

**INDEX****ORDERS RELATED TO CAREER ADVANCEMENT SCHEME**

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ಟೆಲೆಫನ್ : 845-2435 ಕೆಆರ್‌ಐಎನ್  
 ಗ್ರಾಂಪ್ : ಕೆಪ್ಪುನ್ಸ್



# ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್, "ಕಾವೇರಿ ಭವನ",  
 ಬೆಂಗಳೂರು - 560 009

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಎ16/5816/82-83

ದಿನಾಂಕ: 03-12-2003

ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್ (ಎ)  
 ಬೆಂಗಳೂರು ವೃತ್ತ (ದಕ್ಷಿಣ),  
 ಬೆಂಗಳೂರು ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿ ನಿಯಮಿತ,  
 ಬೆಂಗಳೂರು.

ಮಾನ್ಯರ,

ವಿಷಯ: ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವ ಬಗ್ಗೆ

- ಉಲ್ಲೇಖ: 1. ನಿಗಮದ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಎ16/5816/82-83 ದಿನಾಂಕ: 09.04.2003.  
 2. ನಿಮ್ಮ ಪತ್ರ ಸಂಖ್ಯೆ:ಆಇಂ (ಎ)/ಬೆಂ ದ ವ್ಯ/ಉಲೆನಿ/ಲೆ/ಸೆಲೆನು1/ ಕೆ17/1 506 ದಿನಾಂಕ: 05.03.2003  
 3. ಅಧೀಕ ಸಲಹೆಗಾರರು (ಅಂತರಿಕ ಪರಿಶೋಧನೆ), ಕವಿಪ್ರನಿ, ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು ಇವರ ಟಿಪ್ಪಣಿ ಸಂಖ್ಯೆ:73 ದಿನಾಂಕ:21.08.2003.

ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ದಿನಾಂಕ:05.03.2003 ರ ನಿಮ್ಮ ಪತ್ರದಲ್ಲಿ ತಿಳಿಸಿರುವ ಪ್ರಕಾರಗಳನ್ನು ಕೂಲಂಕಿತವಾಗಿ ಪರಿಶೀಲಿಸಿ, ಈ ಕೆಳಗಿನಂತೆ ಸ್ಪಷ್ಟೀಕರಣವನ್ನು ನೀಡಲಾಗಿದೆ:-

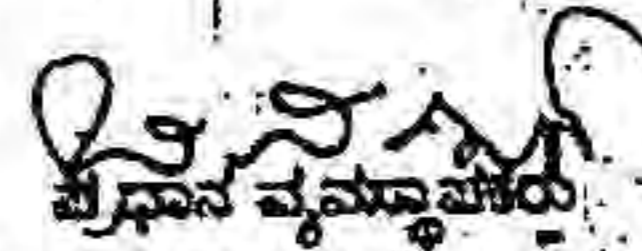
ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಶ್ನೆಗಳ ವಿವರಗಳು	ಸ್ಪಷ್ಟೀಕರಣ
1.	ಡಿಪ್ಲೋಮಾ ವಿದ್ಯಾರ್ಹತೆಯ ಆಧಾರದಲ್ಲಿ ಕೆರಿಯ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಗೆ ಸೇಮಕವಾದ ನೌಕರರು ಎಗ್ಗಿಟ್ಟಿರುವ ಹೈಯರ್ ಪರೀಕ್ಷೆಯಲ್ಲಿ ಉತ್ತೀರ್ಣರಾಗಿ ಮಂಡಿಸಿ ಬಡ್ಡಿಗಿ ಆರ್ಥಿಕ ಹೊಂದಿದರೂ ಇವರಿಗೆ ಮೂರನೇ ಬಡ್ಡಿಗಿ ಅವಕಾಶವಿರುವುದಿಲ್ಲ. ಇವರಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯ ಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬಹುದೇ?	1. ಡಿಪ್ಲೋಮಾ ವಿದ್ಯಾರ್ಹತೆಯ ಮೇಲೆ ಕೆರಿಯ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಗೆ ನೇರ ಸೇಮಕಾತಿ ಹೊಂದಿದ ನೌಕರರು ನಿಗದಿ ಪಡಿಸಿರುವ ಇಲಾಖಾ ಪರೀಕ್ಷೆಗಳಲ್ಲಿ ಉತ್ತೀರ್ಣರಾಗಿ ನಿಗದಿತ ಕನಿಷ್ಠ ಸೇಮವಧಿಯನ್ನು ಪೂರೈಸಿದ ನೌಕರ ಕೆ.ವಿ.ಮಂಡಾ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ಡಿ ನಿಯಮಾವಳಿಗಳ ಪ್ರಕಾರ ಮೊದಲನೆಯದಾಗಿ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಗೂ ಹಾಗೂ ಎರಡನೆಯದಾಗಿ ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಗೂ ಬಡ್ಡಿ ಪಡೆಯಲು ಅವಕಾಶ ಹೊಂದಿರುತ್ತಾರೆ. ಇವರಿಗೆ ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಯವರಿಗೆ ಮೊತ್ತ ಬಡ್ಡಿ ನೀಡಲು ಕೆ.ವಿ.ಮಂಡಾ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ಡಿ ನಿಯಮಾವಳಿಯಲ್ಲಿ ಅವಕಾಶವಿರುತ್ತದೆ. ಆದ್ದರಿಂದ, ಇವರಿಗೆ 25 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸಿ ಸಹಾಯಕ

		<p>ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಯ ಬಡ್ಡಿಗಾಗಿ ಅರ್ಹತೆ ಹೊಂದಿ ಬಡ್ಡಿ ಬಾರದ ಇದ್ದರೆ 25 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸಿದ ದಿನಾಂಕದಂದು ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆಯ ಸೌಲಭ್ಯ ವಿಸ್ತರಿಸಬಹುದಾಗಿರುತ್ತದೆ. ಆದರೆ ಇವರ ಪೂರ್ಣ ಸೇವಾವಧಿಯಲ್ಲಿ ಮೂರನೆ ಬಡ್ಡಿಗಾಗಿ ಅವಕಾಶವಿಲ್ಲದೇ ಇರುವುದರಿಂದ 30 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸಿದ ನಂತರ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.</p>
2.	<p>ಮಿಟರ್ ರೀಡರ್/ ಒವರ್ ಸೀಯರ್/ ಆಪರೇಟರ್/ ಸಹಾಯಕ ಉಗ್ರಾಣ ಪಾಲಕ ಹುದ್ದೆಗೆ ನೇರ ನೇಮಕಾತಿ ಹೊಂದಿದ ನೌಕರರು ತಮ್ಮ ಸೇವಾವಧಿಯಲ್ಲಿ ಓದಿ ಬಡ್ಡಿಗಾಗಿ ಸೀಮಿತವಾಗಿರುತ್ತಾರೆ. ಕಿರಿಯ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಗೆ ಬಡ್ಡಿ ಹೊಂದಿದ ನಂತರ ಇವರು ಮುಂದಿನ ಬಡ್ಡಿಗಾಗಿ ಅರ್ಹರಾಗಿರುವುದಿಲ್ಲ. ಇವರಿಗೆ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ಹೇಗೆ ವಿಸ್ತರಿಸಬೇಕು?</p>	<p>2. ಐ.ಟಿ.ಎ./ ಐ.ಟಿ.ಸಿ/ ಟಿ.ಪಿ.ಸಿ/ ಎಸ್.ಎಸ್.ಎಲ್.ಸಿ. ವಿದ್ಯಾರ್ಹತೆಯ ಆಧಾರದ ಮೇಲೆ ಮಿಟರ್ ರೀಡರ್/ ಒವರ್ ಸೀಯರ್/ ಆಪರೇಟರ್/ ಸಹಾಯಕ ಉಗ್ರಾಣ ಪಾಲಕ ಹುದ್ದೆಗೆ ನೇಮಕಾತಿ ಹೊಂದಿದ ನೌಕರರು ನಿಗದಿತ ಇಲಾಖಾ ಪರಿಷ್ಕರಣೆ ಉತ್ತರಣೆಗಾಗಿ ನಿಗದಿತ ಕನಿಷ್ಠ ಸೇವಾವಧಿಯನ್ನು ಪೂರೈಸಿದ ನಂತರ ಕೆ.ಎ.ಮಂಡಂ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ಡಿ ನಿಯಮಾವಳಿಯ ಪ್ರಕಾರ ಕಿರಿಯ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಯ ಬಡ್ಡಿಗಾಗಿ ಅರ್ಹರಾಗಿರುತ್ತಾರೆ. ಇವರಿಗೆ ಇದೇ ಅಂತಿಮ ಬಡ್ಡಿಯಾಗಿದ್ದು ಮುಂದಿನ ಉನ್ನತ ಹುದ್ದೆಗಳಿಗೆ ಎರಡನೆ ಹಾಗೂ ಮೂರನೇ ಬಡ್ಡಿಗಳಿಗೆ ಅವಕಾಶವಿಲ್ಲದೆ ಇರುವುದರಿಂದ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಅನ್ವಯವಿರುವುದಿಲ್ಲ.</p>
3.	<p>ದಿನಾಂಕ: 04.06.1973 ರಲ್ಲಿ ಸಹಾಯಕ ಉಗ್ರಾಣ ಪಾಲಕ ಹುದ್ದೆಯಲ್ಲಿ ಕೆಲಸಕ್ಕೆ ಸೇರಿದ್ದು 06.11.1977 ರಲ್ಲಿ ಎಗ್ಜಿಕ್ಯೂಟಿವ್ ಸ್ಟೋರ್ ವರೇಷಿಯಲ್ಲಿ ಉತ್ತರಣೆಗಾಗಿರುತ್ತಾರೆ. ಅಂತರ ವ್ಯತ್ಯಾಸದಿಂದ ಬೆಂಗಳೂರು ವ್ಯಕ್ತಿತ್ವ ವರ್ಗಾವಣೆ ಹೊಂದಿರುತ್ತಾರೆ. ಇನ್ನೂ ಮೊದಲನೆ ಬಡ್ಡಿಯನ್ನು ಪಡೆದಿರುವುದಿಲ್ಲ. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕೆಪಿಪಿಎ/ಬಿ16/2106/2002-03 ದಿನಾಂಕ: 26.12.2002 ರ ಆದೇಶದಂತೆ ಓದಿ ಹುದ್ದೆಯಲ್ಲಿ 20 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸಿರುವುದರಿಂದ ದಿನಾಂಕ: 01.04.2002 ರಿಂದ ಡಾಂಗ್ ಬರುವಂತೆ ಓದಿ ಅಧಿಕ ವೇತನ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡಲಾಗಿರುತ್ತದೆ. ನೌಕರನು 04.06.1998 ಕ್ಕೆ 25 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಹಾಗೂ 04.06.2003 ಕ್ಕೆ 30 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರ್ಣಗೊಳಿಸಿರುತ್ತಾರೆ. ಇವರಿಗೆ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬಹುದೇ?</p>	<p>3. ಸದರಿ ಪ್ರಕರಣದಲ್ಲಿ ನೌಕರನಿಗೆ ಇಮೆವರೆವಿಗೂ ಮೊದಲನೆ ಬಡ್ಡಿ ಬಾರದೇ ಇರುವುದರಿಂದ 25/30 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸಿರುವುದು ಎಂಬ ಕಾರಣದ ಮೇಲೆ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.</p>

4.	<p>ನೊಕರು ದಿನಾಂಕ: 19.09.1972 ರಲ್ಲಿ ಟ್ರೇನರ್ ಹುದ್ದೆಯಲ್ಲಿ ನೇಮಕ ಹೊಂದಿದ್ದು ಸದರಿ ಡಾಕ್ಟ್ರಮೆನ್ ಹುದ್ದೆಯಲ್ಲಿ ಉದ್ಯೋಗವಹಿಸುತ್ತಿರುತ್ತಾರೆ. ಇವರ ಮುಂದಿನ ಬಡ್ಡಿಗಾಗಿ ಡಾಕ್ಟ್ರಮೆನ್ ಆಗಿ 5 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸುವುದು ಅವಶ್ಯಕವಾಗಿರುತ್ತದೆ. ಇವರು ದಿನಾಂಕ: 01.04.2003 ರಲ್ಲಿ 30 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರ್ಣಗೊಳಿಸಿರುತ್ತಾರೆ. ಆದ್ದರಿಂದ ಇವರಿಗೆ ಕಿರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಾಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬಹುದೇ?</p>	<p>4. ಟ್ರೇನರ್ ಹುದ್ದೆಯಲ್ಲಿ ನೇಮಕವಾದ ನೊಕರುಗೆ ಮೊದಲನೇ ಬಡ್ಡಿ ಆಬ್ಸೆಂಟ್ ಡಾಕ್ಟ್ರಮೆನ್ ಎರಡನೇ ಬಡ್ಡಿ ಡಾಕ್ಟ್ರಮೆನ್ ಹಾಗೂ ಮೂರನೇ ಬಡ್ಡಿ ಸಿನಿಯರ್ ಡಾಕ್ಟ್ರಮೆನ್ ಆಗಿರುತ್ತದೆ. ಕವಿಮಂಡಲ ನೊಕರು ಭರ್ತಿ ಹಾಗೂ ಬಡ್ಡಿ ನಿಯಮಾವಳಿಯ ಪ್ರಕಾರ ಡಾಕ್ಟ್ರಮೆನ್ ಹುದ್ದೆಯಿಂದ ಸಿನಿಯರ್ ಡಾಕ್ಟ್ರಮೆನ್ ಹುದ್ದೆಯ ಬಡ್ಡಿಗಾಗಿ ಅರ್ಹರಾಗಲು ನೊಕರು ಡಾಕ್ಟ್ರಮೆನ್ ಹುದ್ದೆಯಲ್ಲಿ ಕನಿಷ್ಠ 5 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸಬೇಕು ಹಾಗೂ ನಿಗದಿತ ಇಲಾಖೆ ಪದಾಧಿಕಾರಿಗಳಲ್ಲಿ ಉತ್ತೀರ್ಣರಾಗಬೇಕು. ಸದರಿ ಪ್ರಕರಣದಲ್ಲಿ ನೊಕರು ಈ ಪರಶುಗಳನ್ನು ಪೂರೈಸುವರೆ ಮತ್ತೆ 30 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸುವುದಕ್ಕೆ ಕಿರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯ ಯೋಜನೆ ಸೌಲಭ್ಯಕ್ಕೆ ಅರ್ಹರಾಗಿರುತ್ತಾರೆ.</p>
5.	<p>ನೊಕರು ದಿನಾಂಕ: 01.01.1975 ರಲ್ಲಿ ವರ್ಕ್ ಟಾರ್ಜನಲ್ಲಿ ಲೀನಗೊಂಡು ದಿನಾಂಕ: 06.06.1979 ರಲ್ಲಿ ಕಿರಿಯ ಇಂಜಿನಿಯರ್(ಕಾಮಗಾರ) ಹುದ್ದೆಗೆ ನೇರ ನೇಮಕಾತಿ ಹೊಂದಿರುತ್ತಾರೆ. ಸಹಾಯಕ ಇಂಜಿನಿಯರ್(ಕಾಮಗಾರ) ಹುದ್ದೆಗೆ ಮೊದಲನೇ ಬಡ್ಡಿಯನ್ನು ದಿನಾಂಕ:06.06.1999 ರಲ್ಲಿ ಪಡೆದಿರುತ್ತಾರೆ. ಇವರಿಗೆ ಕಿರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಾಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ವರ್ಕ್ ಟಾರ್ಜನಲ್ಲಿ ಸಲ್ಲಿಸಿರುವ ಸೇವೆಯನ್ನು ಪರಿಗಣಿಸಬಹುದೇ?</p>	<p>5. ನೊಕರು ದಿನಾಂಕ: 01.01.1975 ರಲ್ಲಿ ವರ್ಕ್ ಟಾರ್ಜನಲ್ಲಿ ಲೀನಗೊಂಡಿದ್ದರೂ ದಿನಾಂಕ: 06.06.1979 ರಲ್ಲಿ ಕಿರಿಯ ಇಂಜಿನಿಯರ್(ಕಾಮಗಾರ) ಹುದ್ದೆಗೆ ನೇರ ನೇಮಕಾತಿ ಹೊಂದಿರುತ್ತಾರೆ. ಆದ್ದರಿಂದ ಸದರಿ ಪ್ರಕರಣದಲ್ಲಿ ವರ್ಕ್ ಟಾರ್ಜನಲ್ಲಿ ಸಲ್ಲಿಸಿರುವ ಸೇವೆಯನ್ನು ಕಿರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯ ಯೋಜನೆ ಸೌಲಭ್ಯಕ್ಕೆ ಸೇವೆ ಎಂದು ಪರಿಗಣಿಸಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.</p>
6.	<p>ಒಂದೇ ಹುದ್ದೆಯಲ್ಲಿ 20 ವರ್ಷಗಳ ಸೇವೆ ಸಲ್ಲಿಸಿರುವ ನೊಕರು/ ಅಧಿಕಾರಿಗಳ ನಿಗದಿತ ಆವೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿವ16/2106/2002-03 ದಿನಾಂಕ: 26.12.2002 ರ ಪ್ರಕಾರ ದಿನಾಂಕ: 01.04.2002 ರಿಂದ ಆವೇಶವಾಗುವಂತೆ ಅಧಿಕ ವೇತನ ಬಡ್ಡಿ ಮಂಜೂರು ಮಾಡಿದ ಮುಂದಿನ ಅವಧಿಯಲ್ಲಿ 25 ವರ್ಷಗಳ / 30 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸುವುದಕ್ಕಾಗಿ ಕಿರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಾಯೋಜನೆಯಡಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸುವ ಪ್ರಕರಣಗಳಲ್ಲಿ ಒಂದೇ ಐಲಿಯರ್ ವರ್ಷದಲ್ಲಿ ಇಂಕಿಪ್ಪು ವಾರ್ಷಿಕ ವೇತನ ಬಡ್ಡಿಗಳನ್ನು ಮಂಜೂರು ಮಾಡುವ ಬಗ್ಗೆ ಮತ್ತು ಇಂತಹ ಪ್ರಕರಣಗಳಲ್ಲಿ ವೇತನ ಸರಿದೂಗಿಸುವ ಪ್ರಸ್ತಾವನೆಗಳನ್ನು ಅಂಗೀಕರಿಸಬಹುದೇ?</p>	<p>6. ಇಂತಹ ಸಂದರ್ಭಗಳಲ್ಲಿ ವ್ಯಯಿತ ಪ್ರಕರಣಗಳಲ್ಲಿ ಪೂರ್ಣ ಮಾಹಿತಿಯುಳ್ಳ ಪ್ರಸ್ತಾವನೆಯನ್ನು ಸಲ್ಲಿಸಿ ಸ್ಪಷ್ಟೀಕರಣ ಪಡೆಯುವುದು. ಇಂತಹ ಪ್ರಕರಣಗಳಲ್ಲಿ ನಿಯಮಗಳ ಪೂರ್ಣ ಅರ್ಥಗ್ರಹಣೆ ಅವುಗಳ ಅನುಸಾರ ಮಾಡುವುದು ಸೂಕ್ತ ಹಾಗೂ ಕಠಿಣ ಸ್ಪಷ್ಟೀಕರಣ ಕೇಳುವುದು ಅನಗತ್ಯ.</p>
7.	<p>ದಿನಾಂಕ: 11.06.1971 ರಲ್ಲಿ ಕಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇರ ನೇಮಕಾತಿ ಹೊಂದಿ. 1/80 ರಲ್ಲಿ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ಮೊದಲನೇ ಬಡ್ಡಿಯನ್ನು ಹಾಗೂ 4/98 ರಲ್ಲಿ ಕಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ಎರಡನೇ</p>	<p>7. ನಿಯಮಗಳನ್ವಯ ಕಿರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಸೌಲಭ್ಯವನ್ನು ಪಡೆಯಲು ನೊಕರು ಮುಂದಿನ ಉನ್ನತ ಹುದ್ದೆಯ ಬಡ್ಡಿಗಾಗಿ ನಿಗದಿಪಡಿಸಿರುವ ಎಲ್ಲಾ ಅರ್ಹತೆಗಳನ್ನು ಹೊಂದಿಲ್ಲದ ಕಾರಣ 30 ವರ್ಷಗಳ</p>

<p>ಬತ್ತಿಯನ್ನು ಪಡೆದಿರುತ್ತಾರೆ. 27 ವರ್ಷಗಳ ನಂತರ ಎರಡನೇ ಬಡ್ಡಿ ಬಂದಿದ್ದು ಸದರಿ ಬಡ್ಡಿಗಾಗಿ ಮುನ್ನ ಹಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ 1990 ರಲ್ಲಿ ಎನ್.ಹೆಚ್.ಎಲ್. ಸೌಲಭ್ಯವನ್ನು ಪಡೆದಿದ್ದರಿಂದ ಬತ್ತಿಯ ಸಂದರ್ಭದಲ್ಲಿ ವೇತನ ನಿಗದಿಗಳನ್ನು ಮಾಡಿರುವುದಿಲ್ಲ. ಇವರು ದಿನಾಂಕ: 01.04.2003 ರ 30 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸಿರುವುದರಿಂದ ಇವರಿಗೆ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬಹುದೇ?</p>	<p>ಸೇವೆಯನ್ನು ಪೂರೈಸಿರುವುದಕ್ಕೆ ಇವರಿಗೆ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.</p>
<p>8. ದಿನಾಂಕ: 10.11.1975 ರಲ್ಲಿ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಾತಿ ಹೊಂದಿದ್ದು ಹಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ಬಂದ ಬತ್ತಿಯನ್ನು ನೌಕರರ ಕೋರಿಕೆ ಮೇರೆಗೆ 5 ವರ್ಷಗಳ ಅವಧಿಗೆ ಮುಂದೂಡಲಾಗಿರುತ್ತದೆ. ಆದ್ದರಿಂದ ಇವರಿಗೆ ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬಹುದೇ?</p>	<p>8. ಸದರಿ ಪ್ರಕರಣದಲ್ಲಿ ನೌಕರರು ಸಹಾಯಕ ಹುದ್ದೆಯಲ್ಲಿ ನೇಮಕ ಹೊಂದಿದ್ದು ಹಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ಬಂದ ಬತ್ತಿಯನ್ನು ನೌಕರರ ಕೋರಿಕೆಯ ಮೇರೆಗೆ 5 ವರ್ಷಗಳ ವರೆಗೆ ಮುಂದೂಡಲಾಗಿರುತ್ತದೆ. ಇವರು ಇನ್ನೂ ಮೊದಲನೇ ಬಡ್ಡಿ ಹುದ್ದೆಯಾದ ಹಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಯಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವುದರಿಂದ 25 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸಿರುವುದಕ್ಕಾಗಿ ಇವರಿಗೆ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯ ಯೋಜನೆಯ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವ ಸಂದರ್ಭ ಉಂಟಿರುವುದಿಲ್ಲ.</p>

ತಮ್ಮ ವಿಜ್ಞಾನ



(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಧ್ಯಕ್ಷರು)  
ಕವಿಪ್ರಸನ್ನಿ.

ಪ್ರತಿ:

1. ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರಸನ್ನಿ ಹಾಗೂ ಎಲ್ಲಾ ವಿಜ್ಞಾನ ಸಂಬಂಧಿಸಿದ ಕಛೇರಿಗಳು, ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.
2. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್ (ಸಿ), ಕವಿಪ್ರಸನ್ನಿ, ಬೆಂ.ವಿ.ಸಂ., ಮಂ.ವಿ.ಸಂ., ಹು.ವಿ.ಸಂ., ಹಾಗೂ ಗು.ವಿ.ಸಂ.
3. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರಸನ್ನಿ, ಬೆಂ.ವಿ.ಸಂ., ಮಂ.ವಿ.ಸಂ., ಹು.ವಿ.ಸಂ., ಹಾಗೂ ಗು.ವಿ.ಸಂ.
4. ಎಲ್ಲಾ ಅಧೀನ ಇಂಜಿನಿಯರ್, ಕವಿಪ್ರಸನ್ನಿ, ಬೆಂ.ವಿ.ಸಂ., ಮಂ.ವಿ.ಸಂ., ಹು.ವಿ.ಸಂ., ಹಾಗೂ ಗು.ವಿ.ಸಂ.
5. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ, ಬೆಂ.ವಿ.ಸಂ., ಮಂ.ವಿ.ಸಂ., ಹು.ವಿ.ಸಂ., ಹಾಗೂ ಗು.ವಿ.ಸಂ.
6. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್, ಕವಿಪ್ರಸನ್ನಿ, ಬೆಂ.ವಿ.ಸಂ., ಮಂ.ವಿ.ಸಂ., ಹು.ವಿ.ಸಂ., ಹಾಗೂ ಗು.ವಿ.ಸಂ.
7. ಎಲ್ಲಾ ಉಪಲಕ್ಷ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ, ಬೆಂ.ವಿ.ಸಂ., ಮಂ.ವಿ.ಸಂ., ಹು.ವಿ.ಸಂ., ಹಾಗೂ ಗು.ವಿ.ಸಂ.
8. ಆರ್ಟ್ ಕಾರ್ಯದರ್ಶಿಗಳು, ಪ್ರವಸ್ಯಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರಸನ್ನಿ, ಬೆಂ.ವಿ.ಸಂ., ಮಂ.ವಿ.ಸಂ., ಹು.ವಿ.ಸಂ., ಗು.ವಿ.ಸಂ. ಹಾಗೂ ಎ.ವಿ.ಸಿ.ಸಿ./ನಿರ್ದೇಶಕರು(ಹಣಕಾಸು)/ನಿರ್ದೇಶಕರು(ಆಲ್ಟರನಿಟಿ ಮತ್ತು ಮಾಹಿತಿ ತಂತ್ರಜ್ಞಾನ)/ನಿರ್ದೇಶಕರು(ಪ್ರಸಾರಣ)/ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಧ್ಯಕ್ಷರು), ಕವಿಪ್ರಸನ್ನಿ/ಕವಿಪ್ರಸನ್ನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರಸನ್ನಿ, ಬೆಂ.ವಿ.ಸಂ., ಮಂ.ವಿ.ಸಂ., ಹು.ವಿ.ಸಂ., ಹಾಗೂ ಗು.ವಿ.ಸಂ.
9. ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ನಿಗದಿತ ಕಾರ್ಯಾಲಯ, ಕವಿಪ್ರಸನ್ನಿ.
10. ಎಸ್.ಎ -2 ದಾಖಲೆಗಳು.

ಟೆಲೆಫನ್ : 845-2435 ಕೇರಳ  
 ಗ್ರಾಫ್ : ಕೆಪ್ಪಾನ್ಸ್



# ಕರ್ನಾಟಕ ಐದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್ "ಕಾವೇರಿ ಭವನ"  
 ಬೆಂಗಳೂರು - 560 009

ಸಂಖ್ಯೆ: ಕವಿಪ್ರಸಿ/ಬಿ16/5816/82-83

ದಿನಾಂಕ: 01.04.2004.....

## ಕುವೆಂಪು ಜನ್ಮ ಶಾಹುನೋತದ ವರ್ಷ

ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್(ಎ),  
 ಶಿವಮೊಗ್ಗ ವೃತ್ತ,  
 ಮಂಗಳೂರು ಐದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿ ನಿಯಮಿತ,  
 ಶಿವಮೊಗ್ಗ.

ಮಾನ್ಯರೆ,

ವಿಷಯ: ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಕ್ರಮದಡಿ ಸೌಲಭ್ಯವನ್ನು ಕಾರ್ಯರೂಪಕ್ಕೆ ತರುವ ಬಗ್ಗೆ ಸ್ಪಷ್ಟೀಕರಣ.

