I
GENERAL

1. Short title and commencement:

- (1) These rules may be called, the UJVN Limited Engineers (E&M) Service Regulations – 2014.
- (2) These shall come into force with immediate effect.
- (3) The UPSEB Services of Engineers Regulations, 1970 (as amended from time to time and orders issued) in force before the commencement of these rules are hereby repealed.

2. Applicability :(1) These Regulations shall apply to the Engineer Officers (E&M) of the company including those who have been transferred from U.P Jal Vidyut Nigam Limited and have been absorbed in the service of UJVN Limited in pursuance of Uttar Pradesh Re-organization Act, 2000. The cadre includes the posts of Assistant Engineer, Executive Engineer, Dy. General Manager/ Superintending Engineer, General Manager/ Chief Engineer and Executive Director.

3. Overriding effect of these rules: In the event of any inconsistency in between these rules and a specific rule or rules pertaining to any of the aforesaid posts in the cadre:-

- (i) the provisions, contained in these rules shall prevail to extent to the inconsistency in case the specific rules were made prior to the commencement of these rules, and
- (ii) the provisions, contained in the specific rules shall prevail in case they are made after the commencement of these rules.

4. Definitions: In these Regulations, unless the context otherwise require;

- (i) 'Appointment' means appointment in any post of the cadre by direct recruitment or by selection through departmental examination or by promotion.
- (ii) 'Appointing Authority' for the members of the service shall be the authority specified in regulation seven 'or any other authority if so notified by a separate order of the Nigam.
- (iii) 'Assistant Engineer' means an Assistant Engineer (E&M) who may be appointed as such by the Appointing Authority. It includes such other posts of equivalent status, as may be notified by the Company from time to time and included in the Cadre.
- (iv) 'Board' means the Board of Directors of the Company;

- (v) 'Company' means UJVN Limited incorporated under Companies Act-1956 which may also be referred as Nigam under the rules.
- (vi) 'Chairman' means Chairman of the Board of Directors of the Company;
- (vii) 'Degree of a University' means Degree in Engineering obtained through a regular course of a University established by a Central or State Act or any other Institution recognized for this purpose by the UGC or AICTE.
- (viii) 'Director' means full time or part time or ex-officio member of Board of Directors;
- (ix) 'Director (HR)' means the Director who is appointed or nominated to look after the matters related to Human Resources & Administration of the Company;
- (x) 'Disciplinary Authority' means the appointing authority or any other authority as may be specified to be the Disciplinary Authority in respect of any of the post/posts and includes all the authorities superior to the appointing authority.
- (xi) 'Executive Engineer' means the Executive Engineer who may be appointed by the Appointing Authority; it includes other posts of equivalent status which may be included in the Cadre.
- (xii) 'Government' means Government of Uttarakhand State;
- (xiii) 'Governor' means Governor of Uttarakhand State;
- (xiv) 'Assistant Engineer (Trainee)' means a candidate holding a regular degree in Engineering from a University established by a Central or State Act or any other Institution recognized for this purpose by the UGC or AICTE or AMIE (Section A&B) Degree, who is selected by the Company in the manner prescribed in these rules for a course of training under the Company.
- (xv) 'M.D.' means Managing Director of the company and shall also include any Director authorized to discharge the function of M.D. either by delegation or otherwise by the State Government;
- (xvi) 'Reporting Officer' means an Officer designated as such for the purpose of controlling and appraising of the work of the officer reporting to him;
- (xvii) 'Reviewing Authority' means an Officer designated as such for the purpose of reviewing the decisions of the reporting Officer;
- (xviii) 'Accepting Authority' means an Officer designated as such for the purpose of reviewing/accepting the decision of the Reviewing Officer;
- (xix) 'Departmental Promotion Committee (D.P.C)' means a Committee specified in Clause 21(b)
- (xx) 'Select List' means the list of Candidates prepared in accordance with these Regulations;
- (xxi) Dy. General Manager/Superintending Engineer' means a Dy. General Manager Superintending Engineer who may be appointed by the Appointing Authority; it includes other posts of equivalent status which may be included in the cadre.
- (xxii) 'Trained Engineer' means an Assistant Engineer (Trainee) who after a course of successful training under the Company is declared fit for appointment as an Assistant Engineer under the Company.
- (xxiii) 'Waiting List' means the list of selected candidates waiting for appointment;
- (xxiv) 'Year of Recruitment' means the year starting from 1st of July to 30th June of next calendar year;
- (xxv) 'Member of the service' means a person appointed in a substantive capacity under the provisions of these rules and orders/rules in force previous to the commencement of these rules, to a post in the cadre of the service.
- (xxvi) Cadre means the unit or class of posts of service of Engineers (E&M)