- ಉಲ್ಲೇಖ: 1. ನಿಗಮದ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ:ಕವಿಪ್ರಸಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ:09.04.2003.  
 2. ನಿಗಮದ ಪತ್ರ ಸಂಖ್ಯೆ: ಕವಿಪ್ರಸಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ:03.12.2003.  
 3. ನಿಮ್ಮ ಪತ್ರ ಸಂಖ್ಯೆ: ಉಲೆನಿ/ಲೆ/ಹಸಿ/ಕ-57/11887 ದಿನಾಂಕ:29.12.2003.

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ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ದಿನಾಂಕ: 29.12.2003 ರ ನಿಮ್ಮ ಪತ್ರದಲ್ಲಿ ತಿಳಿಸಿರುವ ಪ್ರಕರಣಗಳನ್ನು ಕೂಲಂಕುಶವಾಗಿ ಪರಿಶೀಲಿಸಿ ಈ ಕೆಳಗಿನಂತೆ ಸ್ಪಷ್ಟೀಕರಣ ನೀಡಲಾಗಿದೆ:-

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಕರಣಗಳ ವಿವರಗಳು	ಸ್ಪಷ್ಟೀಕರಣ
1	ಮುಂದಿನ ಉನ್ನತ ವೇತನ ಶ್ರೇಣಿ ಸೌಲಭ್ಯವನ್ನು ಪಡೆದು (Next Higher Scale Benefit) ಮುಂದಿನ ಬಡ್ಡಿ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನವನ್ನು ಪಡೆಯುತ್ತಿರುವ ನೌಕರರುಗಳಿಗೆ ಸದರಿ ಬಡ್ಡಿ ಹುದ್ದೆಯಲ್ಲಿ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಕ್ರಮದಡಿ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿದಾಗ ಮತ್ತೊಮ್ಮೆ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸಬಹುದೇ?	ಮುಂದಿನ ಉನ್ನತ ವೇತನ ಶ್ರೇಣಿ ಸೌಲಭ್ಯವನ್ನು ಪಡೆದು (Next Higher Scale Benefit) ಮುಂದಿನ ಬಡ್ಡಿ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನವನ್ನು ಪಡೆಯುತ್ತಿರುವ ನೌಕರರುಗಳಿಗೆ ಸದರಿ ಹುದ್ದೆಗೆ ಬಡ್ಡಿ ನೀಡಿದಾಗ ವೇತನ ನಿಗದಿಪಡಿಸಲಾಗುವ ಯಾವ ವಿಧಾನವನ್ನು ಅನುಸರಿಸಲಾಗುತ್ತಿದೆಯೋ ಅದನ್ನೇ ಇಂತಹ ಪ್ರಕರಣಗಳಲ್ಲಿ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಕ್ರಮದಡಿ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವ ಸಂದರ್ಭಗಳಲ್ಲೂ ಅನುಸರಿಸುವುದು.



2	<p>ಹಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಗೊಂಡು ರೂ.4300-10600 ರ ವೇತನ ಶ್ರೇಣಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ಬಡ್ಡಿ ಹೊಂದಿ ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯವನ್ನು ಪಡೆದು ರೂ.12,700/-ರ ಮೂಲ ವೇತನವನ್ನು ಪಡೆಯುತ್ತಿರುವ ನೌಕರನಿಗೆ ರೂ.4925-12000ರ ವೇತನ ಶ್ರೇಣಿಯ ಹಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಯಲ್ಲಿ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿದಾಗ ಮುಂದಿನ ಹಂತದಲ್ಲಿ ವೇತನ ನಿಗದಿಕರಣಗೊಳಿಸಲು ಅವಕಾಶವಿದೆಯೇ?</p>	<p>ನಿಗಮದ ಸುತ್ತೋಲೆ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/3589/98-99 ದಿನಾಂಕ: 11.08.1999 ರ ಅನುಬಂಧದ ಕ್ರಮ ಸಂಖ್ಯೆ:1 ರಲ್ಲಿ ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯವನ್ನು ಪಡೆದು ಮುಂದಿನ ಬಡ್ಡಿ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ಮೀರಿ ವೇತನವನ್ನು ಪಡೆಯುತ್ತಿರುವ ನೌಕರರು ಸದರಿ ಹುದ್ದೆಗೆ ಬಡ್ಡಿ ಹೊಂದಿದಾಗ ವೇತನವನ್ನು ನಿಗದಿಕರಣಗೊಳಿಸಲು ಅವಕಾಶವಿಲ್ಲವೆಂದು ಸ್ಪಷ್ಟೀಕರಣ ನೀಡಲಾಗಿರುತ್ತದೆ. ಇದರ ಪ್ರಕಾರ ಎಲಾಂಗೇಷನ್/ ಸ್ಕ್ಯಾಂಪಿಂಗ್ ಸೌಲಭ್ಯವನ್ನು ಪಡೆದು ಹಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ಮೀರಿ ವೇತನ ಪಡೆಯುತ್ತಿರುವ ಸಹಾಯಕ ಹುದ್ದೆಯ ನೌಕರರಿಗೆ ಹಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿದಾಗ ಮುಂದಿನ ಹಂತದಲ್ಲಿ ವೇತನವನ್ನು ನಿಗದಿಕರಣಗೊಳಿಸಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.</p>
3	<p>ನಿಯತ ಕಾಲಿಕ ಬಡ್ಡಿಯನ್ನು ನೀಡಿದಾಗ ಆದನ್ನು 6 ತಿಂಗಳುಗಳ ಕಾಲ ಮುಂದೂಡಲು ಕೋರುವ ನೌಕರರ ಸಂದರ್ಭಗಳಲ್ಲಿ ಸದರಿ 6 ತಿಂಗಳುಗಳ ಕಾಲ ಮುಗಿದ ನಂತರ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬಹುದೇ?</p>	<p>ಮಂಡಳಿಯ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ4/1930/88-89 ದಿನಾಂಕ: 02.12.1989 ರಲ್ಲಿ ಬಡ್ಡಿ ಹೊಂದಿದ ನೌಕರರು ಲಿಖಿತವಾಗಿ ಕೋರಿದರೆ ಅವರ ಬಡ್ಡಿಯನ್ನು 1 ವರ್ಷಕ್ಕೆ ಮೀರದಂತೆ (ಒಂದು ಬಾರಿ ಆರು ತಿಂಗಳುಗಳ ಕಾಲ) ಮುಂದೂಡಲು ಅವಕಾಶವಿರುತ್ತದೆ. ಆದ್ದರಿಂದ, ಬಡ್ಡಿಯನ್ನು ಮುಂದೂಡಿದ ನೌಕರರುಗಳ ಪ್ರಕರಣಗಳಲ್ಲಿ ಆರು ತಿಂಗಳುಗಳ ಅವಧಿ ಮುಗಿದ ನಂತರದ ದಿನದಂದು ಅವರುಗಳಿಗೆ ಮತ್ತೆ ಬಡ್ಡಿಯನ್ನು ನೀಡದಿದ್ದ ಪಕ್ಷದಲ್ಲಿ ಸದರಿ ದಿನದಂದು ಇತರೆ ಪರತ್ತು ಹಾಗೂ ನಿಬಂಧನೆಗಳಿಗೊಳಪಟ್ಟು ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬಹುದಾಗಿರುತ್ತದೆ.</p>
4	<p>ಶೇ.10 ರ ಮೀಸಲಾತಿಯಲ್ಲಿ ಸಹಾಯಕ ಮಾರ್ಗದರ್ಶಿ/ ಮಾರ್ಗದರ್ಶಿ/ ಮೆಕ್ಯಾನಿಕ್ ದರ್ಜೆ-2 ಮತ್ತು ಇತರ ಪ್ರವರ್ಗದಲ್ಲಿನ</p>	<p>ಶೇ.10 ರ ಮೀಸಲಾತಿಯಲ್ಲಿ ಆಪರೇಟರ್/ ಒವರ್‌ಸೀಯರ್/ ಮೀಟರ್ ರೀಡರ್/ ಸಹಾಯಕ ಉಗ್ರಾ ಶಾಲಕ ಹುದ್ದೆಗೆ ಹಾಗೂ ಶೇ.5 ರ</p>

	<p>ತತ್ಸಮಾನ ಹುದ್ದೆಗಳನ್ನು ಹೊಂದಿರುವ ನಿರ್ವಹಣಾ ಸಿಬ್ಬಂದಿಗಳು ನೇರ ನೌಕರ ಭರ್ತಿ ವಿಧಾನದಿಂದ ಅಪರೇಟರ್/ ಒನರ್ ಸೇಯರ್/ ಮೀಟರ್ ರೀಡರ್/ ಸಹಾಯಕ ಉಗ್ರಾಪಾಲಕ ಹುದ್ದೆಗೆ ಹಾಗೂ ಶೇ.5 ರ ಮೀಸಲಾತಿಯಲ್ಲಿ ಎಲ್ಲರಿಗೂ ಅನ್ವಯವಾಗುವ ಸಾಮಾನ್ಯ ಜ್ಯೋಷ್ವತೆಯ ಆಧಾರದ ಮೇಲೆ ನಿಯತಕಾಲಿಕ ಸಿಬ್ಬಂದಿ ಪದವ್ಯದ ಕಡೆಗೆ ಪರಿಚಾರಕ ದರ್ಜೆ-1 ಅಥವಾ 2, ರಿಪ್ಲಾ ಆಟೆಂಡರ್; ದಪ್ಪರಿಗಳಿಂದ ಕಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕ ಹೊಂದಿದ ನೌಕರರುಗಳ ಪ್ರಕರಣಗಳನ್ನು ಬಡ್ತಿಯೆಂದು ಪರಿಗಣಿಸಿ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬಹುದೇ?</p>	<p>ಮೀಸಲಾತಿಯಲ್ಲಿ ಕಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕ ಹೊಂದಿದ ನೌಕರರುಗಳನ್ನು ನೇರ ನೇಮಕಾತಿಯ ಹುದ್ದೆಗಳಿಗೆ ಪರಿಗಣಿಸುವುದರಿಂದ ಇಂತಹ ಪ್ರಕರಣಗಳನ್ನು ಬಡ್ತಿಯೆಂದು ಪರಿಗಣಿಸಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.</p>
<p>5</p>	<p>ಸೂಪರ್ ನ್ಯೂಮರರಿ ಸೇವೆ, ವರ್ಕ್ ಚಾರ್ಜ್ ಸೇವೆಯ ನಂತರ ವಾಹನ ಚುಟಗಾರ/ ಸಹಾಯಕ ಮಾರ್ಗದರ್ಶಿ ಹುದ್ದೆಗಳಿಗೆ ವಿಲೀನಗೊಂಡ ನೌಕರರುಗಳ ಪ್ರಕರಣಗಳಲ್ಲಿ ಸೂಪರ್ ನ್ಯೂಮರರಿ ಸೇವೆ ಹಾಗೂ ವರ್ಕ್ ಚಾರ್ಜ್ ಸೇವೆಯನ್ನು ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಒಟ್ಟು ಸೇವಾವಧಿಯೆಂದು ಪರಿಗಣಿಸಲು ಅವಕಾಶವಿದೆಯೇ?</p>	<p>ನಗಮದ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ದಿ16/ 5816/82-83 ದಿನಾಂಕ: 09.04.2003 ರಲ್ಲಿ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯಕ್ಕೆ ಒಟ್ಟು ಸೇವಾವಧಿಯನ್ನು ಪಾಯಂ/ ನಿಯತ ಸೇವೆಗೆ ಸೇರಿದ/ ವಿಲೀನಗೊಂಡ ದಿನಾಂಕದಿಂದ ಪರಿಗಣಿಸುವುದು ಎಂದು ತಿಳಿಸಲಾಗಿರುತ್ತದೆ. ಆದಾಗ್ಯೂ ಬಡ್ತಿಗಾಗಿ ಪರಿಗಣಿಸುವ ಎಲ್ಲಾ ಸೇವೆಯನ್ನು ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಪರಿಗಣಿಸಿ ಬಹುದಾಗಿರುತ್ತದೆ.</p>
<p>6</p>	<p>ಚಾಲಕ ದರ್ಜೆ-2 ರ ಹುದ್ದೆಗೆ ನೇಮಕಗೊಂಡು ಚಾಲಕ ದರ್ಜೆ-1 ರ ಹುದ್ದೆಗೆ ಬಡ್ತಿ ಪಡೆದಿರುವ ನೌಕರರಿಗೆ ಮುಂದಿನ ಹುದ್ದೆಯಾದ ವಿಶೇಷ ದರ್ಜೆ-ಚಾಲಕ ಹುದ್ದೆಯಲ್ಲಿ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆಯ ಸೌಲಭ್ಯವನ್ನು ವಿಭಾಗ/ ವೃತ್ತಗಳಲ್ಲಿ ವಿಸ್ತರಿಸಬಹುದೇ?</p>	<p>ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಸಂಬಂಧಪಟ್ಟ ಬಡ್ತಿ ಪ್ರಾಧಿಕಾರಿಗಳು ಅಧಿಕಾರವುಳ್ಳವರಾಗಿರುತ್ತಾರವಿಶೇಷ ದರ್ಜೆ ಚಾಲಕ ಹುದ್ದೆಗೆ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಡಳಿತ ಮತ್ತು ಮನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ) ಕವಿಪ್ರನಿ ಇವರು ಬಡ್ತಿ ಪ್ರಾಧಿಕಾರಿಗಳಾಗಿರುವುದರಿಂದ ವಿಶೇಷ ದರ್ಜೆ ಚಾಲಕ ಹುದ್ದೆಯಲ್ಲಿ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಭಾಗ/ ವೃತ್ತಗಳಲ್ಲಿ ವಿಸ್ತರಿಸಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.</p>

7	<p>ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಾಯೋಜನೆ ಸೌಲಭ್ಯದಿಂದ ಹಿರಿಯ ಹಾಗೂ ಕಿರಿಯ ನೌಕರರ ನಡುವೆ ವೇತನ ವ್ಯತ್ಯಾಸ ಉಂಟಾದಲ್ಲಿ ಇದನ್ನು ಸರಿಮಾಡಿಸಲು ಪ್ರಸ್ತಾವನೆಯನ್ನು ಸಲ್ಲಿಸಲು ಅವಕಾಶವಿದೆಯೇ?</p>	<p>ಇಂತಹ ಸಂದರ್ಭಗಳಲ್ಲಿ ಹಿರಿಯ ಹಾಗೂ ಕಿರಿಯ ನೌಕರರ ವೇತನ ತುಲನಾತ್ಮಕ ಪಟ್ಟಿಯನ್ನು ಆಂತರಿಕ ತನಿಖೆಯಿಂದ ಪರಿಶೀಲನೆಗೆ ಒಳಪಡಿಸಿ ಪೂರ್ಣ ಸೇವಾ ವಿವರಗಳು, ಜ್ಯೇಷ್ಠತೆ ವಿವರಗಳು, ಸೇವಾ ಪುಸ್ತಕಗಳು ಮುಂತಾದವುಗಳೊಂದಿಗೆ ನಿರ್ದಿಷ್ಟ ಪ್ರಸ್ತಾವನೆಯನ್ನು ನಿಗಮಕ್ಕೆ ಸಲ್ಲಿಸಬಹುದಾಗಿರುತ್ತದೆ.</p>
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ನಿಮ್ಮ ವಿಶ್ವಾಸಿ,

*(Handwritten Signature)*  
 ಪ್ರಧಾನ ಜ್ಯವಸ್ಥಾಪಕರು

(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)

**ಪ್ರತಿ:**

1. ಕಾರ್ಯನಿರ್ವಾಹಕ ನಿರ್ದೇಶಕರು (ಹೂಡಿಕೆ ಮತ್ತು ಬೆಡ್ಜಿಂಗ್ ಭಾರದವು), ಕವಿಪ್ರವೃತ್ತಿ ಹಾಗೂ ಎಲ್ಲಾ ಎಚ್.ಎಸ್. ಸರಬರಾಜು ಕಂಪನಿಗಳು, ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.
2. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್ (ಡಿ), ಕವಿಪ್ರವೃತ್ತಿ/ ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಂಶೋಧಕರು, ಕವಿಪ್ರವೃತ್ತಿ/ ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಇಂಜಿನಿಯರ್, ಕವಿಪ್ರವೃತ್ತಿ/ ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
5. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರವೃತ್ತಿ/ ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
6. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್, ಕವಿಪ್ರವೃತ್ತಿ/ ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ಉಪಲೇಖ್ಯ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರವೃತ್ತಿ/ ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
8. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಜ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರವೃತ್ತಿ/ ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು/ ವಿ.ವಿ.ವಿ.ನಿ./ ನಿರ್ದೇಶಕರು (ಹೂಡಿಕೆ)/ ನಿರ್ದೇಶಕರು (ಪ್ರವೃತ್ತಿ ಮತ್ತು ಮಾಹಿತಿ ತಂತ್ರಜ್ಞಾನ)/ ನಿರ್ದೇಶಕರು (ಪ್ರಸಾರ) / ಪ್ರಧಾನ ಜ್ಯವಸ್ಥಾಪಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ), ಕವಿಪ್ರವೃತ್ತಿ/ ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರವೃತ್ತಿ/ ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
9. ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ನಿಗಮ ಕಾರ್ಯಾಲಯ.
10. ಎಸ್.ಎ -2 ದಾಖಲೆಗಳು.

**ಓ ನನ್ನ ಚೇತನ  
ಆಗು ನೀ ಅನಿಲೇತನ**



## ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ವಿಷಯ: ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವ ಬಗ್ಗೆ.

ಓದಲಾಗಿದೆ:

1. ನಿಗಮದ ನೌಕರರು/ಅಧಿಕಾರಿಗಳಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ಹೊರಡಿಸಿರುವ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 09.04.2003.
2. ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ಕವಿಮಂ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ತಿ ನಿಯಮಾವಳಿಯಲ್ಲಿ ಒಂದನೇ/ಎರಡನೇ/ಮೂರನೇ ಬಡ್ತಿಗೆ ಅವಕಾಶವಿಲ್ಲದಂತಹ ನೌಕರರು, ಬಡ್ತಿಗೆ ಅರ್ಹತೆ ಹೊಂದಿದ್ದರೂ ಮೊದಲನೇ ಬಡ್ತಿಯನ್ನು ಪಡೆಯದೆ ಇರುವಂತಹ ನೌಕರರು ಹಾಗೂ ಬಡ್ತಿಗೆ ನಿಗದಿಪಡಿಸಿರುವಂತಹ ಪರೀಕ್ಷೆಗಳಲ್ಲಿ ಉತ್ತೀರ್ಣರಾಗದೇ ಬಡ್ತಿಗೆ ಅರ್ಹರಾಗದೆ ಇರುವಂತಹ ನೌಕರರಿಗೂ ವಿಸ್ತರಿಸುವಂತೆ ಕೋರಿ ಬರೆದ ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘದ (ನೋಂದಣಿ ಸಂಖ್ಯೆ: 659) ದಿನಾಂಕ: 23.08.2003 ಹಾಗೂ 11.10.2005 ರ ಪತ್ರಗಳು.
3. ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ (ನೋಂದಣಿ ಸಂಖ್ಯೆ: 659) ದ ಪದಾಧಿಕಾರಿಗಳೊಂದಿಗೆ ದಿನಾಂಕ: 07.08.2007 ರಲ್ಲಿ ನಡೆದ ಜಂಟಿ ಸಭೆಯ ನಡವಳಿ.
4. ದಿನಾಂಕ: 24.08.2007 ರಲ್ಲಿ ನಡೆದ ನಿಗಮದ ನಿರ್ದೇಶಕರುಗಳ ಮಂಡಳಿಯ 61ನೇ ಸಭೆಯ ತೀರ್ಮಾನ.

ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ಬೆಂಗಳೂರು, ದಿನಾಂಕ:

2 NOV 2007

ನಿಗಮದ ನೌಕರರು/ಅಧಿಕಾರಿಗಳಿಗೆ ಈ ಕೆಳಗಿನಂತೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ನಿಗಮವು ಅನುಮೋದಿಸಿದೆ:-

- 1(ಅ) ಕವಿಮಂ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ತಿ ನಿಯಮಾವಳಿಯನ್ವಯ ಮುಂದಿನ ಹುದ್ದೆಗೆ ಬಡ್ತಿ ಹೊಂದಲು ಎಲ್ಲಾ ಅರ್ಹತೆಯನ್ನು ಹೊಂದಿದ್ದರೂ ಖಾಲಿ ಹುದ್ದೆಗಳ ಅಲಭ್ಯತೆಯಿಂದ ಪೂರ್ಣ ಸೇವಾವಧಿಯಲ್ಲಿ ಮೊದಲನೇ ಬಡ್ತಿಯನ್ನು ಪಡೆಯದೆ ಇರುವಂತಹ ನೌಕರರಿಗೆ ಅವರು ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 24.06.1982, 07.09.1982 ಮುಂತಾದ ಆದೇಶಗಳನ್ವಯ ಪಡೆದಿರುವ 'ಮುಂದಿನ ಉನ್ನತ ವೇತನ ಶ್ರೇಣಿ ಸೌಲಭ್ಯ' (benefit of next higher scale) ವನ್ನು ಮೊದಲನೇ ಬಡ್ತಿಯೆಂದು ಪರಿಗಣಿಸಿ, ಇವರು ಎರಡನೇ ಬಡ್ತಿಗೆ ಅರ್ಹರಿದ್ದಲ್ಲಿ ಮತ್ತು 25 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಪೂರ್ಣಗೊಳಿಸಿದ ಹಾಗೂ ಮೂರನೇ ಬಡ್ತಿಗೆ ಅರ್ಹರಿದ್ದಲ್ಲಿ 30 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಪೂರ್ಣಗೊಳಿಸಿದ ದಿನಾಂಕದಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವುದು.

1(ಆ) ಕವಿಮಂ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ಡಿ ನಿಯಮಾವಳಿಯನ್ವಯ ಮೊದಲನೇ/ಎರಡನೇ/ ಮೂರನೇ ಬಡ್ಡಿಯ ಫಲಭ್ಯಕ್ಕೆ ಅವಕಾಶವಿಲ್ಲದಿರುವಂತಹ ನೌಕರಿಗೆ ಅವರು 25 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಹಾಗೂ 30 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಪೂರ್ಣಗೊಳಿಸಿದ ದಿನಾಂಕದಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಫಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವುದು. ಸದರಿ ಫಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ನೌಕರರು ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ:ಕವಿಮಂ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 24.06.1982, 07.09.1982 ಮುಂತಾದ ಆದೇಶಗಳನ್ವಯ ಪಡೆದಿರುವ 'ಮುಂದಿನ ಉನ್ನತ ವೇತನ ಶ್ರೇಣಿ ಫಲಭ್ಯ' (benefit of next higher scale) ವನ್ನು ಬಡ್ಡಿಯೆಂದು ಪರಿಗಣಿಸುವುದು.

2. ಕವಿಮಂ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ಡಿ ನಿಯಮಾವಳಿಯನ್ವಯ ಮುಂದಿನ ಹುದ್ದೆಗಳಿಗೆ ಬಡ್ಡಿ ಹೊಂದಲು ನಿಗದಿಪಡಿಸಿರುವ ಪರೀಕ್ಷೆಗಳಲ್ಲಿ ಉತ್ತೀರ್ಣತೆಯನ್ನು ಹೊಂದದೆ ಬಡ್ಡಿಗೆ ಅರ್ಹರಾಗದೆ ಇರುವಂತಹ ನೌಕರರು 27 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಹಾಗೂ 32 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಪೂರ್ಣಗೊಳಿಸಿದ ದಿನಾಂಕದಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಫಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವುದು. ಸದರಿ ಫಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ನೌಕರರು ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 24.06.1982, 07.09.1982 ಮುಂತಾದ ಆದೇಶಗಳನ್ವಯ ಪಡೆದಿರುವ 'ಮುಂದಿನ ಉನ್ನತ ವೇತನ ಶ್ರೇಣಿ ಫಲಭ್ಯ' (benefit of next higher scale) ವನ್ನು ಬಡ್ಡಿಯೆಂದು ಪರಿಗಣಿಸುವುದು.

3. ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಫಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವಾಗ ನೌಕರರು 25/30 ಅಥವಾ 27/32 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಪೂರ್ಣಗೊಳಿಸಿದ/ ಪೂರ್ಣಗೊಳಿಸುವ ದಿನಾಂಕದಂದು ಯಾವ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನವನ್ನು ಪಡೆಯುತ್ತಿದ್ದರೋ/ ಪಡೆಯುವರೋ ಆ ವೇತನ ಶ್ರೇಣಿಯ ನಂತರದ ಹೆಚ್ಚಿನ ವೇತನ ಶ್ರೇಣಿಯ ಮುಂದಿನ ಹಂತದಲ್ಲಿ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸುವುದು.

4. ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಫಲಭ್ಯವನ್ನು ಈ ಕೆಳಗಿನ ಷರತ್ತು ಹಾಗೂ ನಿಬಂಧನೆಗಳಿಗೊಳಪಟ್ಟು ಮಂಜೂರು ಮಾಡುವುದು.

ಅ) ನೌಕರರು ತೃಪ್ತಿಕರ ಸೇವೆಯನ್ನು ಸಲ್ಲಿಸಿರಬೇಕು. ನೌಕರಿಗೆ ಜ್ಯೇಷ್ಠತೆ ಹಾಗೂ ಯೋಗ್ಯತೆಯ ಆಧಾರದ ಮೇಲೆ ಬಡ್ಡಿಯನ್ನು ನೀಡಲು ತೃಪ್ತಿಕರ ಸೇವೆಯನ್ನು ಯಾವ ರೀತಿ ಪರಿಗಣಿಸಲಾಗುತ್ತದೆಯೋ ಅದೇ ರೀತಿ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಫಲಭ್ಯವನ್ನು ಮಂಜೂರು ಮಾಡಲು ತೃಪ್ತಿಕರ ಸೇವೆಯನ್ನು ಪರಿಗಣಿಸಲಾಗುವುದು.

ಆ) ಸ್ವಇಚ್ಛೆಯಿಂದ ಬಡ್ಡಿಯನ್ನು ನಿರಾಕರಿಸಿರುವಂತಹ/ನಿರಾಕರಿಸುವ ನೌಕರಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಫಲಭ್ಯವನ್ನು ಅವರು 27 ವರ್ಷಗಳ ಅಥವಾ 32 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಪೂರ್ಣಗೊಳಿಸಿರುವುದನ್ನು ಪರಿಗಣಿಸಿ ಮಂಜೂರು ಮಾಡುವುದು.

ಇ) ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯೋಜನೆ ಫಲಭವವನ್ನು ಪಡೆಯಲು ನೌಕರರು ಮುಂದಿನ ಹುದ್ದೆಗಳ ಬಡ್ಡಿ ನಿಗದಿಪಡಿಸಿರುವ ಕನಿಷ್ಠ ಸೇವಾವಧಿಯನ್ನು ಪೂರೈಸಿರಬೇಕು. ಆದಾಗ್ಯೂ ಈ ಆದೇಶವು ಜಾರಿಗೆ ಬರುವ ದಿನಾಂಕದಂದು 30/32 ವರ್ಷಗಳ ಸೇವಾವಧಿ ಪೂರೈಸಿರುವ ನೌಕರರ ಪ್ರಸಂಗಗಳಲ್ಲಿ ವಿಶೇಷ ಪ್ರಕರಣವೆಂದು ಪರಿಗಣಿಸಿ ಒಂದು ಬಾರಿಗೆ ಇದರಿಂದ ವಿನಾಯಿತಿ ನೀಡಲಾಗಿದೆ.

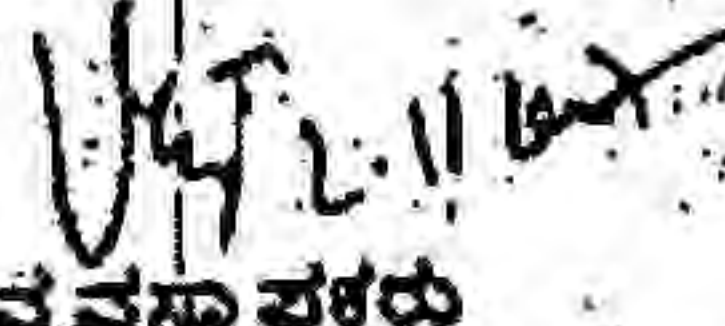
ಈ) ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯೋಜನೆ ಫಲಭವದ ವೇತನ ನಿಗದಿಕರಣದಲ್ಲಿ ಬಡ್ಡಿಯ ಸಂದರ್ಭಗಳಲ್ಲಿನ ವೇತನ ನಿಗದಿಕರಣದ ನಿಯಮವನ್ನು ಪಾಲಿಸುವುದು.

ಉ) 25/30 ಅಥವಾ 27/32 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಲೆಕ್ಕಿಸುವಾಗ ಬಡ್ಡಿಗಾಗಿ ಜ್ಯೇಷ್ಠತೆಯನ್ನು ನಿಗದಿಪಡಿಸಲು ಪರಿಗಣಿಸುವ ಸೇವೆಯನ್ನು ಹೊರತುಪಡಿಸಿ ಇತರ ಸೇವೆಯನ್ನು ಪರಿಗಣಿಸತಕ್ಕದ್ದಲ್ಲ.

ಊ) ಸದರಿ ಫಲಭವವನ್ನು ಪಡೆಯಲು ನೌಕರರು ತಮ್ಮ ಪ್ರೋಬೇಷನರಿ ಅವಧಿಯನ್ನು ಪೂರೈಸಿರಬೇಕು.

5. ಈ ಆದೇಶವು ದಿನಾಂಕ: 24.08.2007 ರಿಂದ ಜಾರಿಗೆ ಬರುತ್ತದೆ.

ಆದೇಶದ ಮೇರೆಗೆ,

  
 ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು  
 (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)

೧೩:

1. ಶ್ರೀ.ಎ.ಸುರಾಯಣ್, ನಿರ್ದೇಶಕರು(ಲೇಬರ್), ಕವಿಪ್ರಸನ್ನಿ, ಬೆಂಗಳೂರು.
2. ಶ್ರೀ.ಬಿ.ಎನ್. ಸತ್ಯಪ್ರೇಮಕುಮಾರ್, ನಿರ್ದೇಶಕರು, ಸೆಸ್ಸಿ, ಮೆಸ್ಸಾಂ, ಹೆಸ್ಸಾಂ ಮತ್ತು ಕೆಸ್ಸಾಂ.
3. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಎಲ್ಲಾ ವಿಜ್ಞಾಪನ ಸಂಪನ್ಮೂಲ ಕಂಪನಿಗಳು.
4. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ಎ), ಕವಿಪ್ರಸನ್ನಿ/ಎಸ್ಸಾಂಗಳು.
5. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಸಾಂಗಳು.
6. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಸಾಂಗಳು.
7. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಸಾಂಗಳು.
8. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಸಾಂಗಳು.
9. ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಸಾಂಗಳು.
10. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಸಾಂಗಳು ಹಾಗೂ ವಿ.ವಿ.ನಿ.ನಿ./ ನಿರ್ದೇಶಕರು(ಹಣಕಾಸು)/ ನಿರ್ದೇಶಕರು (ಪ್ರಸರಣ)/ ನಿರ್ದೇಶಕರು (ಶಾಂತಿನು), ಕವಿಪ್ರಸನ್ನಿ.
11. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ), ಕವಿಪ್ರಸನ್ನಿ, ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರಸನ್ನಿ/ಎಸ್ಸಾಂಗಳು.
12. ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ನಿಗಮ ಕಾರ್ಯಾಲಯ.
13. ಎಸ್.ಎ.-II ದಾಖಲೆಗಳು.

ಪ್ರತಿಯನ್ನು ಮಹಿಳಾಂಗಕ್ಕೆ ಕಳುಹಿಸಿದೆ:

1. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರಸನ್ನಿ ನೌಕರರ ಸಂಘ (ನೋ.ಸಂ. 659).
2. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ. ಇಂಜಿನಿಯರುಗಳ ಸಂಘ.
3. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರಸನ್ನಿ, ಲೆಕ್ಕಾಧಿಕಾರಿಗಳ ಸಂಘ.
4. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ. ಪರಿಶಿಷ್ಟ ಜಾತಿ ಮತ್ತು ಪರಿಶಿಷ್ಟ ವರ್ಗಗಳ ಕಲ್ಯಾಣ ಸಂಸ್ಥೆ (೦), ಕೆರೆದ್ರ ಸಮಿತಿ.

# ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ



ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್, "ಕಾವೇರಿ ಭವನ",  
ಬೆಂಗಳೂರು - 560 009.

ದಿನಾಂಕ: 12 NOV. 2007

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 (2)

ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್‌ಗಳು(ವಿ),  
ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್‌ಗಳು,  
ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್‌ಗಳು,  
ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.

ಮಾನ್ಯರೆ,

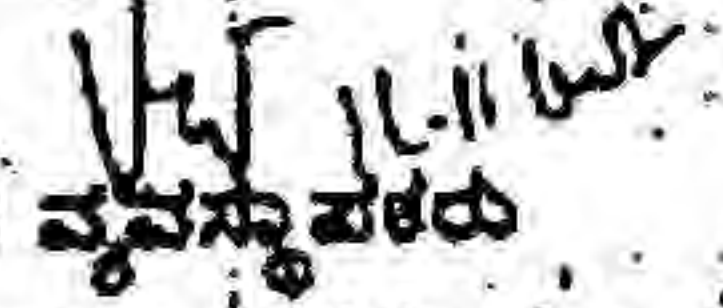
ವಿಷಯ: ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ  
ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವ ಬಗ್ಗೆ  
ಉಲ್ಲೇಖ: ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83  
ದಿನಾಂಕ: 02.11.2007

ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 02.11.2007 ರ ಅನ್ವಯ  
ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ವೇತನ ನಿಗದಿಗೊಳಿಸುವ ಬಗ್ಗೆ  
ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳ ಕೆಲವು ಕಚೇರಿಗಳಿಂದ ಸ್ಪಷ್ಟೀಕರಣ ಕೇಳಲಾಗಿರುತ್ತದೆ. ಆದ್ದರಿಂದ, ವೇತನ  
ನಿಗದಿಕರಣದ ಬಗ್ಗೆ ಈ ಕೆಳಗಿನಂತೆ ಸ್ಪಷ್ಟೀಕರಿಸಲಾಗಿದೆ.

1. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 02.11.2007 ರಲ್ಲಿ, ಕೆರಿಯರ್  
ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ದಿನಾಂಕ: 24.08.2007 ರಿಂದ  
ಅನ್ವಯವಾಗುವಂತೆ ಜಾರಿಗೊಳಿಸಿರುವುದರಿಂದ, ನೋವೆನ್‌ಲ್ ವೇತನ ನಿಗದಿಕರಣಕ್ಕೆ ಅವಕಾಶವಿಲ್ಲ.
2. ದಿನಾಂಕ: 24.08.2007 -ರಂದು ಅಥವಾ ಅದಕ್ಕಿಂತ ಹಿಂದೆ 25/30 ಅಥವಾ 27/32 ವರ್ಷಗಳ  
ಸೇವಾವಧಿ ಪೂರೈಸಿರುವ ನೌಕರರ ಪ್ರಕರಣಗಳಲ್ಲಿ ಅವರ ವೇತನವನ್ನು ದಿನಾಂಕ: 24.08.2007  
ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಮುಂದಿನ ಉನ್ನತ ವೇತನ ಶ್ರೇಣಿಯ ಮುಂದಿನ ಹಂತದಲ್ಲಿ  
ನಿಗದಿಪಡಿಸುವುದು.
3. ದಿನಾಂಕ: 24.08.2007 ರ ನಂತರ 25/30 ಅಥವಾ 27/32 ವರ್ಷಗಳ ಸೇವಾವಧಿ ಪೂರೈಸುವ  
ನೌಕರರ ಪ್ರಕರಣಗಳಲ್ಲಿ ಅವರ ವೇತನವನ್ನು 25/30 ಅಥವಾ 27/32 ವರ್ಷಗಳ ಸೇವಾವಧಿ  
ಪೂರೈಸುವ ದಿನಾಂಕದಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಮುಂದಿನ ಉನ್ನತ ವೇತನ ಶ್ರೇಣಿಯ ಮುಂದಿನ  
ಹಂತದಲ್ಲಿ ನಿಗದಿಪಡಿಸುವುದು.

4. ವೇತನ ನಿಗದಿಕರಣದಲ್ಲಿ ಕ.ವಿ.ಮಂ ನೌಕರರ ಸೇವಾ ನಿಬಂಧನೆ ಹಾಗೂ ಕಾಲಕಾಲಕ್ಕೆ ಹೊರಡಿಸಲ್ಪಟ್ಟಿರುವ ಆದೇಶ/ ಸುತ್ತೋಲೆಗಳನ್ವಯ ಬಡ್ಡಿಯ ಪ್ರಕರಣಗಳಲ್ಲಿ ಅನುಸರಿಸುವ ವೇತನ ನಿಗದಿಕರಣದ ನಿಯಮವನ್ನು ಪಾಲಿಸುವುದು.

ನಿಮ್ಮ ವಿಶ್ವಾಸಿ,

  
ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು  
(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)

೧:

1. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಎಲ್ಲಾ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
2. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
5. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು ಹಾಗೂ ವಿ.ವಿ.ನಿ.ನಿ/ ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು)/ ನಿರ್ದೇಶಕರು(ಪ್ರಸರಣ)/ ನಿರ್ದೇಶಕರು (ಉನ್ನತ), ಕವಿಪ್ರಸನ್ನಿ.
6. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ), ಕವಿಪ್ರಸನ್ನಿ, ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರಸನ್ನಿ/ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ನಿಗಮ ಕಾರ್ಯಾಲಯ.
8. ಎಸ್.ಎ.-II ದಾಖಲೆಗಳು.



ಟೆಲೆಫನ್ : 845-2435 ಕೆಆರ್‌ಐಎಸ್  
ಗ್ರಾಫ್ : ಕೆಪ್‌ಎಸ್



## ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್,  
ಕಾವೇರಿ ಭವನ :  
ಬೆಂಗಳೂರು-560 009.

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83

ದಿನಾಂಕ: 10 DEC 2007

10-12-2007

ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಎ)  
(ವಾ, ಕಾ ಮತ್ತು ಪಾ),  
ಬೆಂಗಳೂರು ದಕ್ಷಿಣ ವೃತ್ತ,  
ಬೆಸ್ಕಾಂ, ಬೆಂಗಳೂರು.

ಮಾನ್ಯರೇ,

ವಿಷಯ: ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ:  
ಫೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವ ಬಗ್ಗೆ ಸ್ಪಷ್ಟೀಕರಣ.  
ಉಲ್ಲೇಖ: ನಿಮ್ಮ ಪತ್ರ ಸಂಖ್ಯೆ: 23167 ದಿನಾಂಕ: 15.11.2007.

ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ದಿನಾಂಕ: 15.11.2007 ರ ನಿಮ್ಮ ಪತ್ರದಲ್ಲಿ ಕೋರಿರುವ  
ಅಂಶಗಳಿಗೆ ಸ್ಪಷ್ಟೀಕರಣವನ್ನು ಈ ಕೆಳಗಿನಂತೆ ನೀಡಲಾಗಿದೆ:-

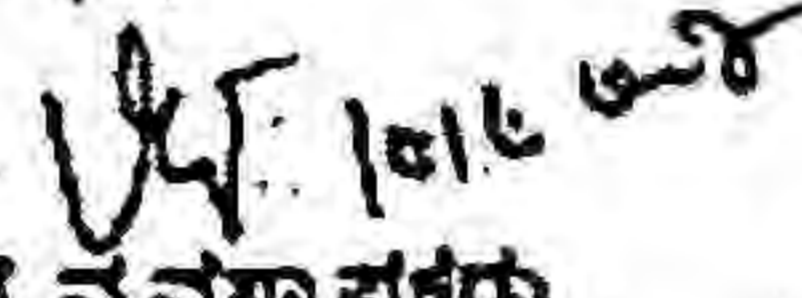
ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಶ್ನೆಗಳ ವಿವರಗಳು	ಸ್ಪಷ್ಟೀಕರಣ
1.	ಕೆರಿಯ ಇಂಜಿನಿಯರ್ ಹಾಗೂ ಹಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಯಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ ನೌಕರರಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಫೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ಯಾವ ಹುದ್ದೆಗಳ ವೇತನ ಶ್ರೇಣಿಗಳಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸಬೇಕು?	ಕೆರಿಯ ಇಂಜಿನಿಯರ್ ಹಾಗೂ ಹಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಯಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ ನೌಕರರಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಫೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ಕ್ರಮವಾಗಿ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್ ಹಾಗೂ ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ ಹುದ್ದೆಗಳ ವೇತನ ಶ್ರೇಣಿ ರೂ. 8645-275-9745-330-11725-385-13265-440-15025 ರಲ್ಲಿ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸುವುದು.
2.	ದಿನಾಂಕ: 03.04.1980 ರಲ್ಲಿ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಗೊಂಡು ದಿನಾಂಕ: 18.09.1998 ರಲ್ಲಿ ಹಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ಬಡ್ತಿ ಹೊಂದಿ ದಿನಾಂಕ: 03.04.2007 ರಂದು 27 ವರ್ಷಗಳ ಸೇವೆ ಪೂರ್ಣಗೊಳಿಸಿ ವೇತನ ಶ್ರೇಣಿ ರೂ.5465-13265 ರಲ್ಲಿ ರೂ.13,650/- ವೇತನ ಪಡೆಯುತ್ತಿರುವ ನೌಕರನಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಫೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ಯಾವ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸಬೇಕು?	ನೌಕರನು 2ನೇ ಬಡ್ತಿಯನ್ನು ಪಡೆಯದೇ ಇರುವುದರಿಂದ ಹಾಗೂ 27 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಪೂರ್ಣಗೊಳಿಸಿರುವುದರಿಂದ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಫೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ದಿನಾಂಕ: 24.08.2007 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿ ರೂ.8645-275-9745-330-11725-385-13265-440-15025 ರಲ್ಲಿ ರೂ.13705/- ಗೆ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸುವುದು.

3.	<p>ದಿನಾಂಕ: 02.05.1977 ರಲ್ಲಿ ಸಹಾಯಕ ಉಗ್ರಾಣ ಪಾಲಕರಾಗಿ ನೇಮಕ ಹೊಂದಿ ದಿನಾಂಕ: 07.11.1997 ರಲ್ಲಿ ಕಿರಿಯ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಗೆ ಬಡ್ಡಿಯನ್ನು ಹೊಂದಿರುವ ನೌಕರನಿಗೆ ಕ.ವಿ.ಮಂ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ಡಿ ನಿಯಮಾವಳಿಯಲ್ಲಿ ಮುಂದಿನ ಬಡ್ಡಿಗಾಗಿ ಅವಕಾಶವಿರುವುದಿಲ್ಲ. ಸದರಿ ನೌಕರನು ದಿನಾಂಕ: 01.05.2007 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ವೇತನ ಶ್ರೇಣಿ ರೂ.5465-13265 ರಲ್ಲಿ ರೂ.14,035/- ಮೂಲ ವೇತನವನ್ನು ಪಡೆಯುತ್ತಿದ್ದು, ದಿನಾಂಕ: 24.08.2007 ಕ್ಕೆ 30 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಪೂರ್ಣಗೊಳಿಸುತ್ತಾರೆ. ಇವರಿಗೆ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ಯಾವ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಏಷ್ಟಕ್ಕೆ ವೇತನ ನಿಗದಿಪಡಿಸಬೇಕು?</p>	<p>ಈ ನೌಕರನು ದಿನಾಂಕ: 24.08.2007 ಕ್ಕೆ 30 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಪೂರ್ಣಗೊಳಿಸುವುದರಿಂದ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ 2ನೇ ಬಡ್ಡಿಗಾಗಿ ಅವಕಾಶವಿಲ್ಲದೆ ಇರುವುದರಿಂದ ದಿನಾಂಕ: 24.08.2007 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿ ರೂ.8645-275-9745-330-11725-385-13265-440-15025 ರಲ್ಲಿ ರೂ.14,145/-ಕ್ಕೆ ಹಾಗೂ 3ನೇ ಬಡ್ಡಿಗಾಗಿ ಅವಕಾಶವಿಲ್ಲದೆ ಇರುವುದರಿಂದ ದಿನಾಂಕ: 24.08.2007 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿ ರೂ.9470-275-9745-330-11725-385-13265-440-15025-495-20470 ರಲ್ಲಿ ರೂ.14,585/- ಕ್ಕೆ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸುವುದು.</p>
4.	<p>1980 ರಲ್ಲಿ ಕಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕ ಹೊಂದಿ ಶೇಕಡ 10 ರ ಇನ್‌ಸರ್ವೀಸ್ ನೇರ ನೇಮಕಾತಿ ಮೀಸಲಾತಿಯಲ್ಲಿ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಗೊಂಡಿರುವ ನೌಕರನು 1999 ರಲ್ಲಿ ಮುಂದಿನ ಉನ್ನತ ವೇತನ ಶ್ರೇಣಿ ಸೌಲಭ್ಯವನ್ನು ಪಡೆದಿರುತ್ತಾನೆ. ಈತನಿಗೆ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು 25/30 ಅಥವಾ 27/32 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಕಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಾತಿಗೊಂಡ ದಿನಾಂಕದಿಂದ ಪರಿಗಣಿಸಬೇಕೆ? ಅಥವಾ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಾತಿಗೊಂಡ ದಿನಾಂಕದಿಂದ ಪರಿಗಣಿಸಬೇಕೆ?</p>	<p>ಕಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಾತಿ ಹೊಂದಿ ನಂತರ ಶೇಕಡ 10 ರ ಇನ್‌ಸರ್ವೀಸ್ ನೇಮಕಾತಿ ಮೀಸಲಾತಿಯಲ್ಲಿ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಾತಿ ಹೊಂದಿರುವ ನೌಕರನಿಗೆ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು 25/30 ಅಥವಾ 27/32 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ನೌಕರ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಾತಿ ಹೊಂದಿದ ದಿನಾಂಕದಿಂದ ಪರಿಗಣಿಸುವುದು.</p>
5.	<p>ಒಂದು ವೃತ್ತದಿಂದ ಮತ್ತೊಂದು ವೃತ್ತಕ್ಕೆ ವರ್ಗವಾಗಿ ಬಂದಿರುವ ನೌಕರನ ಪ್ರಕರಣದಲ್ಲಿ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಒಟ್ಟು ಸೇವಾವಧಿಯನ್ನು ಯಾವ ರೀತಿ ಪರಿಗಣಿಸಬೇಕು?</p>	<p>ಒಂದು ವೃತ್ತದಿಂದ ಮತ್ತೊಂದು ವೃತ್ತಕ್ಕೆ ವರ್ಗವಾಗಿ ಬಂದಿರುವ ನೌಕರನಿಗೆ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಬಡ್ಡಿಗಾಗಿ ಪರಿಗಣಿಸುವ ರೀತಿಯಲ್ಲಿಯೇ ಸೇವೆಯನ್ನು ಪರಿಗಣಿಸುವುದು.</p>
6.	<p>ಬೆರಳಚ್ಚುಗಾರ ಹುದ್ದೆಯಲ್ಲಿ ಸೇವೆಗೆ ಸೇರಿದ್ದು ಕಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಎನ್.ಹೆಚ್.ಎಸ್. ಸೌಲಭ್ಯ ಪಡೆದಿರುವ ನೌಕರನಿಗೆ ಪ್ರಕರಣದಲ್ಲಿ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯ ಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ಯಾವ ಹುದ್ದೆಗಳ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸಬೇಕು?</p>	<p>ಬೆರಳಚ್ಚುಗಾರ ಹುದ್ದೆಯಲ್ಲಿ ಸೇವೆಗೆ ಸೇರಿದ್ದು ಕಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಎನ್.ಹೆಚ್.ಎಸ್. ಸೌಲಭ್ಯ ಪಡೆದಿರುವ ನೌಕರನ ಪ್ರಕರಣದಲ್ಲಿ ಕಿರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯ ಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ಕಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ/ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ ಹುದ್ದೆಗಳ ವೇತನ ಶ್ರೇಣಿಗಳಲ್ಲಿ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸುವುದು.</p>

<p>7. ಬೆರಳಚ್ಚುಗಾರ ಹುದ್ದೆಯಲ್ಲಿ ದಿನಾಂಕ: 11.08.1975 ರಲ್ಲಿ ಸೇವೆಗೆ ಸೇರಿ, ದಿನಾಂಕ: 15.04.1998 ರಲ್ಲಿ ಹಿರಿಯ ಶ್ರೇಣಿ ಬೆರಳಚ್ಚುಗಾರ ಹುದ್ದೆಗೆ ಬಡ್ಡಿ ಹೊಂದಿ, ದಿನಾಂಕ: 01.08.2007 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ವೇತನ ಶ್ರೇಣಿ ರೂ.4765-140-5465-165-6455-195-7820-275-9745-330-11725 ರಲ್ಲಿ ರೂ.14035/- ವೇತನ ಪಡೆಯುತ್ತಿರುವ ನೌಕರರಿಗೆ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ಯಾವ ಹುದ್ದೆಗಳ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸಬೇಕು?</p>	<p>ನೌಕರನು ದಿನಾಂಕ: 24.08.2007 ಕ್ಕೆ 32 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಪೂರೈಸಿರುವುದರಿಂದ ಈ ದಿನಾಂಕದಂದು ಇವರ ವೇತನವನ್ನು ಮೊದಲಿಗೆ ವೇತನ ಶ್ರೇಣಿ ರೂ. 8645-275-9745-330-11725-385-13265-440-15025 ರಲ್ಲಿ ರೂ.14,145/- ಕ್ಕೆ ಹಾಗೂ ನಂತರ ರೂ.9470-275-9745-330-11725-385-13265-440-15025-495-20470 ರಲ್ಲಿ ರೂ.14,585/- ಕ್ಕೆ ನಿಗದಿಪಡಿಸುವುದು.</p>
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ಕವಿಮಂ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ಡಿ ನಿಯಮಾವಳಿಯ ಅಧ್ಯಾಯ 6, 7, 8 ಮತ್ತು 9 ರಲ್ಲಿ ವಿವಿಧ ಪದವ್ಯಂದಗಳ ಮುಂದೆ ತಿಳಿಸಿರುವ ನೇಮಕಾತಿ ಪ್ರಾಧಿಕಾರಿಗಳು ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ಮಂಜೂರು ಮಾಡುವ ಸಕ್ಷಮ ಪ್ರಾಧಿಕಾರಿಗಳಾಗಿರುತ್ತಾರೆ.

ನಿಮ್ಮ ವಿಶ್ವಾಸಿ,

  
ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು

(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)

ಗೆ:

1. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಎಲ್ಲಾ ವಿಧ್ಯುಕ್ತ ಸರಬರಾಜು ಕುಪನಿಗಳು.
2. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
5. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು ಹಾಗೂ ವಿ.ವಿ.ನಿ.ನಿ./ ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು)/ ನಿರ್ದೇಶಕರು(ಪ್ರಸರಣ)/ ನಿರ್ದೇಶಕರು (ಕಾನೂನು), ಕವಿಪ್ರಸನ್ನಿ.
6. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ), ಕವಿಪ್ರಸನ್ನಿ, ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರಸನ್ನಿ/ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ನಿಗಮ ಕಾರ್ಯಾಲಯ.
8. ಎಫ್.ಎ.-II ದಾಖಲೆಗಳು.

ಟೆಲೆಫನ್ : 845-2435 ಕೆಆರ್‌ಐಎನ್  
ಗ್ರಾಫ್ : ಕೆಪ್ಪಾನ್ಸ್



## ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್,  
ಕಾವೇರಿ ಭವನ :  
ಬೆಂಗಳೂರು-560 009.

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83

ದಿನಾಂಕ: 15 DEC 2007

15-DEC-2007

### ತಿದ್ದುಪಡಿ

ವಿಷಯ: ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ  
ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವ ಬಗ್ಗೆ ಸ್ಪಷ್ಟೀಕರಣ.  
ಉಲ್ಲೇಖ: ನಿಗಮದ ಪತ್ರ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83  
ದಿನಾಂಕ: 10.12.2007.

ನಿಗಮದ ಪತ್ರ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 10.12.2007 ರ ಕ್ರಮ ಸಂಖ್ಯೆ: 5 ರಲ್ಲಿನ ಸ್ಪಷ್ಟೀಕರಣವನ್ನು ಈ ಕೆಳಗಿನಂತೆ ತಿದ್ದುಪಡಿ ಮಾಡಿ ಓದುವುದು:

“ಓಂದು ವೃತ್ತದಿಂದ ಮತ್ತೊಂದು ವೃತ್ತಕ್ಕೆ ವರ್ಗವಾಗಿರುವ ನೌಕರರಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಒಟ್ಟು ಸೇವಾವಧಿಯನ್ನು ನೌಕರರು ಖಾಯಂ/ನಿಯತ-ಸೇವೆಗೆ ಸೇರಿದ/ಲೀನಗೊಂಡ ದಿನಾಂಕದಿಂದ ಪರಿಗಣಿಸುವುದು”.

*(Handwritten Signature)*

ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು  
(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)

ಗೆ:-

1. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಎಲ್ಲಾ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
2. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
5. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು ಹಾಗೂ ವಿ.ವಿ.ನಿ.ನಿ./ ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು)/ ನಿರ್ದೇಶಕರು(ಪ್ರಸಾರಣ)/ ನಿರ್ದೇಶಕರು (ಶಾಖಾನು), ಕವಿಪ್ರನಿ.
6. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು(ಆ ಮತ್ತು ಮಾ.ಸಂ.ಅ), ಕವಿಪ್ರನಿ, ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ಆಧಿಕಾರಿಗಳು, ನಿಗಮ ಕಾರ್ಯಾಲಯ.
8. ಎಸ್.ಎ.ವಿ. ದಾಖಲೆಗಳು.

ಟೆಲೆಫನ್ 845-2435 ಕೆಇಬಿಇಎಸ್  
ಗ್ರಾಂಪ್ ಕೆಪ್ಪಾಟ್



## ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್,  
"ಕಾವೇರಿಭವನ"  
ಬೆಂಗಳೂರು-560 009

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 (2)

ದಿನಾಂಕ: 12 APR 2008

02-APR-2008

ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ಎ),  
ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್(ಬಿ),  
ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ),  
ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.