PART – II
CADRE

5. Strength of service: The strength of the service of Engineers (E&M) and of each cadre of posts therein shall be such as may be determined by the Company from time to time & approved by the Government.

Provided the appointing authority may leave unfilled or may hold in abeyance any post or class of posts without thereby entitling any person to compensation.

6. Classification of Cadres & Pay Scales

- (1) The scale of pay admissible to persons appointed to the various cadres of posts in the Establishment whether in a substantive or officiating capacity or as a temporary measure shall be such as may be determined by the Government from time to time.
- (2) The scales of pay at the time of commencement of these rules are as follows:-

Sl. No.	Name of post	Scale of pay effective from 1-1-2006	
		Pay Band	Grade Pay
1.	Executive Director	Rs 37400- 67000	11500
2.	General Manager/Chief Engineer	Rs 37400 - 67000	10000
3.	Dy. General Manager/Superintending Engineer	Rs 37400 - 67000	8900
4.	Executive Engineer	Rs 15600 - 39100	6600
5.	Assistant Engineer	Rs 15600 - 39100	5400

7. Appointing Authority: 'Appointing Authority' for the members of the service shall be as given under;

Post	Appointing Authority
1. ED/GM/CE/ DGM/SE/EE	Managing Director
2. For the posts AE	Director-HR/Executive Director-HR

PART –III
RECRUITMENT

8. Sources of recruitment: The sources of recruitment to the various categories of posts shall be as follows:

	Name of Post	Source of Recruitment	
8.1	Executive Director (E&M)	By promotion who have put in a minimum of total 2 years service on the posts of General Manager (E&M)/Chief Engineer (E&M) as on 1 st July of the selection Year & having minimum 70% overall ACR ratings. Promotion shall	100%

	Name of Post	Source of Recruitment	
		be done on the basis of “merit cum Seniority”.	
8.2	General Manager (E&M)/Chief Engineer (E&M)	By promotion from Dy. General Manager/Superintending Engineer (E&M) who have put in a minimum of 4 years service on that post as on 1 st July of the selection Year & having minimum 65% overall ACR ratings. Promotion shall be done on the basis of “merit cum Seniority”.	100%
8.3	Dy. General Manager (E&M)/Superintending Engineer (E&M)	By promotion from Executive Engineers (E&M) who have put in a minimum of 6 years service on that post and overall 15 years service as on 1 st July of the selection Year & having minimum 60% overall ACR ratings.	100%
8.4	Executive Engineer (E&M)	By promotion from confirmed Assistant Engineers (E&M) who have put in a minimum of 7 years service as Assistant Engineer as on 1 st July of the selection Year. Promotion shall be based on Seniority subject to the elimination of unfit.	100%
8.5	Assistant Engineer (E&M)	<p>8.5.1 By appointment from amongst ‘Assistant Engineer (Trainees) E&M’ who have successfully completed the training period.</p> <p>8.5.2 By promotion from amongst members of Junior Engineers who are confirmed on the post and have rendered at least 10 years of service as on 1st July of the selection Year.</p> <p>8.5.3 By promotion from amongst Junior Engineers/Technical Assistants confirmed on the post having qualification of B.E./A.M.I.E (Section-A&B) in Electrical /Mechanical/Electronics/Electronics & Communication Engineering who have completed ten years of service as on 1st July of the selection Year.</p> <p>8.5.4 By promotion from amongst the Technical Assistants (E&M) who are confirmed on the post and have rendered at least 10 years service on 1st July of the selection Year.</p>	<p>50.34 %</p> <p>40.00%</p> <p>8.33 %</p> <p>1.33 %</p>