ಮಾನ್ಯರೇ,

ವಿಷಯ: ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯೋದ್ದೇಶನೆ ಸೌಲಭ್ಯವನ್ನು  
ವಿಸ್ತರಿಸುವ ಬಗ್ಗೆ

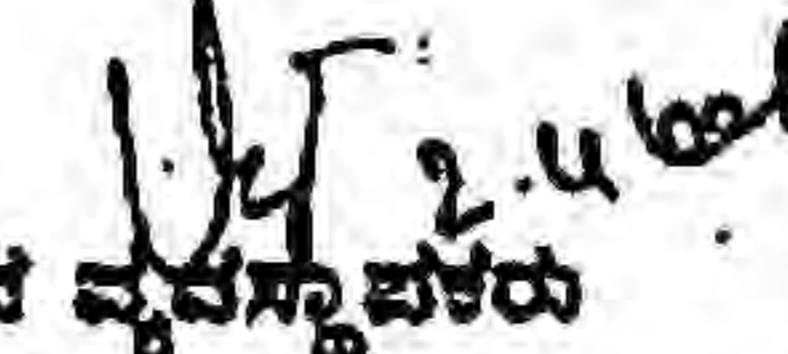
- ಉಲ್ಲೇಖ: 1. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 02.11.2007 ಹಾಗೂ 12.11.2007  
2. ನಿಗಮದ ಪತ್ರ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 10.12.2007

ನಿಗಮದ ಪತ್ರ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 10.12.2007 ರಲ್ಲಿ, ಕ.ವಿ.ಮಂಡಳಿ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ತಿ ನಿಯಮಾವಳಿಯ ಅಧ್ಯಾಯ 6, 7, 8 ಮತ್ತು 9 ರಲ್ಲಿ ವಿವಿಧ ವದವ್ಯಂದಗಳ ಮುಂದೆ ತಿಳಿಸಿರುವ ನೇಮಕಾತಿ ಪ್ರಾಧಿಕಾರಿಗಳು ಸಂಬಂಧಪಟ್ಟ ನೌಕರರಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯೋದ್ದೇಶನೆ ಸೌಲಭ್ಯವನ್ನು ಮಂಜೂರು ಮಾಡುವ ಸಕ್ಷಮ ಪ್ರಾಧಿಕಾರಿಗಳಾಗಿರುತ್ತಾರೆ ಎಂದು ತಿಳಿಸಲಾಗಿದೆ. ಕೆರಿಯ ಸಹಾಯಕ, ಸಹಾಯಕ, ಹಿರಿಯ ಸಹಾಯಕ, ಕೆರಿಯ ಇಂಜಿನಿಯರ್(ಎ) ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಗಳಿಗೆ ಸಂಬಂಧಪಟ್ಟ ವೃತ್ತಗಳು ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್(ಬಿ) ರವರುಗಳು ನೇಮಕಾತಿ ಪ್ರಾಧಿಕಾರಿಗಳಾಗಿದ್ದರೂ, ಈ ಹುದ್ದೆಗಳಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ ನೌಕರರಿಗೆ ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ, ಲೆಕ್ಕಾಧಿಕಾರಿ, ಸಹಾಯಕ ಇಂಜಿನಿಯರ್, ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್, ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್ ಹಾಗೂ ಸಮಾನಾಂತರ ಇತರೆ ಹುದ್ದೆಗಳ ವೇತನ ಶ್ರೇಣಿಗಳಲ್ಲಿ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯೋದ್ದೇಶನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಪ್ರಸ್ತಾವನೆಯನ್ನು ನಿಗಮದ ಕಾರ್ಯಾಲಯಕ್ಕೆ ಕೆಳಹಿಡಿಸುತ್ತಿರುವುದನ್ನು ಗಮನಿಸಲಾಗಿದೆ.

ಆದ್ದರಿಂದ, ಕೆರಿಯ ಸಹಾಯಕ, ಸಹಾಯಕ, ಹಿರಿಯ ಸಹಾಯಕ, ಕೆರಿಯ ಇಂಜಿನಿಯರ್(ಎ) ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಗಳಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ ನೌಕರರಿಗೆ ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ, ಲೆಕ್ಕಾಧಿಕಾರಿ, ಸಹಾಯಕ ಇಂಜಿನಿಯರ್, ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್, ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್ ಹಾಗೂ ಸಮಾನಾಂತರ ಇತರೆ ಹುದ್ದೆಗಳ ವೇತನ ಶ್ರೇಣಿಗಳಲ್ಲಿ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್

ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ಸಂಬಂಧಪಟ್ಟ ವ್ಯಕ್ತಿಗಳ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್(ಎ) ರವರುಗಳ ಇತರೆ ಪರತ್ತು ಹಾಗೂ ನಿಬಂಧನೆಗಳಿಗೊಳಪಟ್ಟು ವಿಸ್ತರಿಸಬಹುದಾಗಿದೆ ಎಂದು ಈ ಮೂಲಕ ಸ್ಪಷ್ಟೀಕರಿಸಲಾಗಿದೆ.

ತಮ್ಮ ವಿಶ್ವಾಸಿ,

  
ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು  
(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)

**ಪ್ರತಿಗಳು:**

1. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಎಲ್ಲಾ ಎಡ್ಯುಟ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
2. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
5. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು ಹಾಗೂ ವಿ.ಎ.ನಿ.ನಿ/ ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು) /ನಿರ್ದೇಶಕರು(ಪ್ರಸರಣ)/ನಿರ್ದೇಶಕರು (ಶಾಖಾಸು), ಕವಿಪ್ರನಿ/ ನಿರ್ದೇಶಕರು, ಓ.ಸಿ.ಕೆ.ಎಲ್.
6. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ), ಕವಿಪ್ರನಿ, ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ನಿಗಮ ಕಾರ್ಯಾಲಯ.
8. ಎಸ್.ಎ.-II ಡಾಖಲೆಗಳು.

ಟೆಲೆಫನ್ : 845-2435 ಕೆಆರ್‌ಐಎಸ್

ಗ್ರಾಂಪ್ : ಕೆಪ್ಪಾನ್



## ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್,

"ಕಾವೇರಿ ಭವನ"

ಬೆಂಗಳೂರು-560 008

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 (2)

ದಿನಾಂಕ: 17 APR 2008

ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ಎ),  
ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್(ಎ),  
ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ),  
ಕವಿಪ್ರನಿ ಎಸ್ಕಾಂಗಳು.

ಮಾನ್ಯರೇ,

ವಿಷಯ: ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು  
ಅನುಷ್ಠಾನಗೊಳಿಸುವ ಬಗ್ಗೆ ಸ್ಪಷ್ಟೀಕರಣ.

- ಉಲ್ಲೇಖ: 1. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/ 82-83 ದಿನಾಂಕ: 09.04.2003 ಹಾಗೂ 02.11.2007.  
2. ನಿಗಮದ ಪತ್ರ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 12.11.2007 ಮತ್ತು 10.12.2007.  
3. ನಿಗಮದ ತಿದ್ದುಪಡಿ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/ 82-83 ದಿನಾಂಕ: 15.12.2007.

ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/ 82-83 ದಿನಾಂಕ: 09.04.2003 ಹಾಗೂ 02.11.2007 ರ ಅನ್ವಯ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ಅನುಷ್ಠಾನಗೊಳಿಸುವ ಬಗ್ಗೆ ನಿಗಮದ/ಎಸ್ಕಾಂಗಳ ಕೆಲವು ವ್ಯತ್ಯಾಸಗಳು/ ವಿಭಾಗೀಯ ಅಧಿಕಾರಿಗಳು ಸ್ಪಷ್ಟೀಕರಣವನ್ನು ಕೇಳಿರುತ್ತಾರೆ. ವಿಷಯವನ್ನು ಕೂಲಂಕುಷವಾಗಿ ಪರಿಶೀಲಿಸಿ ಈ ಕೆಳಗಿನಂತೆ ಸ್ಪಷ್ಟೀಕರಣ ನೀಡಲಾಗಿದೆ.

ಕ್ರಮ ಸಂಖ್ಯೆ	ಕೋರಿರುವ ಸ್ಪಷ್ಟೀಕರಣ	ನೀಡಿರುವ ಸ್ಪಷ್ಟೀಕರಣ
1.	ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 02.11.2007 ರ ಅನ್ವಯ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯ ದಿನಾಂಕ: 24.08.2007 ರಿಂದ ಜಾರಿಗೆ ಬಂದಿರುವುದರಿಂದ.	ಒಂದು.

	<p>ಸದರಿ ದಿನಾಂಕದಂದು 32 ವರ್ಷ ಸೇವೆಯನ್ನು ಪೂರೈಸಿರುವ ನೌಕರರ ಪ್ರಕರಣಗಳಲ್ಲಿ, 25/27 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸಿದ್ದರೂ ಎರಡನೇ ಬಡ್ಡಿಯನ್ನು ಹಾಗೂ 30/32 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸಿದ್ದರೂ ಮೂರನೇ ಬಡ್ಡಿಯನ್ನು ಪಡೆಯದೇ ಇರುವುದರಿಂದ, ದಿನಾಂಕ: 24.08.2007 ರಂದು ಎರಡು ವೇತನ ಶ್ರೇಣಿಗಳಲ್ಲಿ ವೇತನ ನಿಗದಿಕರಣ ಮಾಡಬಹುದೇ?</p>	
2	<p>ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 02.11.2007 ರ ಕಂಡಿಕೆ 4 (ಇ) ಪ್ರಕಾರ ಬಡ್ಡಿ ನಿಗದಿಪಡಿಸಿರುವ ಕನಿಷ್ಠ ಸೇವಾವಧಿಯನ್ನು ಪೂರೈಸದೆ ದಿನಾಂಕ: 24.08.2007 ರ ನಂತರ 30/32 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸಿರುವ/ಪೂರೈಸುವ ನೌಕರರಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬಹುದೇ?</p>	<p>ಇಲ್ಲ. ದಿನಾಂಕ: 24.08.2007 ರ ನಂತರ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯಕ್ಕೆ ಅರ್ಹರಾಗಲು ನೌಕರರು ಬಡ್ಡಿ ನಿಗದಿಪಡಿಸಿರುವ ಕನಿಷ್ಠ ಸೇವಾವಧಿಯನ್ನು ಪೂರೈಸಬೇಕು.</p>
3	<p>ಮುಂದಿನ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ಮೀರಿ ವೇತನವನ್ನು ಪಡೆಯುತ್ತಿರುವ ನೌಕರರಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ಯಾವ ವಿಧಾನದಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸಬೇಕು?</p>	<p>ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4330/2005-06 ದಿನಾಂಕ: 12.09.2007 ರಲ್ಲಿನ ಷರತ್ತು ಹಾಗೂ ನಿಬಂಧನೆಗಳಿಗೊಳಪಟ್ಟು ವೇತನ ನಿಗದಿಪಡಿಸಬೇಕು.</p>
4	<p>ಎಸ್.ಎಸ್.ಎಲ್.ಸಿ/ಬಿ.ಟಿ.ಐ. ವಿದ್ಯಾರ್ಹತೆಯ ಆಧಾರದಲ್ಲಿ ಮೀಟರ್ ರೀಡರ್ ಹುದ್ದೆಗೆ ನೇಮಕ ಹೊಂದಿ ಕೆರಿಯ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಗೆ ಬಡ್ಡಿ ಹೊಂದಿರುವ ನೌಕರನಿಗೆ, ಕ.ಎ.ಮಂ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ಡಿ ನಿಯಮಾವಳಿಯಲ್ಲಿ ಮುಂದಿನ ಬಡ್ಡಿಗೇ ಅವಕಾಶವಿಲ್ಲದೆ ಇರುವುದರಿಂದ ಇವರಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು 25/30 ವರ್ಷಕ್ಕೆ ವಿಸ್ತರಿಸಬೇಕೆ? ಅಥವಾ 27/32 ವರ್ಷಕ್ಕೆ ವಿಸ್ತರಿಸಬೇಕೆ?</p>	<p>ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 02.11.2007 ರ ಕಂಡಿಕೆ 1 (ಆ) ಪ್ರಕಾರ ಇವರಿಗೆ ಎರಡನೇ ಬಡ್ಡಿಗೇ ಅವಕಾಶವಿಲ್ಲದೆ ಇರುವುದರಿಂದ 25 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸುವ ದಿನಾಂಕದಿಂದ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಹಾಗೂ ಮೂರನೇ ಬಡ್ಡಿಗೇ ಅವಕಾಶವಿಲ್ಲದೆ ಇರುವುದರಿಂದ 30 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸುವ ದಿನಾಂಕದಿಂದ ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬೇಕು.</p>

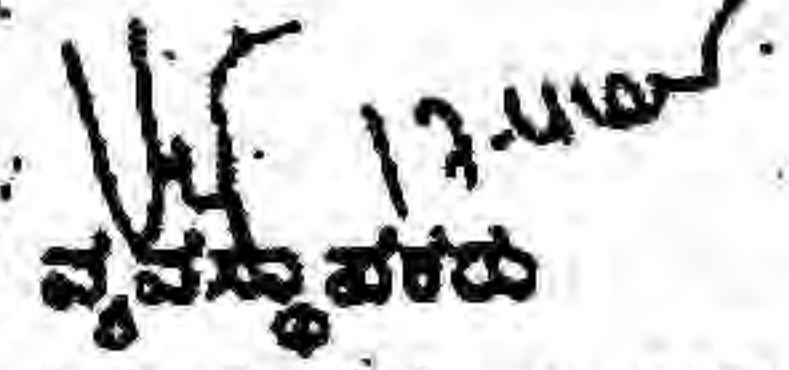


5	<p>ಬೆರಳಚ್ಚುಗಾರರಾಗಿ ಸೇವೆಗೆ ಸೇರಿ ಹಿರಿಯ ದರ್ಜೆ ಬೆರಳಚ್ಚುಗಾರ ಹುದ್ದೆಗೆ ಬಡ್ಡಿ ಹೊಂದಿರುವ ನೌಕರರಿಗೆ ಕ.ವಿ.ಮಂ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ಡಿ ನಿಯಮಾವಳಿಯಲ್ಲಿ ಎರಡನೇ ಹಾಗೂ ಮೂರನೇ ಬಡ್ಡಿಗೇ ಅವಕಾಶವಿಲ್ಲದೆ ಇರುವುದರಿಂದ ಯಾವ ವಿಧಾನದಲ್ಲಿ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬೇಕು?</p>	<p>ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 02.11.2007 ರ ಕಂಡಿಕೆ 1. (ಆ) ಪ್ರಕಾರ ಇವರಿಗೆ ಎರಡನೇ ಬಡ್ಡಿಗೇ ಅವಕಾಶವಿಲ್ಲದೆ ಇರುವುದರಿಂದ 25 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸುವ ದಿನಾಂಕದಿಂದ ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಹಾಗೂ ಮೂರನೇ ಬಡ್ಡಿಗೇ ಅವಕಾಶವಿಲ್ಲದೆ ಇರುವುದರಿಂದ 30 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸುವ ದಿನಾಂಕದಿಂದ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬೇಕು.</p>
6	<p>ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ವೇತನವನ್ನು ಯಾವ ವಿಧಾನದಲ್ಲಿ ನಿಗದಿಪಡಿಸಬೇಕು?</p>	<p>ಬಡ್ಡಿ ನೀಡಿ ವೇತನ ನಿಗದಿಪಡಿಸುವ ವಿಧಾನದಲ್ಲಿ ಕ.ವಿ.ಮಂ ನೌಕರರ ಸೇವಾ ನಿಬಂಧನೆ 36 ಸಿ ಪ್ರಕಾರ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ವೇತನ ನಿಗದಿಪಡಿಸಬೇಕು. ಮುಂದಿನ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ಮೀರಿ ವೇತನ ಪಡೆಯುತ್ತಿರುವ ನೌಕರರಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/ 4330/2005-06 ದಿನಾಂಕ: 12.09.2007 ರಲ್ಲಿನ ಷರತ್ತು ಹಾಗೂ ನಿಬಂಧನೆಗಳಿಗೊಳಪಟ್ಟು ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸಬೇಕು.</p>
7	<p>ಡಿಪ್ಲೋಮಾ ವಿದ್ಯಾರ್ಹತೆ ಆಧಾರದಲ್ಲಿ ಕಿರಿಯ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಗೆ ನೇಮಕಾತಿ ಹೊಂದಿ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಗೆ ಬಡ್ಡಿ ಹೊಂದಿರುವ ನೌಕರರಿಗೆ ಯಾವ ವಿಧಾನದಲ್ಲಿ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬೇಕು?</p>	<p>ಕ.ವಿ.ಮಂ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ಡಿ ನಿಯಮಾವಳಿಯಲ್ಲಿ ಇವರು ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಗೆ ಎರಡನೇ ಬಡ್ಡಿ ಪಡೆಯಲು ಅವಕಾಶವಿರುತ್ತದೆ. ಆದ್ದರಿಂದ ಇವರಿಗೆ 25 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸುವ ದಿನಾಂಕದಿಂದ ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಹಾಗೂ ಮೂರನೇ ಬಡ್ಡಿಗೇ ಅವಕಾಶವಿಲ್ಲದೆ ಇರುವುದರಿಂದ 30 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸುವ ದಿನಾಂಕದಿಂದ ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬೇಕು.</p>

8	<p>ಸ್ಥಾನಿಟರಿ ವರ್ಕರ್ ಹುದ್ದೆಗೆ ನೇಮಕಾತಿ ಹೊಂದಿ 10 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸಿ ಎನ್.ಹೆಚ್.ಎಸ್. ಸೌಲಭ್ಯವನ್ನು ಪಡೆದಿರುವ ನೌಕರರಿಗೆ ಯಾವ ವಿಧಾನದಲ್ಲಿ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬೇಕು?</p>	<p>ಸ್ಥಾನಿಟರಿ ವರ್ಕರ್‌ಗಳಿಗೆ ಮಾಲಿ ದರ್ಜೆ-1 ರ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಮುಂದಿನ ಉನ್ನತ ವೇತನ ಶ್ರೇಣಿ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಅವಕಾಶವಿರುತ್ತದೆ. ಇವರಿಗೆ 25 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸುವುದಕ್ಕೆ ದಪ್ಪ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿ ರೂ.3790-8795 ರಲ್ಲಿ ಹಾಗೂ 30 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸುವುದಕ್ಕೆ ಕೆರಿಯರ್ ಸಹಾಯಕ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿ ರೂ.4215-10735 ರಲ್ಲಿ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬೇಕು.</p>
9	<p>ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/2106/2002-03 ದಿನಾಂಕ: 26.12.2002 ರ ಪ್ರಕಾರ ಒಂದೇ ಹುದ್ದೆಯಲ್ಲಿ ಯಾವುದೇ ಬಡ್ಡಿಯಿಲ್ಲದೆ 20 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸಿರುವುದಕ್ಕೆ ಮಂಜೂರು ಮಾಡಿರುವ ಒಂದು ಅಧಿಕ ವೇತನಬಡ್ಡಿಯನ್ನು ಬಡ್ಡಿಯೆಂದು ಪರಿಗಣಿಸಬಹುದೇ?</p>	<p>ಇಲ್ಲ.</p>
10	<p>ಸಹಾಯಕ ಮಾರ್ಗದರ್ಶಿ ವರ್ಗ ಹುದ್ದೆಗಳಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸಿ ಸಹಾಯಕ ಮಾರ್ಗದರ್ಶಿ ಹುದ್ದೆಗಳಿಗೆ ಲೀನಗೊಂಡ ನೌಕರರ ಪ್ರಕರಣಗಳಲ್ಲಿ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಸಹಾಯಕ ಮಾರ್ಗದರ್ಶಿ ವರ್ಗ ಹುದ್ದೆಯಲ್ಲಿ ಸಲ್ಲಿಸಿರುವ ಸೇವೆಯನ್ನು ಪರಿಗಣಿಸಬಹುದೇ?</p>	<p>ಇಲ್ಲ. ನಿಗಮದ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 09.04.2003 ರಲ್ಲಿ ತಿಳಿಸಿರುವಂತೆ, ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಒಟ್ಟು ಸೇವಾವಧಿಯನ್ನು ಪಾಯಂ/ನಿಯತ ಸೇವೆಗೆ ಸೇರಿದ/ ಲೀನಗೊಂಡ ದಿನಾಂಕದಿಂದ ಪರಿಗಣಿಸುವುದು.</p>
11	<p>ಐ.ಟಿ.ಐ ವಿದ್ಯಾರ್ಹತೆ ಆಧಾರದಲ್ಲಿ ಲೈನ್‌ಮೆನ್‌ಗಳಿಗೆ ದರ್ಜೆ-2 ರ ಹುದ್ದೆಗೆ ನೇಮಕಾತಿ ಹೊಂದಿ ಮೀಟರ್ ರೀಡರ್ ಹಾಗೂ ಕೆರಿಯ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಗೆ ಬಡ್ಡಿ ಹೊಂದಿರುವ ನೌಕರರಿಗೆ ಮೂರನೇ ಬಡ್ಡಿಗ ಅವಕಾಶವಿಲ್ಲದೆ ಇರುವುದರಿಂದ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ಯಾವ ರೀತಿ ವಿಸ್ತರಿಸಬೇಕು?</p>	<p>ಮೂರನೇ ಬಡ್ಡಿಗ ಅವಕಾಶವಿಲ್ಲದೆ ಇರುವುದರಿಂದ 30 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸಿದ ನಂತರ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್(ಎ) ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿ ರೂ.8645-15025 ರಲ್ಲಿ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬೇಕು.</p>
12	<p>ಸ್ವಂತ ಕೋರಿಕೆಯ ಮೇರೆಗೆ ಜ್ಯೇಷ್ಠತೆಯನ್ನು ತ್ಯಜಿಸಿ ಒಂದು ವಿಭಾಗದಿಂದ ಮತ್ತೊಂದು ವಿಭಾಗಕ್ಕೆ ವರ್ಗವಾಗಿರುವ ಲೈನ್ ಮೆನ್‌ಗಳಿಗೆ ದರ್ಜೆ-2, ಮಾರ್ಗದರ್ಶಿ, ಸಹಾಯಕ</p>	<p>ಹೌದು. ನಿಗಮದ ತಿದ್ದುಪಡಿ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ: 15.02.2007 ರಲ್ಲಿ ಸ್ಪಷ್ಟೀಕರಿಸಿರುವಂತೆ ಒಂದು ವಿಭಾಗದಿಂದ ಮತ್ತೊಂದು ವಿಭಾಗಕ್ಕೆ ಸ್ವಂತ</p>

	ಮಾಗಾದಾಳು ಮುಂತಾದ ಹುದ್ದೆಗಳಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ ನೌಕರರಿಗೆ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವಾಗ ಹಿಂದಿನ ವಿಭಾಗಗಳಲ್ಲಿ ನಿರ್ವಹಿಸಿರುವ ಸೇವೆಯನ್ನು ಪರಿಗಣಿಸಬಹುದೇ?	ಕೋರಿಕೆಯ ಮೇರೆಗೆ ವರ್ಗವಾಗಿರುವ ನೌಕರರಿಗೆ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಒಟ್ಟು ಸೇವಾವಧಿಯನ್ನು ನೌಕರರು ಪಾಯಂ/ ನಿಯತ ಸೇವೆಗೆ ಸೇರಿದ/- ಲೀನಗೊಂಡ ದಿನಾಂಕದಿಂದ ಪರಿಗಣಿಸಬೇಕು.
13	ದಿನಾಂಕ: 12.03.1975 ರಂದು ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇರ ನೇಮಕಾತಿ ಹೊಂದಿ ಹಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಮುಂದಿನ ಉನ್ನತ ವೇತನ ಶ್ರೇಣಿ ಸೌಲಭ್ಯ ಪಡೆದಿದ್ದು ಇಲಾಖಾ ಪರೀಕ್ಷೆಗಳಲ್ಲಿ ಉತ್ತೀರ್ಣನಾಗದೆ ಇರುವ ನೌಕರರಿಗೆ ಯಾವ ಹುದ್ದೆಗಳ ವೇತನ ಶ್ರೇಣಿಗಳಲ್ಲಿ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಬೇಕು?	ದಿನಾಂಕ: 24.08.2007 ರಂದು ನೌಕರನು 32 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸಿರುವುದರಿಂದ ಸದರಿ ದಿನಾಂಕದಂದು 2ನೇ ಬಡ್ಡಿ ಬಾರದ ಇರುವುದಕ್ಕೆ ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಹಾಗೂ 3ನೇ ಬಡ್ಡಿ ಬಾರದ ಇರುವುದಕ್ಕೆ ಲೆಕ್ಕಾಧಿಕಾರಿ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಕೆರಿಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸುವುದು.

ತಮ್ಮ ವಿಶ್ವಾಸಿ,

  
 ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು  
 (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)

**ಪ್ರತಿಗಳು:**

1. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಎಲ್ಲಾ ವಿಜ್ಞಾಪನಾ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
2. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
5. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರಸನ್ನಿ/ಎಸ್ಕಾಂಗಳು ಹಾಗೂ ವಿ.ವಿ.ನಿ.ನಿ/ ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು) /ನಿರ್ದೇಶಕರು(ಪ್ರಸಾರಣ)/ ನಿರ್ದೇಶಕರು (ಇನ್‌ಫೊ), ಕವಿಪ್ರಸನ್ನಿ/ ನಿರ್ದೇಶಕರು, ಒ.ಸಿ.ಸಿ.ಎಲ್.
6. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ), ಕವಿಪ್ರಸನ್ನಿ, ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರಸನ್ನಿ/ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ನಿಗಮ ಕಾರ್ಯಾಲಯ.
8. ಎಸ್.ಎ.-II ದಾಖಲೆಗಳು.

ಟೆಲೆಫನ್ : 845-2435 ಕೆಆರ್‌ಐಎಸ್  
ಗ್ರಾಂಪ್ : ಕೆಪ್ಪಾಲ್



## ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್,  
"ಕಾವೇರಿ ಭವನ"  
ಬೆಂಗಳೂರು-560 009.

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 (2)

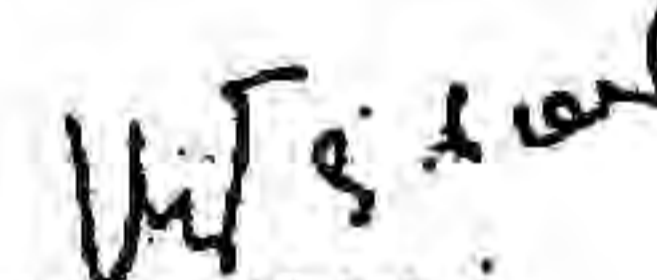
11 JUN 2008  
ದಿನಾಂಕ .....  
10-JUN-2008

### ತಿದ್ದುಪಡಿ

- ವಿಷಯ: ಕೆಂಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯೋದ್ದೇಶನೆ ಸೌಲಭ್ಯವನ್ನು  
ಅನುಷ್ಠಾನಗೊಳಿಸುವ ಬಗ್ಗೆ ಸ್ಪಷ್ಟೀಕರಣ
- ಉಲ್ಲೇಖ: 1. ನಿಗಮದ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-  
83 ದಿನಾಂಕ 9.4.2008 ಹಾಗೂ 2.11.2007.  
2. ನಿಗಮದ ಪತ್ರ ಸಂಖ್ಯೆ ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83  
ದಿನಾಂಕ 17.4.2008

ನಿಗಮದ ಪತ್ರ ಸಂಖ್ಯೆ ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ 17.4.2008 ರ ಕ್ರಮ ಸಂಖ್ಯೆ 10 ರಲ್ಲಿನ  
ಸ್ಪಷ್ಟೀಕರಣವನ್ನು ಈ ಕೆಳಗಿನಂತೆ ತಿದ್ದುಪಡಿ ಮಾಡಿ ಒದುವುದು:

"ಸಹಾಯಕ ಮಾರ್ಗದರ್ಶಿ (ವೆಕ್ಸ್) ಹುದ್ದೆಗಳಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸಿ, ಸಹಾಯಕ ಮಾರ್ಗದರ್ಶಿ  
ಹುದ್ದೆಗಳಲ್ಲಿ ವಿಲೀನಗೊಂಡ ನೌಕರರ ಪ್ರಕರಣಗಳಲ್ಲಿ ಕೆಂಯರ್ ಆಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯೋದ್ದೇಶನೆ  
ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು ಒಟ್ಟು ಸೇವಾವಧಿಯನ್ನು ಸಹಾಯಕ ಮಾರ್ಗದರ್ಶಿ (ವೆಕ್ಸ್) ಹುದ್ದೆಗಳಲ್ಲಿ  
ಸಲ್ಲಿಸಿರುವ ಸೇವೆಯನ್ನು ಸೇರಿಸಿಕೊಂಡು ಪರಿಗಣಿಸುವುದು."

  
ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು  
(ಆಡಳಿತ ಮತ್ತು ಮಾ.ಸಂ.ಆ.)

### ಪ್ರತಿಗಳು:

1. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಎಲ್ಲಾ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
2. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ವಿ), ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ಆಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್(ವಿ), ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
5. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
6. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ವಿ), ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
8. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು ಹಾಗೂ ವಿ.ವಿ.ನಿ.ನಿ/ ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು)  
/ನಿರ್ದೇಶಕರು(ಪ್ರಸಾರಣ)/ ನಿರ್ದೇಶಕರು (ಕಾನೂನು), ಕವಿಪ್ರನಿ/ ನಿರ್ದೇಶಕರು, ಪಿ.ಸಿ.ಕೆ.ಎಲ್.
9. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ), ಕವಿಪ್ರನಿ, ಕಂಪನಿ  
ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
10. ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ನಿಗಮ ಕಾರ್ಯಾಲಯ.
11. ಎಸ್.ಎ.-11 ದಾಖಲೆಗಳು.

ಟೆಲೆಫನ್ : 845-2435 ಕೆಇಬಿಇನ್  
ಗ್ರಾಂಪ್ : ಕೆಪ್ಪಾನ್



# ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್,  
"ಕಾವೇರಿ ಭವನ"  
ಬೆಂಗಳೂರು-560 003

ದಿನಾಂಕ = 3 MAR 2010

03-MAR-2010

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 (2)

ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್ (ವಿ.),  
ಕಾರ್ಯ ಮತ್ತು ಪಾಲನಾ ದಕ್ಷಿಣ ವೃತ್ತ,  
ಬೆಸ್ಕಾಂ.,  
ಬೆಂಗಳೂರು

ಮಾನ್ಯರೇ,

ವಿಷಯ: ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು

ವಿಸ್ತರಿಸುವ ಬಗ್ಗೆ ಸ್ಪಷ್ಟೀಕರಣ.

ಉಲ್ಲೇಖ: 1. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ  
9.4.2003 ಹಾಗೂ 2.11.2007.

2. ನಿಗಮದ ಪತ್ರ ಸಂಖ್ಯೆ ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ  
12.11.2007, 10.12.2007 ಹಾಗೂ ದಿನಾಂಕ 15.12.2007 ರ  
ತಿದ್ದುಪಡಿ.

3. ನಿಗಮದ ಪತ್ರ ಸಂಖ್ಯೆ ಕವಿಪ್ರನಿ/ಬಿ16/5816/82-83 ದಿನಾಂಕ  
17.4.2008 ಹಾಗೂ ದಿನಾಂಕ 10.6.2008 ರ ತಿದ್ದುಪಡಿ.

4. ನಿಗಮದ ದಿನಾಂಕ 14.10.2009 ಹಾಗೂ 19.1.2010 ರ ಟಿಪ್ಪಣಿಗಳು.

ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ನಿಗಮದ ದಿನಾಂಕ 10.12.2007 ರ ಪತ್ರದಲ್ಲಿನ ಅಂಶಗಳನ್ನು  
ಮರುಪರಿಶೀಲಿಸಲಾಗಿ, ಕ್ರಮ ಸಂಖ್ಯೆ (4) ರಲ್ಲಿನ ಪ್ರಶ್ನೆಗೆ ಸ್ಪಷ್ಟೀಕರಣವನ್ನು ಭಾಗಶಃ ಮಾರ್ಪಡಿಸಿ, ಈ  
ಕೆಳಗಿನಂತೆ ನೀಡಲಾಗಿದೆ:-

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಶ್ನೆಗಳ ವಿವರಗಳು	ಸ್ಪಷ್ಟೀಕರಣ
4.	1980 ರಲ್ಲಿ ಕಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕ ಹೊಂದಿ ಶೇಕಡ 10 ರ ಇನ್‌ಸರ್ವೀಸ್ ನೇರ ನೇಮಕಾತಿ ಮೀಸಲಾತಿಯಲ್ಲಿ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಗೊಂಡಿರುವ ನೌಕರನು 1999 ರಲ್ಲಿ ಮುಂದಿನ ಉನ್ನತ ವೇತನ ಶ್ರೇಣಿ ಸೌಲಭ್ಯವನ್ನು ಪಡೆದಿರುತ್ತಾನೆ. ಈತನಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು 25/30 ಅಥವಾ 27/32 ವರ್ಷಗಳ ಸೇವಾವಧಿಯನ್ನು ಕಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಾತಿಗೊಂಡ ದಿನಾಂಕದಿಂದ ಪರಿಗಣಿಸಬೇಕೆ? ಅಥವಾ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಾತಿಗೊಂಡ ದಿನಾಂಕದಿಂದ ಪರಿಗಣಿಸಬೇಕೆ?	ಕಿರಿಯ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಾತಿ ಹೊಂದಿ ನಂತರ ಶೇಕಡ 10 ರ ಇನ್‌ಸರ್ವೀಸ್ ನೇಮಕಾತಿ ಕೋಟಾದಲ್ಲಿ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ನೇಮಕಾತಿ ಹೊಂದಿರುವ ನೌಕರನಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಲು 25/30 ಅಥವಾ 27/32 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ನೌಕರನು ಸೇವೆಗೆ ಸೇರಿದ ದಿನಾಂಕದಿಂದ ಪರಿಗಣಿಸುವುದು.  ಸೂಚನೆ: ಇನ್‌ಸರ್ವೀಸ್ ನೇಮಕಾತಿ ಕೋಟಾದಲ್ಲಿ ನೇಮಕಾತಿ ಮಾಡಲಾಗುವ ಇತರೆ ಹುದ್ದೆಗಳಿಗೂ ಸಹ ಇದೇ ಕ್ರಮವನ್ನು ಅನುಸರಿಸುವುದು.

ಉಳಿದಂತೆ, ದಿನಾಂಕ 10.12.2007 ರ ಪತ್ರಕ್ಕೆ ಇನ್ನಾವುದೇ ಬದಲಾವಣೆಗಳು ಇರುವುದಿಲ್ಲ.

ನಿಮ್ಮ ವಿಶ್ವಾಸಿ,



ನಿರ್ದೇಶಕರು

(ಆಡಳಿತ ಮತ್ತು ಮಾ.ಸಂ.)

ಪ್ರತಿ ಮಾಹಿತಿಗಾಗಿ:

1. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರನಿನಿ/ಎಸ್ಕಾಂಗಳು.
2. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿನಿ/ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರನಿನಿ/ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿನಿ/ಎಸ್ಕಾಂಗಳು.
5. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರನಿನಿ/ಎಸ್ಕಾಂಗಳು.
6. ಎಲ್ಲಾ ಉಪ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿನಿ/ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ಲೆಕ್ಕಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿನಿ/ಎಸ್ಕಾಂಗಳು.
8. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರನಿನಿ/ಎಸ್ಕಾಂಗಳು, ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು)/  
ನಿರ್ದೇಶಕರು (ಪ್ರಸರಣ)/ನಿರ್ದೇಶಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾ.ಸಂ.)/ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿಗಳು, ಕವಿಪ್ರನಿನಿ.
9. ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ನಿಗಮ ಕಾರ್ಯಾಲಯ.
10. ಎಸ್.ಎ.-2 ದಾಖಲೆಗಳು.



## ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸರಣ ನಿಗಮ ನಿಯಮಿತ

ವಿಷಯ: ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ವಿಸ್ತರಿಸುವ ಬಗ್ಗೆ.

### ಓದಲಾಗಿದೆ:

1. ನಿಗಮದ ನೌಕರರು/ಅಧಿಕಾರಿಗಳಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ಹೊರಡಿಸಿರುವ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ದಿ16/5816/82-83 ದಿನಾಂಕ: 09.04.2003.
2. ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ಕವಿಮಂ ನೌಕರಿ ಭರ್ತಿ ಹಾಗೂ ಬಡ್ಡಿ ನಿಯಮಾವಳಿಯಲ್ಲಿ ಒಂದನೇ/ಎರಡನೇ/ಮೂರನೇ ಬಡ್ಡಿಗೇ ಅವಕಾಶವಿಲ್ಲದಂತಹ ನೌಕರರು, ಬಡ್ಡಿಗೇ ಅರ್ಹತೆ ಹೊಂದಿದ್ದರೂ ಮೊದಲನೇ ಬಡ್ಡಿಯನ್ನು ಪಡೆಯದೆ ಇರುವಂತಹ ನೌಕರರು ಹಾಗೂ ಬಡ್ಡಿಗೇ ನಿಗದಿಪಡಿಸಿರುವಂತಹ ಪರೀಕ್ಷೆಗಳಲ್ಲಿ ಉತ್ತೀರ್ಣರಾಗದೇ ಬಡ್ಡಿಗೇ ಅರ್ಹರಾಗದೆ ಇರುವಂತಹ ನೌಕರರಿಗೂ ವಿಸ್ತರಿಸುವಂತೆ ಕೋರಿ ಬರೆದ ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘದ (ನೋಂದಣಿ ಸಂಖ್ಯೆ: 659) ದಿನಾಂಕ: 23.08.2003 ಹಾಗೂ 11.10.2005 ರ ಪತ್ರಗಳು.
3. ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘದ (ನೋಂದಣಿ ಸಂಖ್ಯೆ: 659) ಪದಾಧಿಕಾರಿಗಳೊಂದಿಗೆ ದಿನಾಂಕ: 07.08.2007 ರಲ್ಲಿ ನಡೆದ ಜಂಟಿ ಸಭೆಯ ನಡವಳಿ.
4. ದಿನಾಂಕ: 24.08.2007 ರಲ್ಲಿ ನಡೆದ ನಿಗಮದ ನಿರ್ದೇಶಕರುಗಳ ಮಂಡಳಿಯ 61ನೇ ಸಭೆಯ ತೀರ್ಮಾನ.
5. ನಿಗಮದ, ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ದಿ16/5816/82-83, ದಿನಾಂಕ: 02.11.2007.
6. ರಿಟ್ ಅರ್ಜಿ ಸಂಖ್ಯೆ: 11684/2008 ಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ಕರ್ನಾಟಕದ ಮಾನ್ಯ ಉಚ್ಚ ನ್ಯಾಯಾಲಯದ, ದಿನಾಂಕ: 29.03.2012 ರ ಆದೇಶ.

### ಪೀಠಿಕೆ:

ನಿಗಮದ, ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ದಿ16/5816/82-83, ದಿನಾಂಕ: 02.11.2007 ರಲ್ಲಿ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ದಿನಾಂಕ: 24.08.2007 ರಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ಆದೇಶಿಸಲಾಗಿತ್ತು. ಆದರೆ ನಿಗಮದ ಕೆಲವು ನಿವೃತ್ತ ನೌಕರರು ಸದರಿ ಆದೇಶದ ಜಾರಿ ದಿನಾಂಕವನ್ನು, 01.04.2003 ರಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ಆದೇಶ ನೀಡಲು ಕೋರಿ ಕರ್ನಾಟಕದ ಮಾನ್ಯ ಉಚ್ಚ ನ್ಯಾಯಾಲಯದಲ್ಲಿ ರಿಟ್ ಅರ್ಜಿಗಳನ್ನು ಸಲ್ಲಿಸಿದ್ದರು. ಸದರಿ ರಿಟ್ ಅರ್ಜಿಗಳನ್ನು ಮಾನ್ಯ ನ್ಯಾಯಾಲಯವು, ದಿನಾಂಕ: 29.03.2012 ರಂದು ಇತ್ಯರ್ಥಪಡಿಸಿ, ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯದ ದಿನಾಂಕವನ್ನು 01.04.2003 ರಿಂದಲೇ ಜಾರಿಗೆ ಬರುವಂತೆ ಹಾಗೂ ವೇತನ ನಿಗದಿಕರಣವನ್ನು ಕಲ್ಪನಿಕವಾಗಿ ನಿಗದಿಪಡಿಸುವಂತೆ ಆದೇಶ ನೀಡಿರುತ್ತದೆ. ಈ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ಈ ಕೆಳಕಂಡಂತೆ ಆದೇಶವನ್ನು ಹೊರಡಿಸಲಾಗಿದೆ.

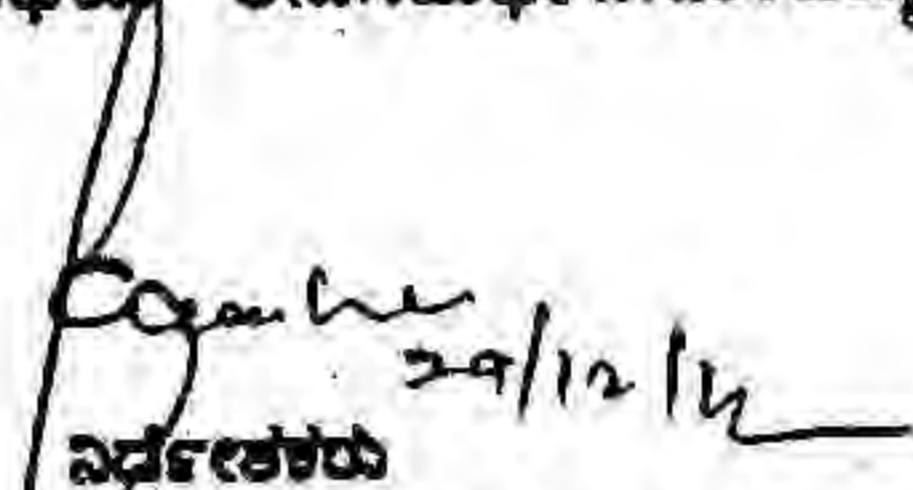
ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ದಿ16/5816/82-83 ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 29 DEC 2012

ನಿಗಮದ ನೌಕರರು/ಅಧಿಕಾರಿಗಳಿಗೆ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ದಿ16/5816/82-83, ದಿನಾಂಕ: 02.11.2007 ರಲ್ಲಿ, ದಿನಾಂಕ: 24.08.2007 ರಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ಆದೇಶಿಸಲಾಗಿತ್ತು. ರಿಟ್ ಅರ್ಜಿ ಸಂಖ್ಯೆ: 11684/2008 ಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ಕರ್ನಾಟಕದ ಮಾನ್ಯ ಉಚ್ಚ ನ್ಯಾಯಾಲಯದ, ದಿನಾಂಕ: 29.03.2012 ರ ಆದೇಶದನ್ವಯ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ವಿಸ್ತರಿಸಲು ಆದೇಶಿಸಿದೆ.

ಕರ್ನಾಟಕದ ಮಾನ್ಯ ಉಚ್ಚ ನ್ಯಾಯಾಲಯದ ಆದೇಶದನ್ವಯ ವೇತನ ನಿಗದೀಕರಣವನ್ನು ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಕಾಲ್ಪನಿಕವಾಗಿ ನಿಗದಿಪಡಿಸಿ (Notional Fixation), ಆರ್ಥಿಕ ಲಾಭಾಂಶವನ್ನು ಮಾನ್ಯ ಉಚ್ಚ ನ್ಯಾಯಾಲಯದ ಆದೇಶದ ದಿನಾಂಕ: 29.03.2012 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ವಿಸ್ತರಿಸಲು ಆದೇಶಿಸಿದೆ.

ದಿನಾಂಕ: 02.11.2007 ರ ಆದೇಶದಲ್ಲಿ ತಿಳಿಸಿರುವ ಇನ್ನಿತರೆ ಪರಪು ಹಾಗೂ ನಿಬಂಧನೆಗಳಲ್ಲಿ ಯಾವುದೇ ಬದಲಾವಣೆಗಳಿರುವುದಿಲ್ಲ.

ಈ ಆದೇಶವನ್ನು ನಿಗಮದ ನಿರ್ದೇಶಕರುಗಳ ಮಂಡಳಿ ಸಭೆಯಲ್ಲಿ ಅನುಸಮರ್ಥನೆಗೊಳಪಟ್ಟು ಹೊರಡಿಸಲಾಗಿದೆ.

  
 ನಿರ್ದೇಶಕರು  
 (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ)

೧.

1. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಬೆಂಗಳೂರು/ಬೆಂಗಳೂರು/ಬೆಂಗಳೂರು/ಮೈಸೂರು/ಸಿ.ಪಿ.ಸಿ.ಎಲ್/ಕೆ.ಪಿ.ಸಿ.ಎಲ್.
2. ಎಲ್ಲಾ ನಿರ್ದೇಶಕರು(ತಾಂತ್ರಿಕ), ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ಎ), ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
5. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು/ ನಿರ್ದೇಶಕರು(ಪ್ರಸಾರಣ)/ ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು)/ ನಿರ್ದೇಶಕರು(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ), ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ.
6. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು ಐಟಿ(ಎ ಮತ್ತು ಇ), ಕವಿಪ್ರನಿ ಮತ್ತು ಎಸ್ಕಾಂಗಳು/ಸಿ.ಪಿ.ಎಲ್, ಕವಿಪ್ರನಿ

[www.kptcl.com/cprasaarana](http://www.kptcl.com/cprasaarana) for information of:

7. ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್(ಎ)/ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
8. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ)/ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.

ಪ್ರತಿಯನ್ನು ಮಾಹಿತಿಗಾಗಿ ರವಾನಿಸಿದೆ:-

1. ಶ್ರೀ.ಎಂ.ನಾಗರಾಜ, ಅಧ್ಯಕ್ಷರು, ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ (ನೋಂದಣಿ ಸಂಖ್ಯೆ:659), ಬೆಂಗಳೂರು ಮತ್ತು ನಿರ್ದೇಶಕರು ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
2. ಶ್ರೀ.ವಿ.ವೆಂಕಟಪ್ಪ, ಅಧ್ಯಕ್ಷರು, ಕವಿಮಂ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ, ಬೆಂಗಳೂರು, ನಿರ್ದೇಶಕರು, ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
3. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ, ಬೆಂಗಳೂರು.
4. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ, ಬೆಂಗಳೂರು.
5. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ, ಲೆಕ್ಕಾಧಿಕಾರಿಗಳ ಸಂಘ, ಬೆಂಗಳೂರು.
6. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ, ಪರಿಶಿಷ್ಟ ಜಾತಿ ಮತ್ತು ಪರಿಶಿಷ್ಟ ವರ್ಗಗಳ ಕಲ್ಯಾಣ ಸಂಸ್ಥೆ(೦), ಬೆಂಗಳೂರು.
7. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ, ಡಿಪ್ಲೋಮಾ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ, ಬೆಂಗಳೂರು.
8. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ ಪಿಂಚಣಿದಾರರ ಸಂಘ, ಕಾವೇರಿ ಭವನ ಬೆಂಗಳೂರು.





# ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ನಿಗಮ ಕಾರ್ಯಾಲಯ,  
ಕಾವೇರಿ ಭವನ,  
ಬೆಂಗಳೂರು-560 009.

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/5816/82-83 [4]

ದಿನಾಂಕ : 5 OCT 2013

ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು,  
ನಿಗಮ ಕಾರ್ಯಾಲಯ,  
ಚಾಮುಂಡೇಶ್ವರಿ ವಿದ್ಯುತ್ ಸರಬರಾಜು ನಿಗಮ ನಿಯಮಿತ,  
ನಂ.927, ಎಲ್.ಜಿ.ಅವೆನ್ಯೂ,  
ನ್ಯೂ ಕಾಂತರಾಜ್ ಆರಸ್ ರಸ್ತೆ, ಸರಸ್ವತಿ ಪುರಂ,  
ಮೈಸೂರು-9.  
ಮಾನ್ಯರೆ,

ವಿಷಯ: ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವ ಬಗ್ಗೆ.  
ಉಲ್ಲೇಖ: ತಮ್ಮ ಪತ್ರ ಸಂಖ್ಯೆ: 5332, ದಿನಾಂಕ: 27.07.2013.

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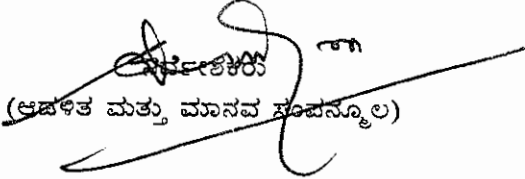
ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ಉಲ್ಲೇಖದ ತಮ್ಮ ಪತ್ರದ ಸಂಬಂಧ ಈ ಕೆಳಕಂಡ ಅಂಶಗಳನ್ನು ಗಮನಕ್ಕೆ ತರಲಾಗಿದೆ:

1. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/5816/82-83, ದಿನಾಂಕ: 02.11.2007 ರಲ್ಲಿ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು, ದಿನಾಂಕ: 24.08.2007 ರಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ಆದೇಶಿಸಲಾಗಿತ್ತು.
2. ಕರ್ನಾಟಕದ ಮಾನ್ಯ ಉಚ್ಚ ನ್ಯಾಯಾಲಯವು, ದಿನಾಂಕ: 29.03.2013 ರಂದು ನೀಡಿದ ಆದೇಶದನ್ವಯ, ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/5816/82-83, ದಿನಾಂಕ: 29.12.2012 ರಲ್ಲಿ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು, ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ವಿಸ್ತರಿಸಿ ಆದೇಶಿಸಲಾಗಿತ್ತು.
3. ಸದರಿ ಆದೇಶದಲ್ಲಿ ವೇತನ ನಿಗದೀಕರಣವನ್ನು, ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಕಾಲ್ಪನಿಕವಾಗಿ ನಿಗದಿಪಡಿಸಿ, ಆರ್ಥಿಕ ಲಾಭಾಂಶವನ್ನು, ದಿನಾಂಕ: 29.03.2012 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ವಿಸ್ತರಿಸಲು ಅವಕಾಶವನ್ನು ಕಲ್ಪಿಸಲಾಗಿರುತ್ತದೆ.

ನಿಗಮದ, ದಿನಾಂಕ: 02.11.2007 ರ ಆದೇಶದನ್ವಯ, ದಿನಾಂಕ: 24.08.2007 ರಿಂದ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸಿ ಆರ್ಥಿಕ ಲಾಭಾಂಶವನ್ನು ನೀಡಿರುವ ಪ್ರಕರಣಗಳಲ್ಲಿಯೂ ಸಹ, ವೇತನ ನಿಗದೀಕರಣವನ್ನು, ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಕಾಲ್ಪನಿಕವಾಗಿ ನಿಗದಿಪಡಿಸಿ ಆರ್ಥಿಕ ಲಾಭಾಂಶವನ್ನು, ದಿನಾಂಕ: 29.03.2012 ರಿಂದ ವಿಸ್ತರಿಸಬಹುದಾಗಿರುತ್ತದೆ. ಆದರೆ ಈಗಾಗಲೇ ಆರ್ಥಿಕ ಲಾಭಾಂಶವನ್ನು ನೀಡಲಾಗಿರುವ ಪ್ರಕರಣಗಳಲ್ಲಿ ಬಾಕಿ ಮೊತ್ತವನ್ನು ಮುಂದುವರಿಸುವ ಅಗತ್ಯವಿರುವುದಿಲ್ಲವೆಂದು ಸ್ಪಷ್ಟೀಕರಿಸಿದೆ.

ಮುಂದುವರೆದು ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವಾಗ, ನೌಕರರು ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ್ದಲ್ಲಿ, ನಿಗಮದ, ದಿನಾಂಕ: 02.11.2007 ರ ಆದೇಶದ ಕಂಡಿಕೆ-4 (ಈ) ರ ಅನ್ವಯ ಕ್ರಮ ಕೈಗೊಳ್ಳುವಂತೆ ಕೋರಲಾಗಿದೆ.

ತಮ್ಮ ವಿಶ್ವಾಸಿ,

  
(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ)

ಪ್ರತಿಯನ್ನು ಮಾಹಿತಿಗಾಗಿ ರವಾನಿಸಿದೆ:

1. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿನಿ/ಎಸ್ಕಾಂಗಳು.
2. ಎಲ್ಲಾ ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿನಿ/ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ವಿ)/ಉಪ ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿನಿ/ಎಸ್ಕಾಂಗಳು.



# ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/5816/82-83

ದಿನಾಂಕ: 7 OCT 2013

## ಜೋಡಣೆ

- ವಿಷಯ: ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು  
ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ವಿಸ್ತರಿಸುವ ಬಗ್ಗೆ.
- ಉಲ್ಲೇಖ: 1. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/5816/82-83,  
ದಿನಾಂಕ: 02.11.2007.  
2. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/5816/82-83,  
ದಿನಾಂಕ: 29.12.2012.

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ನಿಗಮದ ಕೆಲವು ನಿವೃತ್ತ ನೌಕರರು ಸಲ್ಲಿಸಿದ್ದ ರಿಟ್ ಅರ್ಜಿಯನ್ನು ಇತ್ಯರ್ಥಪಡಿಸಿ ಕರ್ನಾಟಕದ ಮಾನ್ಯ ಉಚ್ಚ ನ್ಯಾಯಾಲಯವು ನೀಡಿದ, ದಿನಾಂಕ: 29.03.2012 ರ ಆದೇಶದನ್ವಯ ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ವಿಸ್ತರಿಸಿ, ವೇತನ ನಿಗದೀಕರಣವನ್ನು ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಕಾಲ್ಪನಿಕವಾಗಿ ನಿಗದಿಪಡಿಸಿ (Notional Fixation) ಆರ್ಥಿಕ ಲಾಭಾಂಶವನ್ನು ದಿನಾಂಕ: 29.03.2012 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ವಿಸ್ತರಿಸಲು ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/5816/82-83, ದಿನಾಂಕ: 29.12.2012 ರಲ್ಲಿ ಆದೇಶಿಸಲಾಗಿರುತ್ತದೆ. ಸದರಿ ಆದೇಶದನ್ವಯ ಪರಿಷ್ಕೃತಗೊಳ್ಳುವ ನಿವೃತ್ತ ನೌಕರರ ಪಿಂಚಣಿ ಸೌಲಭ್ಯಗಳ ಪರಿಷ್ಕರಣೆಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಈ ಕೆಳಕಂಡಂತೆ ಜೋಡಿಸಿ ಓದಿಕೊಳ್ಳತಕ್ಕದ್ದು.

“ಕೆರಿಯರ್ ಅಡ್ವಾನ್ಸ್‌ಮೆಂಟ್ ಕಾರ್ಯಯೋಜನೆ ಸೌಲಭ್ಯವನ್ನು ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ವಿಸ್ತರಿಸಿರುವ ಹಿನ್ನೆಲೆಯಲ್ಲಿ, ಪರಿಷ್ಕರಿಸಿದ ಅಂತಿಮ ವೇತನದ ಆಧಾರದ ಮೇರೆಗೆ, ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ನಿವೃತ್ತರಾದ ನೌಕರರ ನಿವೃತ್ತಿ/ಮರಣ ಉಪದಾನ ಮತ್ತು ಪಿಂಚಣಿ ಪರಿವರ್ತಿತ ಮೊತ್ತಗಳು ಕೂಡ ಪರಿಷ್ಕರಣೆಗೊಳ್ಳುತ್ತವೆ. ಪರಿಷ್ಕರಣೆಗೊಂಡ ಸದರಿ ನಿವೃತ್ತಿ/ಮರಣ ಉಪದಾನ ಮತ್ತು ಪಿಂಚಣಿ ಪರಿವರ್ತಿತ ಮೊತ್ತಗಳ ವ್ಯತ್ಯಾಸದ ಮೊತ್ತವನ್ನು ಪಾವತಿಸಬಹುದಾಗಿರುತ್ತದೆ”.