PART –IV
QUALIFICATIONS FOR DIRECT RECRUITMENT

9. Reservation: Reservation for the candidates belonging to Scheduled Castes, Scheduled Tribes, and other categories shall be in accordance with the orders of the Government in force at the time of recruitment. The scheduled castes/scheduled tribes only can be appointed on the post reserved for SC/ST. The general candidates are not eligible for that post.

10. Nationality: A candidate for direct recruitment must be;

- (a) a citizen of India, or
- (b) a Tibetan refugee who 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, Sri Lanka and East African countries of Kenya, Uganda and United Republic of Tanzania (Formerly known as Tanganyika and Zenzibar) with the intention of permanently settling in India.

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

Provided further that a candidate belonging to category (b) will also be required to obtain a certificate of eligibility granted by the Deputy Inspector-General of Police, Intelligence Branch, Uttarakhand;

Provided also that if a candidate belongs to category (c) above no certificate of eligibility will be issued for a period of more than one year and such candidate can be retained in service after a period of one year only if 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 interview and may also be provisionally appointed subject to the necessary certificate being obtained by him or issued in his favour.

11. Age: A candidate for direct recruitment must have attained the age of 18 years and must not have attained the age of 35 years as on 1st day of January if the advertisement for direct recruitment is published between 1st January to 30th June and on 1st day of July if advertisement is published between 1st July to 31st December of the year. There will be no upper age limit for departmental candidates.

Age for the purpose of these regulations shall be computed from the date of Birth. The evidence for the date of birth will be High School certificate or equivalent examination passed before entering the service.

Provided that the upper age-limit in the case of candidates belonging to the Scheduled Castes, Scheduled Tribes and such other categories as may be notified by the Government from time to time shall be greater by such number of years as may be specified.

12. Academic/Technical qualification: General & other backward category candidates for direct recruitment to the posts of Assistant Engineers (Trainee) E&M should have a regular Degree in Engineering in Electrical/ Mechanical/Electronics/ Electrical & Electronics/ Electronics & Communication / Applied Electronics and Instrumentation with minimum 55% marks from a University or Institution established by law or from any other Institution recognized by the Central/State Government. Departmental candidates with 50% marks and SC/ST candidates with pass marks shall be eligible.

or

Pass in Sections 'A' and 'B' of the Associate Membership of the Institution of Engineers (AMIE) in Electrical/Mechanical Electronics/ Electrical& Electronics/ Electronics& Communication/ Applied Electronics and Instrumentation.

13. Relaxation for ex-servicemen and certain other categories: Relaxation, if any, from any maximum age-limit, educational qualifications or / and any procedural requirements of recruitment in favour of the Ex-servicemen, disabled military personnel, dependants of military personnel dying in action, dependants of Nigam servants dying in harness and sportsmen & any other category shall be in accordance with the general rules or orders of the Uttarakhand Government in this behalf in force at the time of recruitment. Relaxations to serving Nigam employees shall be such as may be specified by the Nigam.

14. Character: The character of a candidate for direct recruitment must be such as to render him suitable in all respects for employment under the Nigam/Company. He must produce a certificate of good character from:

(i) The Proctor or the Principal academic officer of the University or College or last employer in which he was last studied/employed, and

(ii) Two responsible persons (not being relatives) who are well acquainted with him and are not connected with his University, College or School:

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

Note: - Persons dismissed by the State Government or the Union Government or by a local authority or a Nigam or a Body owned or controlled by the Union Government or a State Government shall be deemed ineligible for appointment to a post in the Establishments. Persons convicted of an offence involving moral turpitude shall also be ineligible.