ಇನ್ನುಳಿದಂತೆ ನಿಗಮದ, ದಿನಾಂಕ: 02.11.2007 ಮತ್ತು 29.12.2012 ರ ಆದೇಶದಲ್ಲನ ಇತರೆ ಅಂಶಗಳಲ್ಲಿ ಯಾವುದೇ ಬದಲಾವಣೆಗಳಿರುವುದಿಲ್ಲ.

ನಿರ್ದೇಶಕರು  
(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ)

ಗೆ.

1. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಬೆಂಗಳೂರು/ಚೆನ್ನೈ/ಹೆಚ್ಚು/ಮೆಚ್ಚು/ಸೆಸ್/ಪಿ.ಸಿ.ಕೆ.ಎಲ್/ಕೆ.ಪಿ.ಸಿ.ಎಲ್.
2. ಎಲ್ಲಾ ನಿರ್ದೇಶಕರು(ತಾಂತ್ರಿಕ), ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿನಿ/ಎಸ್ಕಾಂಗಳು.

4. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ವಿ), ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
  5. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು/ನಿರ್ದೇಶಕರು(ಪ್ರಸರಣ)/ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು)/ನಿರ್ದೇಶಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ)/ನಿರ್ದೇಶಕರು (ನಿಯಂತ್ರಣ ವ್ಯವಹಾರಗಳು) ಮತ್ತು ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ.
  6. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು ಎಡಿಜಿಪಿ(ವಿ ಮತ್ತು ಇ), ಕವಿಪ್ರನಿ ಮತ್ತು ಎಸ್ಕಾಂಗಳು/ಸಿಸಿಎಫ್, ಕವಿಪ್ರನಿ.
- [www.kptcl.com/eprasarana](http://www.kptcl.com/eprasarana) for information of:
7. ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್(ವಿ)/ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
  8. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ವಿ)/ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.

ಪ್ರತಿಯನ್ನು ಮಾಹಿತಿಗಾಗಿ ರವಾನಿಸಿದೆ:-

1. ಶ್ರೀ.ಎಂ.ನಾಗರಾಜ, ಅಧ್ಯಕ್ಷರು, ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ (ನೋಂದಣಿ ಸಂಖ್ಯೆ:659), ಬೆಂಗಳೂರು ಮತ್ತು ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರನಿ ಮತ್ತು ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
2. ಶ್ರೀ.ವಿ.ವೆಂಕಟವಾರ್ಡ್ಡಿ, ಅಧ್ಯಕ್ಷರು, ಕವಿಮಂ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ, ಬೆಂಗಳೂರು ಮತ್ತು ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರನಿ ಮತ್ತು ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
3. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ, ಬೆಂಗಳೂರು.
4. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ, ಬೆಂಗಳೂರು.
5. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ, ಲೆಕ್ಕಾಧಿಕಾರಿಗಳ ಸಂಘ, ಬೆಂಗಳೂರು.
6. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ, ಪರಿಶಿಷ್ಟ ಜಾತಿ ಮತ್ತು ಪರಿಶಿಷ್ಟ ವರ್ಗಗಳ ಕಲ್ಯಾಣ ಸಂಸ್ಥೆ(ರಿ), ಬೆಂಗಳೂರು.
7. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ, ಡಿಪ್ಲೋಮಾ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ, ಬೆಂಗಳೂರು.
8. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ ಪಿಂಚಣಿದಾರರ ಸಂಘ, ಕಾವೇರಿ ಭವನ ಬೆಂಗಳೂರು.

**READ :** Board Order No. KEB/WLIC. 12/74-75 dated 17-3-1975 according approval for sanction of the grade of Rs. 70-2-76-3-94-4-118 to the Sweepers/Scavengers and Watchmen who complete or have completed fifteen years of satisfactory service in the Board. The order came into effect from 1-10-1974. It was directed that the provisions of Rule 36 (a) (ii) of Board Employees' Service Regulations will apply for fixation of pay in the higher grade.

2. Record Notes of discussion of the meeting held on 17-4-1982 between the Management of KEB and KEB Employees' Union (Reg. No. 659).

Order No. KEB/B16/5816/82-83 Bangalore, Dated : 24th June, 1982.

In supersession of Board Order No. KEB/B16-5816/82-83 dated 26-5-82, the Board is pleased to introduce the Scheme of granting next higher scale for workmen of the Board as detailed hereunder.

1. The Scheme shall come into effect from 1st April, 1982.

2. (a) All workmen possessing necessary qualifications as per R & P Regulations to the next higher post, but not promoted for want of vacancies and have completed the service of 10 (ten) years in the same cadre/post shall be given the next higher scale in terms of Para 3 of this order.

2. (b) All workmen who are not qualified for promotion by not passing the prescribed examinations as per R & P Regulations and have completed 14 (fourteen) years of service in the same cadre/post shall be given next higher scale in terms of Para 3 of this order.

2. (c) All workmen for whom there is no promotional avenue in the existing R & P Regulations and have completed 14 years (fourteen) of service in the same cadre/post shall also be given the next higher scale in terms of Para 3 of this order.

3. Extending the benefit of next higher scale in all such cases should be with reference to pay scales in each group, namely Ministerial, Executive and Maintenance as found in Annexure 'A' appended to this order.

4 The authority competent to sanction such next higher scale of pay is the appointing authority as indicated in Chapter V of the KEB Recruitment and Promotion of employees of the Board Service Regulations, 1969 and as defined under item (b) of KEB Regulations for Recruitment and Promotion of employees in the Maintenance Cadre, 1969, as modified from time to time.

5. Notwithstanding any provisions to the contrary contained in BESR, the pay of a workman who is granted next higher scale of pay under this order shall be fixed at a stage next above the pay drawn by him in the existing scale.

Note : i) A workman who elects to continue in the 'existing scale' until the date on which he earns his next or any subsequent increment may be permitted to do so, provided he is otherwise eligible for such benefit.

ii) Option exercised by a workman to continue in the 'existing scale' till he earns next or any subsequent increment would be invalid in case such workman requests for permission to get the benefit of next higher scale before the expiry of the period upto which he had elected to continue in the 'existing scale'.

6. If a workman who is permitted to move on to the next higher scale of pay is given promotion within two years from the date of his movement to the next higher scale of pay, his pay on promotion shall be fixed with reference to the pay which he would have drawn but for his movement to the next higher scale of pay.

7. The workman should have a satisfactory record of service to derive benefit under this order.

8. A workman who voluntarily forgoes promotion shall not be eligible for this benefit.

9. This benefit is applicable only once in the entire service of a workman.

10. Provisions of the Board Order No. WLIC 12/74-75 dated 17-3-1975 shall be deemed to have been modified to the extent of this order.

11. These orders shall be applicable to all workmen of the Board whose service conditions are governed by the provisions of BESRs.

These orders shall not be applicable to ;

- i) Persons employed on contract, except when the contract provides otherwise ;
- ii) Persons appointed as local candidate ;
- iii) Persons appointed on consolidated pay on part-time basis ;
- iv) Persons appointed on TTR/Casual Labour.

By Order  
Sd/- Secretary, -KEB

Annexure 'A' to B.O. No. KEB/B16/5816/82-83, dated 24th June, 1982.

Sl. No.	Designation	Scale of pay Rs.	Next higher scale admissible Rs.
I. 1)	Mali Grade-II,	310-555	330-610
2)	Fieldman Grade-III,	do	do
3)	Caretaker,	do	do
4)	Dhobi,	do	do
5)	Ward Attendant,	do	do
6)	Sweeper/Scavenger	do	do
7)	Watchman, (Office/Security/Stores)	do	do
8)	Office Attendant Gr. II,	do	355-690
II. 1)	Station Attendant Grade-II.	330-610	355-690
2)	Assistant Lineman.	do	do
3)	Attendant Grade-II, (TC, RT, MT)	do	do
4)	Helper (Stores, Workshop)	do	do
5)	Mali Grade-I,	do	do
6)	Fieldman Grade-II,	do	do
7)	Helper (Civil),	do	do
8)	Maity,	do	do
9)	Cook,	do	do
10)	Cleaner,	do	415-780
11)	(a) Auto Helper,	do	415-780 if qualified for promotion as Driver Grade-II.
	(b) Auto Helper,	do	355-690 if not qualified for promotion as Driver Grade-II.
12)	Security Head Guard	do	355-690
III. 1)	Station Attendant Gr. I	355-690	415-780
2)	Lineman Group III.	do	370-750
3)	Lineman of Group II,	do	415-780
4)	Attendant Grade I, (TC, RT, MT)	do	do
5)	Store Attendant Gr. I,	do	do
6)	Driller,	do	do
7)	Cutter,	do	do
8)	Puncher,	do	do
9)	Hammerman,	do	do
10)	Blacksmith Grade I,	do	do
11)	Machine Operator,	do	do

12)	Fitter Grade III,	355-690	415-780
13)	Painter Grade II,	do	do
14)	Grinder,	do	do
15)	Sheet Metal Worker.	do	do
16)	Tinker Grade-II,	do	do
17)	Carpenter Grade-III,	do	do
18)	Attendant Grade-I (WS)	do	do
19)	Civil Mate,	do	do
20)	Plumber-cum-Fitter Gr. III,	do	do
21)	Bar-Bender-cum-Vibrator,	do	do
22)	Attendant Grade-I,	do	do
23)	Fieldman Grade-I,	do	do
24)	Maistry Grade-III,	do	do
25)	Butler,	do	do
26)	Cook-cum-Butler,	do	do
27)	Attendant Grade-I, (Toolkeeper)	do	do
28)	Jamedar (Watch & Ward),	do	370-750
29)	Head Watchman,	do	do
30)	Dark-room Assistant,	do	do
61)	Lift Attender,	do	do
32)	Daftary,	do	415-930
33)	Office Attendant Grade-I,	do	370-750
IV. 1)	Wireman,	370-750	415-780
V. 1)	Station Mechanic Gr. II,	415-780	450-930
2)	Crane Operator, Grade-II,	do	do
3)	Plumber Grade-II,	do	do
4)	Painter Grade-I,	do	do
5)	Line Mechanic Grade-II,	do	do
6)	Mechanic Gr. II, (TC, RT, MT).	do	do
7)	Maistry Grade II,	do	do
8)	Welder Grade-II,	do	do
9)	Turner Grade-II,	415-780	450-930
10)	Mechanic-cum-Machinist Gr. II,	do	do
11)	Black Smith Grade-I,	do	do
12)	Carpenter Grade-II,	do	do
13)	Painter Grade-I,	do	do
14)	Fitter Grade-II,	do	do
15)	Tinker Grade-I,	do	do
16)	Maistry (Civil) Gr. II.	do	do
17)	Mason Grade-II,	do	do

18)	Plumber-cum-Fitter Gr. II,	415-780	450-930
19)	Maistry (Health) Grade-II,	do	do
20)	Tracer (Civil),	450-930	555-1210
21)	Tracer,	do	do
22)	Blue Printer,	do	do
23)	Driver Grade-II,	415-780	555-1210
24)	Auto Mechanic Grade-II,	do	450-930
VI.	1) Junior Asst./Typist	415-930	510-1210
	2) Marker,	do	450-930
VII.	1) Station Mechanic Grade-I,	450-930	555-1210
	2) Crane Operator Grade-I,	do	do
	3) Line Mechanic Grade-I,	do	do
	4) Mechanic Grade-I, (TC, RT, MT),	do	do
	5) Maistry Grade-I,	do	510-1030
	6) Mechanic-cum-Mechinist Grade-I,	do	555-1210
	7) Fitter Grade-I,	do	do
	8) Carpenter Grade-I,	do	do
	9) Turner Grade-I,	do	do
	10) Welder Grade-I,	do	do
	11) Maistry (Civil) Grade-I,	do	510-1030
	12) Mason Grade-I,	do	do
	13) Plumber Grade-I,	do	do
	14) Auto Mechanic Grade-I,	do	555-1210
	15) Operator/Overseer/Meter Reader	450-930	630-1405
	16) Asst. Draughtsman,	do	555-1210
	17) Asst. Store Keeper,	do	do
VIII.	1) Asst. Cable Jointer,	510-1030	555-1210
	2) Hot Line Mechanic Gr. II,	do	780-1630
IX.	1) Assistant,	510-1210	630-1405
	2) Junior Personal Asst.	do	780-1630
X.	1) Cable Jointer,	555-1210	720-1405
	2) Hot Line Mechanic Gr. I,	do	630-1405
	3) Senior Mechanic, (TC, RT, MT)	do	720-1405
	4) Instrument Mechanic,	do	720-1405
	5) Asst. Foreman,	do	630-1405
	6) Senior Mechanic (W S )	do	do
	7) Driver Grade-I,	do	630-1405
	8) Asst. Foreman (Transport),	do	do-



9)	Store Keeper Grade-II.	555-1210	630-1405
10)	Draughtsman,	do	do
11)	Draughtsman (Civil),	do	do
12)	Senior Mechanic,	do	720-1405
XI. 1)	Special Grade Driver,	630-1405	720-1405
2)	Junior Engineer, (Elect),	do	780-1630
3)	Junior Engineer, (Civil),	do	do
4)	Store Keeper Grade-I,	do	720-1405
5)	Senior Assistant,	do	780-1630
6)	Senior Draughtsman,	do	720-1405
7)	Senior Draughtsman, (Civil),	do	do
8)	Junior Engineer, (Auto)	do	do
XII.	Merit Grade Mechanic,	720-1405	780-1630

Sd/- for Secretary, KEB

**Subject :** Scheme of granting next higher scale for Assistant Engineers (EI) / (Civil) Graduates/Non Graduates and Asst. Accounts Officers.

- Read :** 1) Order No. KEB/B16.5816/82-83 dated 24.6.82 sanctioning Scheme of granting next higher scale for workmen of the Board as detailed thereunder.  
2) Board Resolution.No. 15570 dated 4-9-1982.

Order No. KEB/B16.5816/82-83. Bangalore, Dated : 7th Sept. 1982.

Board is pleased to accord approval for sanctioning the Scheme of granting next higher scale for the Assistant Engineers, (Elect./Civil) (Graduates/Non-Graduates) and Assistant Accounts Officers with effect from 1st April, 1982 subject to the provisions of this order. Under the scheme' the posts in Column 2 with scales of pay specified in Column 3 of the table given below shall carry next higher scale indicated in the corresponding Column 4.

Sl. No.	Designation	Scale of pay	Next higher scale admissible
(1)	(2)	(3)	(4)
1.	Assistant Engineers (EI) / (Civil) (Graduates/Non-Graduates)	780-50-1030-60-1330-75-1630	950-50-1000-60-1300-75-1825
2.	Assistant Accounts Officers	780-50-1030-60-1330-75-1630	1000-60-1300-75-1900

2. An employee holding any post mentioned in Column 2 of the table either on an officiating basis or in a temporary or substantive capacity may be permitted to move on to the next higher scale of pay assigned thereto subject to the fulfilment of the conditions stipulated in para 3 of this order.

3(a) The employee should have completed a service of 10 years in the post held by him the period of service being computed in the same manner as service for the purpose of seniority is determined.

3(b) The employee should have a satisfactory record of service the satisfactory nature of service being determined in the same manner as merit is determined for promotion on the basis of seniority cum merit.

4. An employee who has voluntarily foregone promotion shall not be eligible for movement to the next higher scale of pay.

5. An employee who has been once permitted under the Scheme to move on to the next higher scale of pay shall not be eligible for the benefit of next higher scale of pay during the remaining period of his service.

6. Subject to the fulfilment of the above conditions, the employee who has completed a service of 10 years in the post held by him as on 31-3-1982 may be permitted to move on to the next higher scale of pay assigned to the post held by him with effect from 1-4-1982 and in case of an employee who completes a service of 10 years in the post held by him on or after 1-4-1982 may be permitted to move on to the next higher scale of pay assigned to the post held by him with effect from the date following the date of completion of such service.

7. The authority competent to sanction next higher scale of pay is the appointing authority as indicated in the KEB Recruitment & Promotion of employees of the Board service Regulations, 1960 as modified from time to time.

8. If an employee who has been permitted to move on to the selection time scale of pay is given promotion within two years from the date of his movement to the selection time scale of pay, his pay on promotion shall be fixed with reference to the pay which he would have drawn but for his movement to the next higher time scale of pay.

9. Notwithstanding any provisions to the contrary contained in BESRs, the pay of the employee who is granted next higher scale of pay under this order shall be fixed at a stage next above the pay drawn by him in the existing scale.

9.a. The employee who elects to continue in the existing scale until the date on which he earns his next or any subsequent increment may be permitted to do so, provided he is otherwise eligible for such benefit. Option once exercised is final and irrevocable.

10. These orders shall be applicable to all the Assistant Engineers (EI)/(Civil) (Graduates/Non-Graduates) and Assistant Accounts Officers who are governed by the provisions contained in BESRC.

By Order  
Sd/- Secretary

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Read : B.O. No. KEB/B16/5816/82-83 dated 24-6-82 wherein Board has granted next higher scale for workmen of the Board as detailed therein

2. Representations from Junior Assistants/Typists who were sanctioned the Selection time scale of Rs. 130-295/150-300 between 1-10-74 to 31-3-76, requesting for extending the benefit of next higher scale as provided in B.O. No. KEB/B16/5816/82-83 dated 24-6-82.

3. B.O. No. KEB/BP05/76-77 dated 12-3-1977 wherein the then existing scales of Junior Assistants/Typists Selection Grade Junior Assistants and Selection Grade Typists were merged thus extending a common time scale of Rs. 385-780.

4. Board's Resolution No. 15712 dated 20-11-82.

ORDER NO. KEB/B16/5816/82-83

BANGALORE, Dated 4-12-1982

Board is pleased to accord approval to reckon the service from the initial date of appointment as Junior Assistant/Typist for the purpose of extending the next higher scale sanctioned in B.O.No. KEB/B16/5816/82-83 dated 24th June 1982 without recovering the benefit extended in the Selection Grade between 1-10-74 and 31-3-76.

By Order,  
Sd/- Secretary

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Subject : Scheme of granting next higher scale for Senior Personal Assistants/  
Labour welfare Officer.

Read : Board order No. KEB/B16. 5816/82-83 dated 24-6-82 sanctioning scheme of granting next higher scale for workmen of the Board as detailed therein.

2. Board order No. KEB/B16.5816/82-83 dated 7-9-82 sanctioning scheme of granting next higher scale for Assistant Engineers and Assistant Accounts Officers of the Board.

3. Board Resolution No. 15751 dated 25-11-82.

ORDER No. KEB/B16.5816/82-83

BANGALORE, Dated 16th Dec. 1982

Board is pleased to accord approval for sanctioning the scheme of granting next higher scale of Rs. 1000-60-1300-75-1900 with effect from 1-4-1982 to the Senior Personal Assistants/Labour Welfare Officer who have completed ten years of service in the same cadre/post subject to the terms and conditions laid down in order No. KEB/B16. 5816/82-83 dated 7-9-82.

By Order  
Sd/- Secretary

## KARNATAKA ELECTRICITY BOARD

*Read :*

- Board Order No KEB/B16/5816/82-83  
dt. 24-6-1982, introducing the Scheme of granting next higher scale for workmen of the Board as detailed therein.
- 2) Board letter No KEB/B16,5816/82-83 dated 5.7.1983 furnishing clarifications on various points indicated therein.
  - 3) Resolution No. IMC 11 dt 28.1.84 of the Management Committee as in this Order.

Order No KEB/B16,5816,82-83

*Bangalore: Dated : 9th Feb. 1984*

After detailed examination of the matter, approval is accorded to take into consideration the service rendered in Ex-HECP/KPC by the Ex-HECP/KPC. Employees who are transferred and absorbed in the

Board Service with effect from 1-8-76, only for the purpose of computation of total service for extending the benefit of next higher scale as sanctioned vide Board Order of even Number dt. 24-6-1982 subject to the conditions stipulated in the said Board Order. However, their ranking in the seniority list in the respective cadre will be determined as mentioned in Board Order No. KEB/B5/A1-4950/73-74 dt. 21-7-77 and the service rendered by them in Ex.HECP/KPC prior to 1-8-76 shall not count for seniority in Karnataka Electricity Board.

*By Order,*  
Secretary.

To  
Shri Omprakash S. Kanagali, Member, KEB. and Advocate,  
Bangalore.  
The Chief Engineer, Electricity, (General), K.E.B., Bangalore

**READ :** 1. B.O. No. B16/5816/82-83 dated 7-9-82, sanctioning the Scheme of granting next higher scale for the Assistant Engineers, (Elect.)/(Civil) (Graduates)(non-Graduates) and Assistant Accounts Officers and stipulating a condition at Para 8 of the above Board Order among others that if an employee who has been permitted to move to the selection time scale of pay is given promotion within 2 years from the date of his movement to the selection time scale of pay, his pay on promotion shall be fixed with reference to the pay which he would have drawn but for his movement to the next higher time scale of pay.

2. U.O. Note dated 28-4-84 from Financial Adviser & Chief Accounts Officer, Karnataka Electricity Board, Bangalore, stating that while fixing the pay as per provision 8 of Board Order dated 7-9-82, a few of the Assistant Engineers who had reached the maximum of the time scale & had been sanctioned next higher scale benefits will, on actual promotion, get one increment less than what they were actually drawing in that scale itself on time bound promotion. To avoid such a situation, the Financial Adviser & C.A.O., has proposed to include an exception to para 8 of Board Order dated 7-9-82 as in this order.

Order No. KEB/B16/5816/82-83. Bangalore, Dated : 15-6-1984.

Approval is accorded for including an exception clause of Para 8 of Board Order of even No. dated 7-9-1982, as follows :

"An employee on getting the regular promotion shall, however, draw the pay not less than what he was drawing in the same scale under the Scheme of granting next higher scale prior to his promotion and the service rendered in that higher scale at that stage shall count for increment at that stage.

By Order,  
Sd/- for Secretary, KEB

To

The Chief Engineer, Electricity (General),  
Karnataka Electricity Board, Bangalore.

Sir,

Sub : Scheme of granting next higher scale for workmen of the Board - clarification regarding.

Ref : Board order of even number dated 24-6-1982 Board letter of even number dated 5-2-1983 Board order of even number dated 9-2-1984 Your letter No. A/AOE/AAO II/EA6. 12579-80 dated 24-9-82.

In partial modification to this office letter of even number dated 5-2-1983, I am directed to clarify as follows :

Sl. No.	Points on which clarification is sought	Clarification
1.	Whether the Meter-readers who have been prescribed a minimum service of 15 years for becoming eligible for promotion as Jr. Engr (E1) as per R & P Regulations are eligible for the benefit of next higher scale under the time bound advancement of scale, after 14 years.	Yes. After 15 years of qualifying services he will be eligible for promotion as Jr. Engr. under the relevant R & P Regulations.
2.	Whether the Typists and Junior Assistants who have changed cadres from one to another are eligible to count their service rendered in the previous cadre for purpose of benefit of next higher scale.	Yes
3.	Whether the service rendered by an employee in the workcharged establishment who is subsequently absorbed into maintenance establishment can be taken into account for determining the service for the purpose of allowing the benefit of next higher scale.	Yes
4.	Whether the employees who have taken inter circle transfers either voluntarily or on mutual	

basis or on temporary basis are eligible for the benefits by counting their services in the previous circle. Yes

5. Whether an employee who had foregone promotion prior to the date of issue of the Board order granting the benefit of next higher (i.e. Board order dated 24-6-82) can be allowed the benefit of next higher scale. Yes

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Request for extending the benefit of stepping up of pay by the employees due to anomalies in pay fixation arising out of grant of benefits of next higher scale shall not be considered.

Yours faithfully,  
Sd/- for Secretary, KEB

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No. KEB/B16/5816/82-83

Dated : 20-10-1984.

The Chief Engineer, Electy. (General) KEB Bangalore.

Sir

Sub : Scheme for granting next higher scale for workmen of the Board - Clarification Reg.

Ref : T.O. Lr. of even No. dated 27th July 1984

Further to this office letter cited under reference, I am directed to clarify that the service rendered under Karnataka Electricity Board, prior to the date of absorption under 'Award' provided there is no break in service may be taken into consideration for the purpose of calculation of total service for extending the next higher scale as per Board Order of even No. dated 24-6-82, subject to the condition that the seniority in such cases shall be reckoned from the specified dates under the 'Award'.

Yours faithfully,  
Sd/- for Secretary, KEB



## KARNATAKA ELECTRICITY BOARD

*Read :*

1. Board Order No. KEB/B16/5816/82-83 dated 24-6-82 introducing the scheme of granting next higher scale for workmen of Board stipulating a condition at para 6 of the above Board Order among others that if a workmen who is permitted to move on to the next higher scale of pay is given promotion within two years from the date of his movement to the next higher scale of pay, his pay on promotion shall be fixed with reference to the pay which he would have drawn but for his movement to the next higher scale of pay.
2. Board Order No. KEB/B16/5816/82-83 dated 15-6-84, according approval for including an exception clause to para 8 of Board Order of even No. dated 7-9-82 as indicated therein.
3. Letter No. A/AOE/AAO1/EA-4/8148 dated 10-7-84 from Chief Engineer Electricity, (General) requesting to amend the provisions in Board Order of even No. 24-6-82 to extend the exception clause to workmen also under para 6 of Board Order dated 24-6-82.
4. U. O. Note No. 199 dated 10-8-84 from Financial Adviser and Chief Accounts Officer, stating that the provisions already

made in respect of non-workmen that is Assistant Executive Engineers, and Accounts Officer vide Board even Order No. dated 15-6-84 may be extended to the workmen also as an exception clause to para 6 of Board Order of even No. dated 24-6-82.

Order No KEB/B16/5816/82-83

Bangalore dated 27th October 1984.

proval is accorded for. including an exception clause to para 6, of Board Order of even No. dated 24-6-82 as follows :

“an employee on getting the regular promotion shall, however, draw the pay not less than what he was drawing in the same scale under the “Scheme of granting next higher scale” prior to his promotion and the service rendered in that higher scale at that stage shall count for increment at that stage”

By Order,

(Sd).....

Secretary, KEB.

No. KEB. B16/5816/82-83

Dated : 20-8-1985.

The Chief Engineer, Electricity, (General),  
Karnataka Electricity Board, Bangalore.

Sir,

Sub : Clarification regarding grant of next higher scale Fixation of  
pay after getting regular promotion - Reg.

Ref : Board Order of even No. dtd. 24-6-82 and 27-10-84.

With reference to your letter No. A/AOE/AAO II/EA 8/27515 dated 12-3-85 I am directed to state that if a workman who is permitted to move on to the next higher scale of pay is given promotion after two years from the date of his movement to the next higher scale of pay, his pay on promotion shall be fixed with reference to the pay which he would have drawn but for his movement to the next higher scale of pay. However an employee on getting the regular promotion shall, draw the pay not less than what he was drawing in the same scale under the Time bound movement scheme of granting next higher scale prior to his promotion and the service rendered in that higher scale at that stage shall count for earning increment even after promotion.

Yours faithfully,  
Sd/- for Secretary, KEB

No. KEB/B16/5816/82-83

Dated : 13-9-1985

The Chief Engineer, Electricity (General), KEB.  
All The Chief Engineer, Electricity, KEB.  
The Financial Adviser and Chief Accounts Officer, KEB.  
All the Superintending Engineers (El.), KEB.  
All the Executive Engineers (El.), KEB.

Sirs,

Sub : Scheme of granting next higher scale satisfactory record of service  
Clarification-reg.

Ref : 1) B.O. of even No. dated 24-6-82 and 7-9-82 and Board letter of  
even No. dated 5-2-83.

2) U.O. Note No. C (A) / 198, dated 18-8-83 of the Controller (Audit).

Some of the Divisional officers have requested the Board to clarify whether the following nature constitute satisfactory record of service for the purpose of granting next higher scale to the employees as per Board Order cited under reference above.

- 1) Employees against whom Departmental Enquiries are pending.
- 2) Employees who in their past 10/14 years of service have been awarded punishment of with holding increments either with cumulative or without cumulative effect.
- 3) Employees who have been censured etc.,

In this connection; it is hereby once again clarified that the satisfactory nature

of service shall be determined in the same manner as suitability is determined for promotion on the basis of seniority-cum-merit.

Cases pending for want of clarification may be settled early.

By Order  
Sd/- Secretary

# KARNATAKA ELECTRICITY BOARD

Board Secretariat,  
Cauvery Bhavan,  
Bangalore-9

No. KEB/B16/5816/82-83

Dt. : 2-9-1985

The Chief Engineer, Electricity, (G1)  
KEB, Bangalore.

Sir,

Sub : Clarification regarding grant of next higher scale - fixation of pay after getting regular promotion - reg. non-workman.

Ref : 1. Board Order of even No. dated 7-9-82 and 15-6-84.

2. Ref. your letter No. A/AOE/AAO-II/EA 8/27515 dated 12-3-85.

With reference to the above, I am directed to state that if an employee (Non workman) who has been permitted to move on to the next higher time scale of pay is given promotion after two years from the date of his movement to the selection time scale of pay his pay on promotion shall be fixed with reference to the pay which he would have drawn but for his movement to the next higher time scale of pay. However, an employee on getting the regular promotion shall draw the pay not less than what he was drawing in the scale under the scheme of granting next higher

scale prior to his promotion and the service rendered in that higher scale at that stage shall count for earning increment even after promotion.

*Yours faithfully,*

**Sd/-**

*Secretary KEB*



Read : 1) Board Order No. KEB/B.16/5816/82-83 dt. 24-6-1982 introducing a Scheme of granting next higher scale to Workmen of the Board as detailed therein.

2) Letter No KEBEU/1226/84 dt. 30-4-1984 from the General Secretary, K.E.B. Employees Union, Bangalore stating that the Maximum in both the existing scale and the next higher scale sanctioned in Board Order No. KEB/B16/5816/8283 dt. 24-6-1982 are one and the same in respect of the categories of 1) Special Gr. Driver 2) Store Keeper Gr. I 3) Senior Draftsman, 4) Senior Draftsman (Civil) & 5) Junior Engineer Auto (ie. Rs. 630-1405 in the existing scale and Rs. 720-1405 in the next higher scale admissible as per Board Order dt. 24-6-1982). The K.E.B. Employees' Union has further stated that this next higher scale will not help the employees who are in the above five Categories in any way as the maximum of the lower and higher scale are one and the same.

Therefore, the K.E.B. Employees' Union has requested to remove this anomaly by extending the scale of Rs. 780-1630 instead of Rs. 720-1405 to the Workmen belonging to the above five Categories.

3) U.O. Note dt. 27-8-1985 from the Financial Advisor and Chief Accounts Officer, KEB. in the matter.

ORDER NO. KEB/B16/5816/82-83

BANGALORE, Dated 24-10-1985

Approval is accorded to amend the "next higher scale admissible" indicated on Page-6 of the Annexure to Board Order of even No. dt. 24-6-1982 in respect of the following cadres as detailed hereunder :-

Sl. No.	Designation	As now existing in the Annexure to Board Order of even No dt. 24-6-1982		As now amended	
		Scale of Pay	Next higher scale admissible	Scale of Pay	Next higher scale admissible
1	Special Gr. Driver	630-1405	720-1405	630-1405	780-1630
2	Store Keeper Gr. I	630-1405	720-1405	630-1405	780-1630
3	Senior Draftsman	630-1405	720-1405	630-1405	780-1630
4	Sr. Draftsman (Civil)	630-1405	720-1405	630-1405	780-1630
5	Junior Engineer (Auto)	630-1405	720-1405	630-1405	780-1630

By Order  
Sd/- Secretary

## KARNATAKA ELECTRICITY BOARD

Board Secretariat,  
Cauvery Bhavan'  
Bangalore-9,  
Dated : 14-5-1986,

The Chief Engineer, Electricity (General),  
Karnataka Electricity Board, Bangalore.

Sir,

*Sub*: Scheme of granting next higher scale for  
workmen clarification regarding.

Further to this office letter of even No. dated 27-7-84. I am directed to clarify that the service rendered in Karnataka Electricity Board by the Junior Personal Assistants and Assistants who have changed the cadres (equivalent grade and cadre) from one to another may be taken into consideration for the purpose of calculation of total service for extending the benefit of next higher scale sanctioned as per B. O. of even No. dated 24-6-82.

Yours faithfully,  
*Secretary KEB.*

**KARNATAKA ELECTRICITY BOARD**

**No. KEB/B16/5816/82-83**

**Dated : 28-5-1986**

**The Financial Adviser and Chief Accounts Officer  
KEB, Bangalore.**

**Sir,**

*Sub :* Sanction of Advance Increments after advancement to next higher scale clarification register.

- Ref :*
- 1) This Office lr. of even No. dt. 10.7.84
  - 2) Your lr. No. AOA/Sn. II/2989 dated. 14-12-84.
  - 3) Your lr. No. AOA/Sn. II/EA4/2623. dated. 27-10-1984.

With reference to your letter cited under reference (2) above. I am directed to state that as already pointed out vide this Office letter cited under reference (1) above, the time bound movement (grant of next higher scale) sanctioned vide Board Order of even No dated 24-6-82 is just as good as a regular promotion from the point of view of emoluments.

In the circumstances, your proposal for grant of advance increments to the employees who acquire Degree subsequent to moving on to the next higher scale is not acceptable to the Board.

**Yours faithfully,  
Secretary, KEB.**

Read : Board Order No. KEB/B-14. 3589/77-78 dated 25-10-1977 and 2-6-1980.

2) Board Order No. KEB/B14.6320/78-79 dated 21-6-1982.

3) Board Order No. KEB/B16.5816/82-83 dated 24-6-1982 extending the benefit of grant of next higher scale of pay to the Workmen.

4) Letter No. KEB/B16 5816/82-83 dt. 19-7-1984 addressed to the Chief Engineer, Elec. (G.I.) in the matter of sanction of additional increment to the employees who have moved on to the next higher scale.

5) Board letter No. KEB/B16.5816/82-83 dated 28-8-1986 clarifying that the Advance Increment to the Employees who acquire Degree subsequent to moving on to the next higher scale of pay cannot be sanctioned.

6) Letter No. KEBEU/1895/86 dt. 25-6-1986 from the General Secretary, KEB Employees' Union requesting for the grant of Advance/Additional Increment to those Employees who have acquired/acquire higher qualifications irrespective of the fact whether they are extended the benefit of next higher scale of pay or otherwise.

7) IMC Resolution No. 47 (Admn) dt. 27-5-1987.

8) Joint Meeting held on 20-7-1987 with the representatives of KEB Employees' Union.

Order No. KEB/B16.5816/82-83 Bangalore, Dated : 27-7-1987.

Approval is accorded for the following :

- i) to allow Advance Increments as per the existing provisions even to the Workmen of the Board who have moved on to the next higher scale of pay and subsequently acquire higher qualification, in the time scale of pay applicable to the Workmen at the time of acquiring higher qualifications, subject to observing the other formalities.
- ii) To allow Additional Increments as per the existing provisions even to the Workmen of the Board who have moved on to the next higher scale of pay and subsequently pass the prescribed Departmental Examinations, in the Time Scale of Pay applicable to the Workmen at the time of passing the prescribed Departmental Examinations, subject to observing the other formalities.

By Order  
Sd/- Secretary, KEB.

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READ : 1. Board Order No. KEB/B16/5624/79-80 dt. 29-11-1984 according approval to elongate the Scale of Pay in respect of Workman who reaches the maximum of the Scale during the Period from 1-4-1980 to 31-3-1984 subject to the condition that no further increments will be sanctioned after the Workman has moved over to the next higher Scale etc.

2. Memorandum of Settlement dt. 30-12-1985 entered into between the Management of KEB and KEB Employees' Union (Reg No. 659) in the matter of revision of Pay Scales of Workmen with effect from 1-4-1985 and other allied matters.

3. Board Order No. B16/4088/84-85 dt. 31-1-1986 and letter of even Number dt. 31-7-1986.

4. Joint discussions held with the representatives of KEB Employees' Union

(Reg No. 659) and the Management of KEB on 22-7-1987 in the Chambers of the Hon'ble Minister of State for Power, Government of Karnataka, Bangalore.

Order No. KEB/B16/4088/84-85 Bangalore, Dated : 7-8-1987.

In partial modification of Board letter of even No. dated 31-7-1986, Board is pleased to accord approval for the following.:

In the case of a workman who moves over to the next higher Scale of Pay in terms of Board Order No. KEB/B16/5816/82-83 dt. 24 6-1982 and reaches the maximum of the next higher Scale of Pay, the Scale will be elongated in respect of that Workman as personal to him by the grant of annual increments at the same rate as last drawn, till the date of signing the next settlement with the KEB Employees Union (Reg. No. 659) in the matter of revision of Pay Scales of the Workman.

By Order  
Sd/- Secretary, KEB.

No. A/AOE/AAO. I/EA-2/13192-71

Dated : 11-9-87

The Superintending Engineer, (Elect),  
Load Despatch Circle, KEB, Bangalore-9.

Sir,

Sub : Ranking of next higher scale benefits to in service workmen.

Ref : Your ltr No. SEE/LDC/AAO/F-89/13741 dt. 21-2-86.

With reference to the above, I wish to state that the Board in its letter No. KEB/B16/5624/79-80 dated 11-5-1987 has given clarifications regarding sanction of next higher scale to Tracers/Blue Printers.

The Board in the letter stated that according to Board Order No. B16/5816/82-83 dated 24-6-82 introducing the scheme of granting of next higher scale to workmen, the Tracers/Blue Printers and Asst. Draughtsman who are in the scale of Rs. 450-930



have to be allowed the next higher scale grade i.e., Rs. 550-1210 (pre-revised scale) which is the scale of Draughtsman subject to the condition stipulated therein.

Since the Board has extended the pay scale of Rs. 450-930 (Pre-revised scale) to the Tracers/Blue Printers from 1-4-80 vide B O. No. KEB/B16/5624/79-80 dated 19-2-82, it is clarified that the benefit of next higher scale in Gr. Rs. 555-1210 to the Tracers/Blue Printer has to be extended after the completion of 14 years of service i.e, from 1-4-80 if they have not passed the prescribed departmental examinations and after 10 years from 1-4-80 in case they have passed the prescribed departmental examinations prescribed in KEB Recruitment and promotion regulations. Action may be taken accordingly.

Yours faithfully,

Sd/- for Chief Engineer, Elec, (Gel).

## **KARNATAKA ELECTRICITY BOARD**

**Board Secretariat  
'Cauvery Bhavan'  
District Office Road  
Bangalore-560 009**

**No. KEB/B16/5816/82-83**

**Date : 6-11-87**

**The Executive Engineer, Elecl.,  
O&M Division,  
Karnataka Electricity Board,  
Sagar**

**Sir,**

**Sub : Sanction of Advance Increments and  
Additional Increments to workmen who  
have moved on to the next higher scale-  
clarification - regarding.**

**Ref :** 1) Board Order No. KEB/B16/5816/82-83  
dated 27-7-87

2) Your Letter No. AO/AAO. 1/EAG/  
F.27/10284 dated 26-8-87

With reference to the above, I am directed to clarify that the benefit of Advance Increment and Additional Increment to the Workmen who have moved on to the next higher scale of pay, sanctioned vide Board Order of even No. dt. 27-7-87 may be extended to the eligible workmen with retrospective effect, i.e. from the respective date the workmen have become eligible for these Increments after movemnt to the next higher scale of pay as per Board Order of even No. dated 24-6-82.

Yours faithfully,

Sd/-

*Secretary, K.E.B.*

**READ :** 1. Board Order No. KEB/B16/5816/82-83 dated 7-9-82 sanctioning scheme of granting next higher scale of pay for Asst. Engineers – (Electrical/Civil) (graduates/Non-graduates) and Assistant Accounts Officers of the Board as detailed therein.

2. Board Order No. KEB/B16/5816/82-83 dated 16-12-82 sanctioning the scheme of granting next higher scale of pay to the Senior Personal Assistants/Labour Welfare Officers to the Board as detailed therein.

3. Board Order No. KEB/B16/5816/82-83 dated 27-7-87 according approval to allow advance increments/Additional increments as per the existing provisions even to the workmen of the Board who have moved on to the next higher scale of pay.

4. Board letter No B16/5816/82-83 dated 6-11-87 extending the above benefit with retrospective effect, i e., from the respective date the workmen have become eligible for these increments after movement to the next higher scale of pay as per B.O. of even No. dated 24-6-82.

5. Board Order No. KEB/B16/3416/75-76 dated 9-11-87 according approval to extend the benefit of additional increment as per rules only to the Senior Personal Assistants who have crossed 45 years of age as on 1st October 1987 and who have passed Kannada Language test without insisting on Passing of the Departmental examinations etc.,

6. Board Secretariat Note dated 4-12-1987 in the matter.

Order No. KEB/B16/5816/82-83. Bangalore, Dated : 28-1-1988.

Approval is accorded for the following :

- i) To allow Advance Increment as per the existing provisions even to the Board employees of Non-Workmen category who have moved on to the next higher scale of pay and subsequently acquire higher qualifications; in the time scale of pay applicable to such employees (Non-Workmen category) at the time of acquiring higher qualifications, subject to observing the other formalities.
- ii) To allow additional increment as per the existing provisions even to the Board employees of non-workmen category who have moved on to the next higher scale of pay and subsequently pass the prescribed departmental examinations in the time scale of pay applicable to such employees (non-workmen category) at the time of passing the prescribed Departmental examinations subject to observing the other usual formalities required to be observed for granting the additional increment.

- iii) to extend the above benefits to the Board employees of non-workmen category with retrospective effect i.e., from the respective date the employees have become eligible for these increments after movement to the next higher scale of pay as per the existing Board Orders.

By Order  
Sd/- Secretary, KEB.

# KARNATAKA ELECTRICITY BOARD

Board Secretariat  
'Cauvery Bhavan'  
Bangalore-560 009  
Dated : 29-1-88

No. KEB/B16/5816/82-83

The Chief Engineer, Electricity  
Rural Electrification Zone,  
Karnataka Electricity Board,  
K. R. Circle,  
Bangalore-1

Sir,

**Sub :** Extending the benefit of additional increment to Senior Personal Assistants, who are in the next higher scale of pay-regarding.

**Ref :** Board Order of even No. dated 28-1-88.

With reference to your letter No. RE-Zone/2841 dated 13-11-87, I am directed to state that the benefit of additional increment as sanctioned vide Board Order No. KEB/B16/3416/75-76 dated 9-11-87 may be extended even to the Senior Personal Assistants who have moved on to the next higher scale of pay in terms of Board Order of even No. dated 16-12-82, subject to verification that they have not been extended the benefit of the additional increment earlier.

Yours faithfully,

Sd/-  
Secretary, K.E.B.

**READ :** 1) Board Order No. KEB/B16/5816/82-83 dated 7-9-1987 sanctioning the Scheme of Granting next higher scale to the Assistant Engineers, (Elect.) (Graduates/ Non-graduates) and Asst. Accounts Officers of the Board with effect from 1-4-1982.

2) Letter No. AOA/Sn. II/851 dt. 28-5-1988 from the Financial Adviser and Chief Accounts Officer, KEB., Bangalore requesting to obtain and communicate approval of the Board for grant of next higher scale to the non S.A.S. Assistant Accounts Officers of the Board stating that the High Court of Karnataka has ordered for extension of the said benefit to the Non SAS Assistant Accounts Officers of the Board etc.

3) I.M C. Resolution No. IMC (Admn) / 64 dated 16-8-1988.

Order No. KEB/B16/5816/82-83, Bangalore, Dated : 7-9-1988.

Board is pleased to accord approval for extending the Scheme of granting next higher scale of pay in respect of non SAS Assistant Accounts Officers of the Board whose services have been transferred to Karnataka Electricity Board as per Section-106 of the States Re-organisation Act and who have put in 10 years of service in the cadre.

By Order  
Sd/- Secretary KEB

**READ: 1) Board Order No. KEB/B16/5816/82-83 dated 24-6-1982, according approval to introduce the Scheme of granting next higher scale for Workmen of the Board as detailed therein with effect from 1-4-1982.**

**2) Letter No. A/AOE/AAO.I/EA.4/33669 dated 29-3-1986 from the Chief Engineer, Elec., (Genl.), KEB, Bangalore requesting to clarify whether the benefit of next higher scale already extended to an employee be continued or be withdrawn in view of the facts that the employee has refused regular promotion.**

**3) Letter No. FA/PA/90/87-88 dt. 26-9-1988 from the Financial Adviser and Chief Accounts Officer, KEB in the matter.**

**4) I.M.C Resolution No. IMC (Admn.) 64 dated 16-8-1988.**

**Order No. KEB/B16/5816/82-83 Bangalore, Dated : 13-9-1988.**

**It is hereby ordered that the Employees who have moved on to the next higher time scales (time bound) and refuse to accept regular promotion to the next higher posts shall not be considered for such promotion for a further period of 5 years from the date of such refusal.**

**By Order  
Sd/- Secretary, KEB**



Copy of letter No. KEB/B16/5816/82-83 dated 24-5-1990 from Secretary, KEB, Bangalore addressed to Financial Adviser & Chief Accounts Officer, KEB, Bangalore & copied to this office.

Sub : Grant of next higher scale of pay to the Workmen of the Board—  
Clarifications—Regarding.

Ref : 1) B.O. of even No. dated 24-6-1982.  
2) Your Ltr. No. FA & CAO/PA/33/87-88/25-9-1987.  
3) I M.C. Resolution No. IMC 72 (Admn) dated 11-4-1990.

Please refer to your letter cited under reference (2) above wherein you have requested the clarification of the Board with regard to the sanction of next higher scale of pay to such of the employees for whom no examinations are prescribed and no promotional avenues are available as per KEB Recruitment and Promotion Regulations. I am directed to request you to continue the existing procedure in the matter as follows :

- i) The Employees for whom no examinations are prescribed for promotion to the next higher cadre but possess the necessary qualifications as required under the provisions of Recruitment and Promotion Regulations are entitled to the time bound scales as per Board Order dated 24-6-1982 after completion of 10 years of service.
- ii) The Employees for whom no examinations are prescribed and no promotional avenues are available be extended the time bound scales after completion of 14 (Fourteen) years of service in the same cadre/post.

The existing provisions in the matter as above may be strictly followed without any violation.

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No. KEB/B16/B4/5015/89-90. Board Secretariat, 'Cauvery Bhavan', Bangalore-9.  
Dated : 9-8-1990.

The Chief Engineer, Electricity, (General),  
Karnataka Electricity Board, Bangalore.

Sir,

Sub : Scheme of timebound - Fixation of pay - clarifications -Reg.

Ref : Your letter No A/AOE/AAO-2/EA6/9705 dated 12-7-89.

Refer to your letter dated 12-7-89 on the above subject. The clarifications sought by you are given as hereunder :

- i) In case the employee is drawing the pay at the maximum of the timescale of the next higher post due to elongation on the date of his movement to next higher scale under timebound scheme, the next higher scale may also be elongated, giving the employee the benefit of pay fixation from the date of his movement to next higher scale i.e. by sanctioning the last increment drawn by him.
- ii) In case the employee is drawing pay even beyond the maximum of the time scale of the next higher post due to elongation on the date of his movement to next higher scale as per scheme of timebound, the pay fixation benefit may also be extended to such employee by granting the increment at the rate last drawn by him on the date of his movement to next higher scale. It is also clarified that in case there is a difference in the last increment between the lower scale and the higher scale, increment in the higher scale should be given.

In both these cases the next increment may be granted after one year from the date of last sanction of increment consequent to the sanction of next higher scale as per the scheme of timebound.

Yours faithfully, .  
Sd/- Secretary, KEB.

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KEB/B18/5816/82- 83

Dated : 27-3-1991

The Chief Engineer Electricity, (General),  
Karnataka Electricity Board, Bangalore.

Sir,

Sub : Grant of next higher scale of pay to Supernumerary Asst. Lineman (Works) under the scheme of timebound - Reg.

Ref : Board Order No. KEB/B16/5816/82-83 dated 24-6-1982.

2) Your letter No. A/AOE/AAO-II/EA-6/13570 dated 30-9-1988.

3) IMC Resolution No. 86-IMC/Admn/195 dated 15-3-1991.

With reference to the above, I am directed to communicate the approval to count the service rendered in the workcharged/Supernumerary posts of Assistant Lineman (Works) for regulating total qualifying service to extend the next higher scale of pay to the employees of the Board as per the provisions of B.O. No. KEB/B16/5816/82-83 dated 24-6-1982. Therefore, the next higher scale of pay may be extended to all 67 workers (as per your letter cited under reference 2 above) who had completed ten years of service including the service in supernumerary posts of Asst. Lineman (Works) duly observing other formalities. The benefit may also be extended to the other similarly situated cases from the date of the eligibility.

Yours faithfully,  
Sd/- for Secretary, KEB

- READ :**
1. B.O. No. KEB/B16/5816/82-83 dated 24-6-1982 extending the benefit of grant of next higher scale of pay to the workmen.
  2. B.O. No. KEB/B16/5816/82-83 dated 27-7-1987.
  3. Letter No. KEBEU. 3569/87, dated 4-12-1987 of the General Secretary, KEB. Employees Union (Reg. No. 659), Bangalore.
  4. IMC, Resolution No. 86-IMC (Admn.) / 194 dated 15-3-91.

Order No. KEB/B86/5816/82-83, Bangalore, Dated : 1-4-1991.

Approval is accorded to give incentives as per Board Order No. KEB/B16/5816/82-83 dated 27-7-87 for passing the departmental examinations to the employees who pass the departmental examinations between 10 years and 14 years (after completing 10 years and before 14 years) with effect from 27-7-87.

By Order,  
Sd/- Secretary, KEB.

**Sub :** Sanctioning next higher time scales to the cadre of Sweeper/ Scavenger, Jamedar (Watch & Ward) and Cable Jointer after completion of ten years of qualifying service.

**READ :** 1. Board Order No. KEB/B16/5816/82-83 dtd. 24-6-1982 sanctioning next higher time scale to the Workmen of the Board with effect from 1-4-1982 as detailed therein.

2. Board Order No. KEB/B16/5816/82-83 dtd. 16-12-1982 sanctioning next higher time scale to the Senior Personal Assistants/Labour Welfare Officer who have completed ten years of qualifying service in the cadre/post.

3. Board letter No. KEB/B16/5816/82-83 dtd. 24-5-1990 issuing clarification with regard to the sanction of next higher time scale to such of the employees for whom no examinations are prescribed and no promotional avenues are available as per K.E.B. R & P Regulations.

3. Board resolution No. BM. 618/18359 dtd. 22-8-1992.

ORDER NO KEB/B16/5816/82-83,

Bangalore, Dated 7-9-1992

Board is pleased to accord approval to extend the benefit of next higher time scale of pay to the workmen belonging to the following categories of posts, after their completion of 10 years of service in the cadre/post, subject to the other terms and conditions laid down in B.O. No. KEB/B16/5816/82-83 dtd. 24-6-1982.

- 1) Sweeper/Scavenger.
- 2) Jamedar (Watch & Ward).
- 3) Cable Jainter.

The benefit extended in this order cannot be construed as a precedence for such request by the other similarly placed cadres, in future.

By Order  
Sd/- Secretary, KEB

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Read : 1) Board Order No. KEB/B16/5816/82-83 dtd. 24-6-1982 sanctioning next higher time scale to the Workmen of the Board with effect from 1-4-1982 as detailed therein.

2) Board Order No. KEB/B16/5816/82-83 dtd. 16-12-1982 sanctioning next higher time scale to the Senior Personal Assistant/Labour Welfare Officer who have completed ten years of qualifying service in the cadre/Post.

3) Board letter No. KEB/B16/5816/82-83 dtd. 24-5-1990 issuing clarification with regard to the sanction of next higher time scale to such of the employees for whom no examinations are prescribed and no promotional avenues are available as per KEB R & P Regulations.

4) Board Order No. KEB/B16/5816/82-83 dtd. 7-9-1992 extending the benefit of next higher time scale of pay to the employees working in the cadre of Sweeper/Scavenger, Jamedar (Watch & Ward) and the Cable Jainter, after their completion of ten years of service in the cadre/post.

5) Board Resolution No. BM. 619/18376 dtd. 7-10-1992.

ORDER NO. KEB/B16/5816/82-83,

Bangalore, Dated 29-10-92

Board is pleased to accord approval to extend the benefit of next higher time scale of pay to the workmen belonging to the following categories of posts after their completion of ten years of service in the cadre/post, subject to the other terms and conditions laid down in Board Order No. KEB/B16/5816/82-83 dtd. 24-6-1982.

1. Senior Mechanic (Workshop)
2. Assistant Foremen (Transport)
3. Special Grade Driver
4. Maistry Grade-I (Civil)
5. Merit Grade Mechanic
6. Senior Mechanic (T.C.)
7. Hot Line Mechanic Grade-I
8. Merit Grade Mechanic
9. Office Attendant Grade-I
10. Store Keeper Grade-I

By Order  
Sd/- Secretary KEB

No. KEB/B16/5816/82-83/C

Dated 20-2-1993

The Chief Engineer Electricity (Gl.) KEB, Bangalore

Sir,

Sub. : Restoration of next higher scale of pay to Sri Gangaiah, Daftary-Reg.

Ref. : Your letter No. A/AOE/AAO2/EA6/11733 dated 20-9-1991.



Under the circumstances stated in your letter dated 20-9-91 cited under reference, I am directed to communicate approval for the following :-

- (i) To restore the next higher time scale of pay sanctioned to Sri Gangaiah as per B.O. No. KEB/B16/5816/82-83 dated 24-6-1982 w.e.f. 1-4-82 in grade Rs. 330-610,
- (ii) To restore/extend the benefit of next higher time scale of pay to all the eligible employees who have refused to accept the promotions accorded to them during the period from 1-4-1982 to 13-9-1988.

The cases of similar nature, if any on hand, may be disposed off accordingly.

Yours faithfully,  
Sd/- Secretary KEB

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No. KEB/B16/4214/80-81.

Bangalore, Dated 22-2-1993

All Supdg. Engineers, Elecl., O & M Circles,  
All Executive Engineers, Elecl., O & M Divisions, KEB

Sirs,

Sub. : Extension of the benefit of elongation of the time scales in respect of the Workmen who have been moved on to the next higher time scales of Non-Workmen-Clarification - Reg.

Adverting to the above subject, I am directed to state that many of the Circle and Divisional Officers are often requesting the Board to clarify whether the Workmen are entitled to the benefit of elongation of the time scales even after their movement to the next higher time scales of the Non-Workmen. In this connection, I wish to state that the matter has been examined by the Board in the light of the settlements reached between the Management and the KEB Employees' Union from time to time with regard to the Pay Scales and other allied matters, and wish to clarify that the Workmen who moves on to the next higher time scale of pay of Non-Workmen in terms of B.O. No. KEB/B16/5816/82-83 dtd. 24-6-82 and subsequent clarifications in the matter thereon, and reaches the maximum of that next higher time scale of pay of Non-Workmen, the scale of such Workmen shall be elongated as personal to them by sanctioning annual increments at the same rate last drawn by them.