15. 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 living, shall not be eligible for appointment to the Establishment. Provided that the Governor, if satisfied that there exist special ground for doing so exempt any person from the operation of this rule.

16. Physical Fitness: No person shall be appointed by direct recruitment as a member of the Service unless he is in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of his duties.

A candidate found suitable for appointment on the results of a competitive examination shall be required to produce a certificate of fitness from a State Medical Board.

PART –V PROCEDURE FOR RECRUITMENT

17. Recruitment to be made every year: Selection for recruitment under these rules shall be made every or as and when necessary

18. Constitution of Selection Committee- Direct recruitment shall be made by a selection committee constituted by the approval of appointing authority comprising of:-

For the posts of AE (E&M)

- (1) Managing Director
- (2) Director-HR/Executive Director-HR
- (3) Any one of the full time Directors of Technical functions.
- (4) An officer representing SC/ST category not below the level of DGM/SE if the appointing authority or any other member of selection committee does not belong to SC/ST category.

(5) One subject expert from any reputed institution/university/organization/Power sector shall be nominated by the Managing Director to the Selection Committee.

Note-: The quorum for selection shall be considered complete if 3/4th of the members of the Committee are present. However, the presence of the Chairman of the Committee is essential.

Provided that at the time of convening the meeting of the selection committee for promotion or direct recruitment, if the post of the concerned Director nominated to the committee is vacant or the Director is not present in the organization due to any reasons, the Managing Director can nominate an officer of the equivalent status from any other Corporation.

19. PROCEDURE FOR SELECTION:-

(1) The candidates shall be appointed as Assistant Engineer (Trainee) against the vacant posts/ likely vacant posts of Assistant Engineer (E&M) earmarked for direct recruitment.

(2) The appointing authority shall determine the number of branch wise vacancies to be filled during the selection year as also the number of the vacancies to be reserved for the candidates belonging to the Scheduled Castes, Scheduled Tribes and other categories.

(3) Direct recruitment to the post of Assistant Engineer (Trainee) E&M shall be made through an open written competitive examination followed by interview. Out of the total marks fixed for written examination and interview 12% marks shall be kept for interview.

(4) For this purpose, the appointing authority shall issue an advertisement in two local daily newspapers and two national newspapers inviting applications from the eligible candidates.

(5) The written examination and interview shall be held on such date/dates and at such place/places as may be decided by the Nigam.

(6) Written examination shall be objective type. Question paper will have two parts-Part I & II. Part-I shall consist of questions of General Knowledge, analytical ability, reasoning and quantitative aptitude etc. of 50 marks. Part-II shall consist of questions on related Engineering subjects of B.E. level of 126 marks. All questions will be objective type multiple choice with four alternative answers, out of which only one will be correct/best answer. Each correct answer will be awarded one mark. There will be ¼ minus marking for each wrong answer. Question papers will be bilingual i.e. in Hindi and English.

(7) The minimum qualifying percentage of marks in the written examination shall be 45% for General & OBC and 35% for Scheduled Caste/Scheduled Tribes categories candidates or as decided by the Nigam from time to time.

(8) Merit list of the candidates qualifying in the competitive written examination shall be prepared by arranging the qualifying candidates in the descending order of marks obtained in the written exam.

(9) Candidates having equal marks in written examination shall be arranged in such a manner that candidate older in age shall be placed at higher position in the merit list.

(10) Marks obtained in written examination shall be kept in sealed envelope and not to be disclosed in any case till the interviews are over.

(11) Interview & Final Merit List

- (i) On the basis of merit list of the written examination, candidates shall be called for interview in 1:3 ratio for each category of posts. However all the Tie candidates with the last candidate called for interview shall be called to appear in interview.
- (ii) In assessing the merit and general suitability of the candidates, the interview/selection committee shall, not only take into consideration the qualifications and experience prescribed for the post but shall also have regard for the candidates intelligence, character, personality, physical and general suitability for appointment.
- (iii) After the interviews have been completed, the selection committee shall prepare final merit list of candidates appeared in the interview on the basis of marks obtained in written examination and interview.

20. Select List:

- (i) On the basis of final merit list, the selection committee shall prepare a select list of candidates against the vacancies of each category as advertised.
- (ii) Waiting list of 25% vacancies or in all categories shall be prepared.
- (iii) Select list and waiting list shall hold good for one year from the date of disclosure of results.
- (iv) Chairman/ MD/Appointing authority can cancel or keep in abeyance the recruitment process at any stage during the recruitment.

21. Selection By Promotion:

(a) Criteria of Promotion:

Name of Post	Eligibility for Promotion
Executive Director (E&M)	By Promotion who have put in a minimum of total 2 years service on the posts of Chief Engineer /General Manager as on 1 st July of selection year & having minimum 70% overall ACR ratings. Promotion shall be done on the basis of “merit cum Seniority”.
General Manager/CE (E&M)	Promotion from Dy. General Manager/SE who have put in a minimum of 4 years service on that post as on 1 st July of the selection Year & having minimum 65% overall ACR ratings on the basis of ‘merit cum Seniority’.
Dy. General Manager/SE (E&M)	Promotion from Executive Engineers who have put in a minimum of 6 years service on that post and overall 15 years service as on 1 st July of the selection Year & having minimum 60% overall ACR ratings on the basis of ‘merit cum Seniority’.

Name of Post	Eligibility for Promotion
Executive Engineer (E&M)	Promotion from confirmed Assistant Engineers who have put in a minimum of 7 years service as Assistant Engineer as on 1 st July of the selection Year based on seniority subject to the elimination of unsuitable.
Assistant Engineer (E&M)	<p>1. Promotion from amongst members of Junior Engineers who are confirmed on the post and have rendered at least 10 years of service as on 1st July of the selection Year based on seniority subject to the elimination of unsuitable as per the quota.</p> <p>2. Promotion from amongst Junior Engineers/ Technical Assistants confirmed on the post who have acquired the qualification of B.E./ A.M.I.E (Section-A&B) in Electrical/ Mechanical/ Electronics/ Electronics & Communication Engineering and have completed ten years of service as on 1st July of the selection Year based on seniority subject to the elimination of unsuitable as per quota.</p> <p>3. Promotion from amongst the Technical Assistants (E&M) who are confirmed on the post and have rendered at least 10 years service on 1st July of the selection Year based on seniority subject to the elimination of unsuitable as per quota.</p>

(b) Procedure of Promotion:

Promotions shall be made within the cadre from amongst eligible candidates through selection by the Departmental Promotion Committee (DPC) constituted as per the approval of the appointing authority consisting of the following members-

(A) For the posts of DGM and above

- (1) Chairman
- (2) Managing Director
- (3) Director-HR/Executive Director-HR
- (4) Any one of the full time Directors of Technical functions.
- (5) An officer representing SC/ST categories not below the level of CE/GM if the appointing authority or any other member of DPC does not belong to SC/ST category.

(B) For the posts of AE and higher posts but below DGM

- (1) Managing Director
- (2) Director-HR/Executive Director-HR
- (3) Any one of the full time Directors of Technical functions.
- (4) An officer representing SC/ST categories not below the level of CE/GM if the appointing authority or any other member of DPC does not belong to SC/ST category.

Note: The quorum for selection shall be considered complete if 3/4th of the members of the Committee are present. However, the presence of the Chairman of the Committee is essential.

Provided that at the time of convening the meeting of the Departmental Committee for promotion, if the post of the concerned Director nominated to the committee is vacant or the Director is not present in the organization due to any reasons, the Managing Director can nominate an officer of the equivalent status from any other Corporation.

PART-VI
APPOINTMENT, PROBATION, CONFIRMATION & SENIORITY

22 (a) Appointment as Assistant Engineer (Trainee):

- (1) All appointments shall be made only against sanctioned posts in the cadre. The candidates shall be appointed as Assistant Engineer (Trainee) against the vacant posts/ likely vacant posts of Assistant Engineer (E&M) earmarked for direct recruitment.
- (2) The appointing authority shall make appointments from the select list of candidates in the order in which their names appear in the list.
- (3) If a candidate appointed from the select list does not join, a candidate from the waiting list shall be appointed in the order of merit. However if a candidate appointed from the select list joins and there after resigns within a period of one year, this vacancy shall not be filled from waiting list but shall be carried forwarded for the next recruitment.
- (4) The candidates appointed as Assistant Engineer (Trainee) E&M shall have to undergo training for a minimum period of one year or such period as may be decided by the Nigam/Company.
- (5) 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 reports.
- (6) On completion of the training and before appointment as Assistant Engineer (E&M), a trainee will be required to pass a final test, as may be prescribed

If a trainee fails to qualify at the final tests for appointment as Assistant Engineer (E&M) , 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 (E&M) subject to a maximum period of training of two years, where after the services of the trainee shall be liable to be terminated forthwith.

- (7) Candidate will lose his seniority if he fails to qualify in the first test or subsequent tests.

(b) Submission of Certificates/ Declaration By Candidates:

A directly recruited candidate shall be required to produce /submit the certificates/ testimonials/ Affidavits/ Bond and declarations in the prescribed formats at the time of joining as given here under. In the absence of the same joining shall not be accepted.

(a) Certificates/ testimonials/ Affidavits/ Bond :

(I) Self attested photocopies of all the Academic/Technical/Professional qualifications from High School onwards & experience certificate along with originals for verification. The originals shall be returned after verification.

(II) Proof of date of birth.

(III) Character Certificates;

Candidate shall be required to produce;

(i) A certificate of good character in original from the Proctor or the Principal/ Academic officer of the College or University last attended or his/her last employer.

(ii) Certificate of good character in original from two responsible persons (not being relatives) who are well acquainted with him and are not connected with his University, College or School:

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

(IV) Relieving letter/order from the last employer if the candidate was employed in any Government or Semi Government / Public Sector organization or Autonomous body

(V) Certificate of medical fitness for service issued by a State Medical Board.

(VI) SC/ST/OBC certificate wherever applicable.

(VII) Permanent resident / Original inhabitant of Uttarakhand State certificate wherever applicable.

(VIII) Employment Exchange registration certificate wherever required for class III & Class IV posts.

(b) Declarations /Nomination forms/ Affidavits

(IX) Declaration about the marital status & of not having more than one wife living/not married to a person already married. Format-A

(X) Declaration of his/ her relationship to any person employed in the Company in Format-B

(XI) Declaration of being free from debt. Format-C

(XII) Declaration of all movable or immovable property including house property owned or acquired by him/her or member of his/her family dependent on him/her. Full and accurate details of such property be given by him/her in the prescribed Format-D

(XIII) Oath of Allegiance to the Nigam in the prescribed Format-E on a Stamp Paper duly verified by the Notary/Magistrate

(XIV) Declaration of not having any affiliation/association with any political party on the prescribed Format-F

(XV) Declaration of being /not being employed with any Govt./Semi Govt./Public Sector Organization on the prescribed Format-G

(XVI) Declaration of family members and dependents in the prescribed format-H

- (XVII) Details in prescribed format for Character and antecedents verification in prescribed format-I in (four copies).
- (XVIII) Nomination for payment of gratuity as per Payment of Gratuity Act, 1972 as amended in the prescribed format
- (XIX) Nomination under the Provident Fund & Misc. Provisions Act, 1952 as amended and Employees Pension Scheme, 1995 in the prescribed Performa.
- (XX) Affidavit about the correctness and authenticity of the certificates / testimonials/declarations produced/ submitted by the candidates.
- (XXI) Service Bond on stamp paper for serving the company for three years after the training in the prescribed format-J in case of Trainees appointed against the substantive posts.

(c) Appointment in Substantive Capacity:

After successful completion of their training, the Trainees shall be appointed in the substantive post of Assistant Engineer on probation.

23. Probation –

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

Provided that the appointing authority for reasons to be recorded in writing, may extend the period of probation in individual case for a maximum period of one year. An order of extension shall specify the exact date up to which the extension is granted, but continuance in service beyond this date would not, in the absence of a specific order to that effect, amount to confirmation.

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

24. Confirmation

A probationer shall be confirmed in his appointment at the end of the period of probation or extended period of probation, as the case may be if his work and conduct have been found to be satisfactory, the appointing authority considers him fit for confirmation and his integrity is certified.

25. Seniority

The seniority of the officers on their appointment to the Service shall be determined as per the Nigam/Company Employees Seniority Regulations 2014.

**PART-VII
PAY ETC**

26. Pay & Allowances during Training & Probation:

- (1) A person other than one already in Nigam/Company service, appointed as Trainee to the service by direct recruitment shall during the training period, receive the initial pay of the post against which he is appointed. He will also be entitled to Dearness Allowance & other admissible allowances. The Employees who have been recruited after 14th January 2000 shall be covered by the Provident Fund & Misc. Provisions Act, 1952 as amended and Payment of Gratuity Act, 1972 as amended.
- (2) If a person is absorbed in the cadre in the regular post on successful completion of the training period/extended period of training, he will be eligible for first increment in the initial pay scale at the time of absorption in regular cadre.
- (3) He will receive his next Annual increment on satisfactory completion of one year of his probation and subsequent 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.
- (4) The pay during probation of person already in Nigam/Company service shall be regulated by the relevant rules as amended from time to time.

**PART-VIII
OTHER PROVISIONS**

- 27. 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 the candidate to enlist support, directly or indirectly, for his candidature will render him liable for disqualification.
- 28. Regulations of Pay, Allowances & Other Matters:** Except as otherwise provided in these rules or as specially covenanted in any Service Agreement, the pay, allowances, leave and other matters not specifically covered by these rules or by special orders shall be governed by such corresponding rules/regulation and orders of the State Government applicable to similar category of officers as may be or may have been adopted by the Nigam or such general rules of the Nigam applicable to similar category of Employees.

29. Relaxation from conditions of service:

- (1) When the Nigam/Company 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 made in relaxation of these regulations.
- (2) Where the Nigam is satisfied that the operation of any rule regulating the conditions of service of persons appointed to the cadre causes undue hardship in any particular case, it may, notwithstanding anything contained in the rules

applicable to the case, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner.

- (3) Nothing in these Regulations shall be construed to limit or abridge the power of the Nigam/Company to deal with the case of any person appointed by the Nigam/Company and governed by these regulations in such manner as may appear just and equitable.

30. 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 cadre or to posts declared in addition to the cadres of the service, on foreign service from the State Government or on deputation from elsewhere shall be governed by such terms and conditions as may have been or may be settled between the Company and the State Government 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 the persons of the Nigam/Company, who have been taken over or may, in future, be taken over by the Nigam/Company and who may be holding or who may hold posts in the cadre of the service or posts declared in addition to the cadres of the Service shall be governed by the Nigam/Company standard terms and conditions of service if they have been taken over by the Nigam/Company on such terms, and conditions of Nigam/Company, 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 Nigam/Company hereafter in this behalf.
- (d) However the service conditions of the employees who were transferred and absorbed from the erstwhile UPSEB/UPJVNL as per the transfer scheme, will not in any way be less favorable than those which were applicable to the concerned employee on the date of his/her absorption.

31. Delegation of Powers

The Nigam/Company 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.

32. Interpretations of Rules

In case of any doubt or in the event of conflicting claims arising about the interpretation of any regulation, sub-regulation or clause thereof, the Managing Director's interpretation shall be final and binding.

33. Power to Amend

At any time, the Nigam/Company may make such amendments/changes in the Regulation as deemed fit and expedient in the interest of the Nigam/Company.

DRAFT REGULATION