The cases of the above nature, if any, may be reviewed in the light of the above clarification.

Yours faithfully,  
Sd/- Secretary KEB

READ : 1. Board Order No. KEB/B16/5816/82-83 dtd. 7-9-1982 extending the benefit of next higher time scale of pay to the Assistant Engineers, Elecl./Civil (Graduates/Non-graduates) who have completed ten years of continuous service in the cadre/post and passed all the required prescribed departmental examinations.

2. Letter No. A/AOE/AAO. I/EA-7/4048 dtd. 15-6-92 of the Chief Engineer, Elec. (General), KEB, Bangalore, requesting the Board to clarify in the matter of extending the benefit of next higher time scales to the Assistant Engineers, Elecl./Civil (Graduates) who have (i) passed departmental examinations between 10 & 14 years of their service, (ii) not passed departmental examinations even after the completion of 14 years of service.

3. I.M.C. Resolution No. 102/IMC (A)/412 dtd. 20-2-1993.

Order No. KEB/B16/5816/82-83, Bangalore, Dated : 19-3-93

Board is pleased to accord approval to extend the benefit of both additional increment and next higher time scale from the date of passing the prescribed departmental examinations to such of the Assistant Engineers, Elecl./Civil (Graduates) who have passed/pass the prescribed departmental examinations between ten and fourteen years of their service, subject to fulfilment of other terms and conditions stipulated in B.O. No. KEB/B16/5816/82-83 dtd. 7-9-1982.

By Order  
Sd/- Secretary, KEB.

## ಕರ್ನಾಟಕ ವಿದ್ಯುಚ್ಛಕ್ತಿ ಮಂಡಳಿ

ಕ್ರಮಸಂಖ್ಯೆ : ಬಿ 16:5816 : 82-83 (ಎಫ್)

ಮಂಡಳಿ ಕಾರ್ಯಾಲಯ,  
ಕಾವೇರಿ ಭವನ,  
ಬೆಂಗಳೂರು-560 009  
ದಿನಾಂಕ : 4.12.1993

ಪ್ರಧಾನ ಇಂಜಿನಿಯರ್, ವಿದ್ಯುಚ್ಛಕ್ತಿ,  
ಕರ್ನಾಟಕ ವಿದ್ಯುಚ್ಛಕ್ತಿ ಮಂಡಳಿ,  
ಬೆಂಗಳೂರು

ಮಾನ್ಯರೆ,

ವಿಷಯ :- ಹಿರಿಯ ಸಹಾಯಕರ ಹುದ್ದೆಯಲ್ಲಿ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ವೇತನವನ್ನು ಪಡೆಯುತ್ತಿರುವ ಮಂಡಳಿಯ ನೌಕರರಿಗೆ ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ ಕವಿಮಂ : ಬಿ16 : 5816 82-83 ದಿನಾಂಕ 24.6.1982 ಮತ್ತು ದಿನಾಂಕ 7 9.82ರ ಪ್ರಕಾರ ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸುವ ಬಗ್ಗೆ ಸ್ಪಷ್ಟೀಕರಣ.

ಉಲ್ಲೇಖ :-1) ನಿಮ್ಮ ಪತ್ರ ಸಂಖ್ಯೆ : ಎ:ಎಬಿಇ : ಎಎಬಿ2 : ಇಎ5 : 3745 ದಿನಾಂಕ 2.7.1993

2) ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕ.ವಿ ಮಂಡಳಿ ನೌಕರರ ಸಂಘ (ನೊಂ. ಸಂಖ್ಯೆ 659) ಇವರ ಪತ್ರ ಸಂಖ್ಯೆ. ಕವಿಮಂ ನೌಸಂ 3106:93 ದಿನಾಂಕ 9.11.93

ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ಈ ಮೂಲಕ ತಿಳಿಸಬಯಸುವುದೇನೆಂದರೆ, ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ ಕವಿಮಂ : ಬಿ16 : 5816 : 82-83 ದಿನಾಂಕ 24.6.1982 ರ ಆದೇಶದ ಪ್ಯಾರಾ.5 ರಡಿಯಲ್ಲಿರುವ ಟಿಪ್ಪಣಿ ಮತ್ತು ಆದೇಶ ಸಂಖ್ಯೆ ಕವಿಮಂ:ಬಿ16 : 5816 : 82-83 ದಿನಾಂಕ 7 9 92 ರ ಆದೇಶದ ಪ್ಯಾರಾ 9 (ಎ) ದ ಪ್ರಕಾರ, ಮಂಡಳಿಯ ನೌಕರರು, ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನವನ್ನು ಪಡೆಯಲು ಅರ್ಹತೆಯನ್ನು ಪಡೆದಾಗ ತಮ್ಮ ವೇತನವನ್ನು ತಾವು ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಗೆ ಅರ್ಹರಾದ ದಿನಾಂಕದಂದೇ ನಿಗದಿಪಡಿಸಬೇಕೆ ? ಅಥವಾ 'ಯಾವುದೇ ತರುವಾಯದ' ಇನ್ ಕ್ರಿಮೆಂಟಿನ ದಿನಾಂಕದಂದು ನಿಗದಿಪಡಿಸಬೇಕೆ ? ಎಂಬುದರ ಬಗ್ಗೆ ತಮ್ಮ ಇಚ್ಛೆಯನ್ನು ವ್ಯಕ್ತಪಡಿಸಲು ಅವಕಾಶ ವಿರುತ್ತದೆ. ಉಲ್ಲೇಖ (1) ರಲ್ಲಿರುವ ನಿಮ್ಮ ಪತ್ರವನ್ನು ಅವಲೋಕಿಸಿದಾಗ, ಮುನಿರಾಬಾದ್ ವೃತ್ತದಲ್ಲಿ ಕೆಲಸ ಮಾಡುತ್ತಿರುವ ಕೆಲವು ಹಿರಿಯ ಸಹಾಯಕರು, ರೂ. 1550.4085 ರ ವೇತನ ಶ್ರೇಣಿ

ಯಲ್ಲಿ ದಿನಾಂಕ 1.4 1992 ರಿಂದ ಗರಿಷ್ಠ ವೇತನ ರೂ. 4085ನ್ನು ಪಡೆಯುತ್ತಿರುವುದು, 92ರ ಜುಲೈ ತಿಂಗಳಿನಲ್ಲಿ ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ ಕವಿಮಂ : ಬಿ16 : 5816 : 82-83 ದಿನಾಂಕ 24 6.1982 ರ ಆದೇಶದ ಪ್ರಕಾರ ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ಪಡೆಯಲು ಅರ್ಹರಾಗಿರುವುದು ಹಾಗೂ ಇದೇ ಆದೇಶದ ಪ್ಯಾರ 5 ರಡಿಯಲ್ಲಿರುವ ಟಿಪ್ಪಣಿಯ ಪ್ರಕಾರ ಹಿರಿಯ ಸಹಾಯಕರ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿಯೇ ದಿನಾಂಕ 1.4.1993 ರವರೆಗೆ ಮುಂದುವರೆದು (ಅಂದರೆ ಅವರು 1.4.1993 ರಂದು ಪಡೆಯುವ ಎಲಾಂಗೇಷನ್ ಇನ್‌ಕ್ರಿಮೆಂಟಿನವರೆಗೆ) ದಿನಾಂಕ 1-4-1993 ರಂದು ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸಿರುವಂತೆ ಇಚ್ಛೆ ವ್ಯಕ್ತಪಡಿಸಿರುವುದು ಕಂಡು - ಬರುತ್ತದೆ. ಮಂಡಳಿಯ ದಿನಾಂಕ 24.6.1982 ರ ಆದೇಶದ ಪ್ಯಾರ 5ರಡಿಯಲ್ಲಿರುವ ಟಿಪ್ಪಣಿ ಮತ್ತು 7.9.1982 ರ ಆದೇಶದ ಪ್ಯಾರಾ 9 (ಎ) ರಲ್ಲಿ ತಿಳಿಸಿರುವ ಮುಂದಿನ ಅಥವಾ 'ಯಾವುದೇ ತರುವಾಯದ' ಇನ್‌ಕ್ರಿಮೆಂಟ್ ಎಂಬ ಪದಗಳು ಎಲಾಂಗೇಷನ್ ಇನ್‌ಕ್ರಿಮೆಂಟ್ ಮತ್ತು 'ಸ್ಟಾಗ್ನೇಷನ್' ಇನ್‌ಕ್ರಿಮೆಂಟ್ ಗಳಿಗೂ ಅನ್ವಯ ವಾಗುತ್ತದೆ. ಆದ್ದರಿಂದ ಮುನಿರಾಬಾದ್ ವೃತ್ತದಲ್ಲಿ ಸೇವೆ ಸಲ್ಲಿಸುತ್ತಿರುವ ಹಿರಿಯ ಸಹಾಯಕರು ಅವರು ಇಚ್ಛೆ ವ್ಯಕ್ತಪಡಿಸಿರುವಂತೆ, ಹಿರಿಯ ಸಹಾಯಕರ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿಯೇ ದಿನಾಂಕ 1.4 1993 ರವರೆಗೆ ಮುಂದುವರಿಸಲು ಅವಕಾಶ ಮಾಡಿಕೊಡಬಹುದೆಂದೂ ಮತ್ತು ದಿನಾಂಕ 1.4.1993 ರಂದು ಅವರಿಗೆ ಎಲಾಂಗೇಷನ್ ಇನ್‌ಕ್ರಿಮೆಂಟನ್ನು ಮಂಜೂರು ಮಾಡಿದ ನಂತರ ಅವರ ವೇತನವನ್ನು ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ನಿಗದಿಪಡಿಸುವಂತೆಯೂ ಈ ಮೂಲಕ ಸ್ಪಷ್ಟೀಕರಣವನ್ನು ನೀಡಲಾಗಿದೆ.

ಮೇಲೆ ತಿಳಿಸಿರುವ ಸ್ಪಷ್ಟೀಕರಣ ಎಲ್ಲಾ ಹುದ್ದೆಗಳಲ್ಲಿ ಸೇವೆ ಸಲ್ಲಿಸುತ್ತಿರುವ ನೌಕರರಿಗೂ ಅನ್ವಯ ವಾಗುತ್ತದೆ. ಇದೇ ರೀತಿ ಇತರೆ ಹುದ್ದೆಗಳಲ್ಲಿ ಕೆಲಸ ಮಾಡುತ್ತಿದ್ದ ನೌಕರರು (ಸಹಾಯಕ ಇಂಜಿನಿಯರ್, ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ ಮತ್ತು ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹುದ್ದೆಗಳೂ ಸೇರಿ) ಈ ಹಿಂದೆ ತಾವು ಎಲಾಂಗೇಷನ್ : ಸ್ಟಾಗ್ನೇಷನ್ ಇನ್‌ಕ್ರಿಮೆಂಟ್ ಪಡೆಯುವ ದಿನಾಂಕಕ್ಕೆ ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ತಮ್ಮ ವೇತನ ನಿಗದಿಪಡಿಸಲು ದಿನಾಂಕ 24.6.82 ರ ಆದೇಶದ ಪ್ಯಾರಾ 5 ರಡಿಯಲ್ಲಿರುವ ಟಿಪ್ಪಣಿ ಮತ್ತು 7.9.1982 ರ ಆದೇಶದ ಪ್ಯಾರಾ 9 (ಎ) ದ ಪ್ರಕಾರ ಇಚ್ಛೆ ವ್ಯಕ್ತಪಡಿಸಿದಾಗ ಅದು ನಿರಾಕರಿಸಲ್ಪಟ್ಟಿದ್ದಲ್ಲಿ, ಅಂತಹ ವಿಷಯಗಳನ್ನು ಮರುಪರಿಶೀಲನೆ ಮಾಡಿ ನೌಕರರಿಗೆ ಅವರು ಮೇಲಿನಂತೆ ಇಚ್ಛೆ ವ್ಯಕ್ತಪಡಿಸಿದ ದಿನಾಂಕದಿಂದಲೇ ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸಬಹುದು. ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವಾಗ, ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ : ಕವಿಮಂ : ಬಿ16 : 5816 : 82-83 ದಿನಾಂಕ 24 6.82 ಮತ್ತು 7.9.82ರ ಆದೇಶಗಳಲ್ಲಿ ತಿಳಿಸಿರುವ ಇತರೆ ಷರತ್ತುಗಳನ್ನು ಕಟ್ಟುನಿಟ್ಟಾಗಿ ಪಾಲಿಸಬೇಕು.

ತಮ್ಮ ವಿಶ್ವಾಸಿ,

ಕಾರ್ಯದರ್ಶಿ, ಕ.ವಿ.ಮಂ.

## **Karnataka Electricity Board**

**READ**

- 1) Board order No. KEB/B16/5816/82-83 dt. 24.6.82, sanctioning next higher time scale of pay to the workmen of the Board w.e.f. 1.4.82, as detailed therein ;
- 2) Board order No. KEB/B16/5816/82-83 dt. 7.9.92 extending the benefit of next higher time scale of pay to the employees working in the cadre of Sweeper/Scavenger, Jamadar (Watch & Ward) and the Cable Jointer, after their completion of Ten years of service in the cadre/post ;
- 3) Board order No. KEB/B16/5816/82-83 dt. 29.10.92 extending the benefit of next higher time scale of pay for the employees working in the cadre of Senior Mechanic (Workshop), Assistant Foreman (Transport), Special Grade Driver, Maistry Gr. I (Civil), Merit Grade Mechanic, Senior Mechanic (T.C.), Hot Line Mechanic Gr. I, O A. Gr. I and Store Keeper Gr. I.
- 4) Board Resolution No. BM. 629/18573 dt. 11.1.1994.

Order No. KEB//B16/5816/82-83,

Bangalore, Dated : 21.1.1994

Board is pleased to accord approval to extend the benefit of Next Higher Time Scale of pay to the Workmen belonging to the following categories of posts after their completion of Ten years of service in the cadre/post, subject to other terms and conditions laid down in Board order No. KEB/B16/5816/82-83 dt. 24.6.1982.

- 1) Line Mechanic Gr. I (Group-3)
- 2) Senior Draughtsman
- 3) Stone Maistry Gr. I (Group-7)
- 4) Watchman (Other than the Watchmen of Central Stores)
- 5) Marker
- 6) Gang Maistry.

By Order,  
Secretary, KEB

**Karnataka Electricity Board****READ :**

Board Order No. KEB/B16/5816/82-83 dated 7.9.1982 sanctioning next higher time scale of pay for the Assistant Engineers (Electrical)/ (Civil) (Graduates/Non-graduates) and Assistant Accounts Officers.

2. Board Order No. KEB/B16/5816/82-83 dated 16.12.1982 sanctioning next higher time scale of pay for the Senior Personal Assistants Labour welfare Officers.

3. Board Order No KEB/B16/5816/82 83 dated 7.9 1992 and 29.10.92 extending the benefit of next higher time scale of pay for completion of ten years of service to certain workmen who have no further promotional avenue.

4. IMC Resolution No. 107 IMC (A) / 526 dated 15.1.1994.

Order No. KEB/B16/5816/82-83

Bangalore, Dated : 22.1.1994

Approval is accorded for the sanction of next higher time scale of pay of Assistant Executive Engineer/Accounts Officer to Sri B.R. Priyadarshi Assistant Director of Sports, K.E.B., from the date he completed ten years of service in the cadre of Assistant Director of Sports.

By Order,  
Secretary, KEB

## **KARNATAKA ELECTRICITY BOARD**

### **READ :**

1. Board Order No. KEB/B16/5816/82-83, dated : 24-6-82, sanctioning next higher time-scale of pay to the workmen of the Board with effect from 1-4-1982, as detailed therein.

2. Board Order No. KEB/B16/5816/82-83, dated : 7-9-1992 extending the benefit of next higher time scale of pay to the employees working in the cadre of Sweeper/Scavenger, Jamedar (Watch and Ward) and the Cable Jointer, after their completion of ten years of service in the cadre/post.

3. Board Order No. KEB/B16/5816/82-83, dated : 29-10-1992, extending the benefit of next higher time scale of pay to the employees working in the cadre of Senior Mechanic (Wrokshop), Assistant Foreman (Transport), Special Grade Driver, Maistry Grade-I (Civil), Merit Grade Mechanic, Senior Mechanic (T.C.), Hotline Mechanic Grade-I, O.A. Grade-I and Store Keeper Grade - I.

4. Board Order No. KEB/B16/5816/82-83, dated : 21-1-1994, extending the benefit of next higher time scale of pay to the employees working in the cadre of Line Mechanic Grade-I (Group-3) Senior Draughtsman, Store Maistry Grade-I (Group-7), Watchman (other than the Watchman of Central Stores), Marker and Gang Maistry.

5. Letter No. A/AOE/AAO-I/EA-4/3636, dated : 17-6-1992 of the Chief Engineer, Electricity (General), KEB, Bangalore, requesting the approval of the Board for extending the benefit of

next higher time scale of pay to the employees working in the cadre of Painter Grade-I (Workshop) and Blacksmith Grade-I (Workshop), after completion of ten years of service.

6. Board Secretariat Note dated : 18-7-1994.

**ORDER NO. KEB/B16/5816/82-83  
BANGALORE, DATED : 17-8-1994.**

Board is pleased to accord approval to extend the benefit of next higher time scale of pay to the workmen belonging to the following categories of posts after their completion of ten years of service instead of after the completion of 14 years of service in the cadre/post subject to other terms and conditions laid down in Board Order No. KEB/B16/5816/82-83, dated : 24-6-1982

1. Painter Grade - I (Workshop)
2. Blacksmith Grade - I (Workshop).

BY ORDER,

SECRETARY,  
K.E.B.



## **KARNATAKA ELECTRICITY BOARD**

### **READ :**

1. Board Order No. KEB/5816/82-83 dated 24-6-1982, sanctioning next higher time scale of pay to the workmen with effect from 1-4-1992 and subsequent Board Orders and clarifications issued in the matter.
2. Board Order No. KEB/B16/5816/82-83 dated 7-9-1982, sanctioning next higher time scale of pay to certain categories of Officers with effect from 1-4-1982 and subsequent Board Orders and clarifications issued in the matter.
3. U.O. Note No. 136 dated 26-2-1996 of the Financial Adviser and Chief Accounts Officer, K.E.B., Bangalore, proposing to allow to exercise fresh options to obtain the benefit of "Next Higher Time Scale" to the cases arising due to revision of pay scales.

**BOARD ORDER No. KEB/B16/5816/82-83 (b)**

**BANGALORE, DATED : 10-4-1996.**

Approval is accorded, as a special Case, to allow the Employees/officers to exercise fresh options to obtain the benefit of "Next Higher Time Scale".

The above benefit shall be extended to only such of the Employees/Officers who have already availed the benefit of "Next Higher Time Scale" without anticipating the exact fixation of pay in the revised pay scales which were given effect to from 1-4-1985, 1-4-1989 and 1-4-1993. (the orders of which were issued at a later date giving effect to the revised pay scales retrospectively) The re-fixation of pay arising in the above cases shall be subject to verification by the concerned Accounts Officer (Internal Audit).

**BY ORDER**

**SECRETARY, K.E.B.**

ಸಂಖ್ಯೆ : ಎಚ್-2 : 4ಎ : ಸಿದ್ಧಿಎಸ್ : 14

ಪ್ರಧಾನ ಅಧ್ಯಯನಾಧಿಕಾರಿ (ಇ) ರವರ ಕಛೇರಿ  
ಕಾಂಪೌಂಡ್ ಭವನ, ಆಂಜೆ ಕಟ್ಟಿಗೆ ಹಾವಳಿ : 5500,  
ಬೆಂಗಳೂರು - 560 005,  
ದಿನಾಂಕ : 9-4-99.

ಎಲ್ಲಾ ಮುಖ್ಯ ಅಧಿಕಾರಿಯರ (ಇ),  
ಬಲಯ ಕಛೇರಿಗಳು.

ಎಲ್ಲಾ ಅಧೀಕೃತ ಅಧಿಕಾರಿಯರ (ಇ),  
ಕಾರ್ಯ ಮತ್ತೂ ವಾಣಿಜ್ಯ ವಿಭಾಗ :  
ಬೃಹತ್ ಕಾಮಗಾರಿ ವಿಭಾಗ.

ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಅಧಿಕಾರಿಯರ (ಇ),  
ಕಾರ್ಯ ಮತ್ತೂ ವಾಣಿಜ್ಯ ವಿಭಾಗಗಳು :  
ಬೃಹತ್ ಕಾಮಗಾರಿ ವಿಭಾಗ.

ಎಲ್ಲಾ ರಕ್ಷಾಧಿಕಾರಿ (ಆಂತರಿಕ ತನಿಖೆ).

ಮಾನ್ಯರೇ,

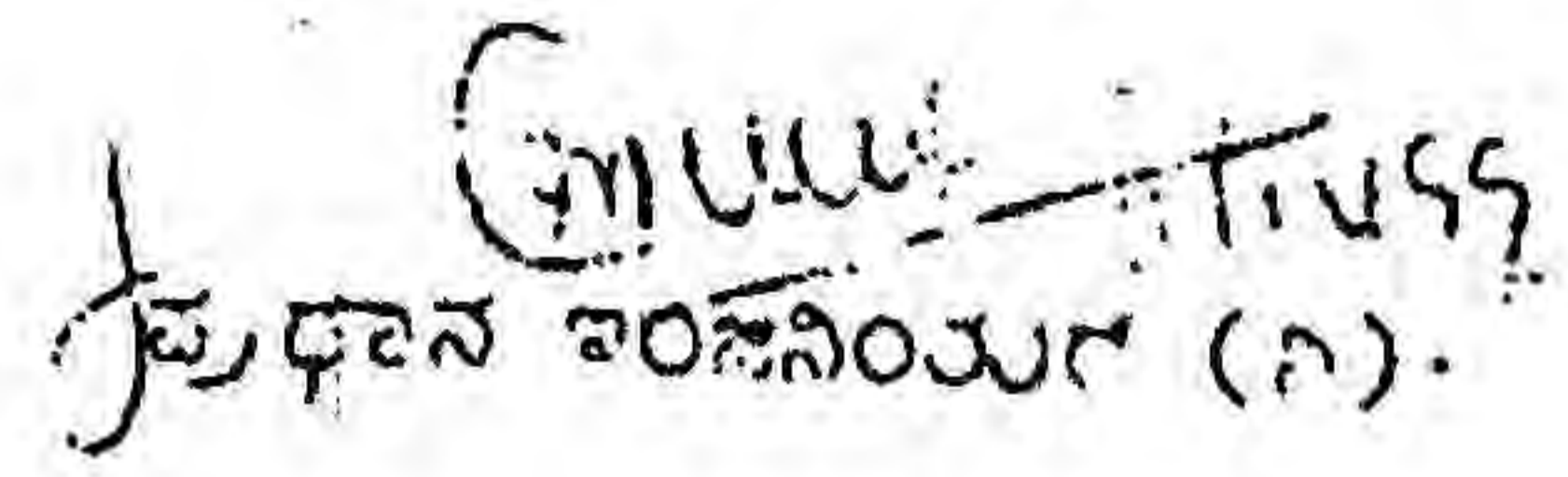
ನಿಜಯ : ಲೈಸೆನ್ಸು ಕುಡಿಯಲು ಬರುವ ನೌಕರರಿಗೆ ಮುಂದಿನ ಉನ್ನತ  
ವೇತನ ಶ್ರೇಣಿ ಸೌಲಭ್ಯ ನೀಡುವ ಬಗ್ಗೆ.

ಸಂಖ್ಯೆ : ಮಂ.ವ.ಸಂಖ್ಯೆ : 16 : 5503 : 98-99, ದಿನಾಂಕ :  
18-3-99.

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ಮೇಲ್ಕಂಡ ನಿಜಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ಮಂಡಲಿ ಅಧೀನ ಸಂಖ್ಯೆ : ಕನಿಮಂ : ಸಿಎಚ್ : 214 :  
3785 (ಸಿ) : 93-94 ದಿನಾಂಕ : 20-11-97 ರಲ್ಲಿ ನಿರ್ವಹಣಾ ಪದವ್ಯದ ತಂತ್ರೀಕರಣ (ವ್ಯವಸ್ಥಾಪನಾ)  
ಕುಡಿಯಲು ಯಂತ್ರ ಕರ್ನಾಟಕ ದರ್ಜೆ-2 (ಮೆಕ್ಯಾನಿಕ ಗ್ರೇಡ್-2) ಕುಡಿಯಲು ಸನ್ನಿವೇಶನೀಯವಾಗಿದೆ,  
ಜಾಗೂ ಮಂಡಲಿ ಅಧಿಕಾರಿಗಳ ಸಂಖ್ಯೆ : ಕನಿಮಂ : ಸಿಎಚ್ : 3785 : 98-99 ದಿನಾಂಕ : 16-11-98 ರಲ್ಲಿ  
ತಂತ್ರೀಕರಣ ಕುಡಿಯಲು ನಿರ್ವಹಣಾ ಕರ್ನಾಟಕ ದರ್ಜೆ-2 ಕುಡಿಯಲು ಸನ್ನಿವೇಶನೀಯವಾಗಿದೆ,  
ಕುಡಿಯಲು ಬರುವ ನೌಕರರಿಗೆ ಮುಂದಿನ ಉನ್ನತ ವೇತನ ಶ್ರೇಣಿ ಸೌಲಭ್ಯವನ್ನು ಯಂತ್ರ ಕರ್ನಾಟಕ  
(ಮೆಕ್ಯಾನಿಕ ದರ್ಜೆ-2) ಕುಡಿಯಲು ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಮಂಡಲಿಯ ಅಧೀನ ಸಂಖ್ಯೆ : 16 : 5503 :  
98-99 ದಿನಾಂಕ : 20-11-97 ರಲ್ಲಿ ನಿರ್ವಹಣಾ ಪದವ್ಯದ ತಂತ್ರೀಕರಣ ಕುಡಿಯಲು ಸನ್ನಿವೇಶನೀಯವಾಗಿದೆ.

ತಮ್ಮ ನಿಗಾಸಿ,

  
ಪ್ರಧಾನ ಅಧ್ಯಯನಾಧಿಕಾರಿ (ಇ).

**KARNATAKA POWER TRANSMISSION CORPORATION LTD**

Corporate Office,  
Kaveri Bhavan,  
Bangalore-560 008

**Read:**

1. Board Order No. KEB/B16/3589/98-99 dated 6.2.1999 revising the pay scales of workmen w.e.f 1.4.1998.
2. Board Order No. KEB/B16/3590/98-99 dated 6.2.1999 revising the pay scales of officers w.e.f 1.4.1998.
3. Board Order No. KEB/B16/3589/98-99 & KEB/B16/3590/98-99 dated 13.5.1999 sanctioning personal pay to workmen/officers in higher cadres/ holding higher scales but have got lower fixation of pay than the employees in lower cadres/holding lower scales although the element of pay drawn by them in the pre-revised scale by such employees were one and the same.
4. Board Circular No.KEB/B16/3589/98-99 dated 11.8.1999 clarifying certain aspects of pay fixation, applicability of allowances, etc.

**Preamble:**

Consequent to the Revision of Pay Scales (RPS) of employees w.e.f 1.4.1998 certain officers/workmen in higher cadres/ holding higher scales have got lower fixation of pay than the employees in lower cadres/holding lower scales although the element of pay drawn by them in the pre-revised scale by such employees were one and the same. In view of this anomaly the Board in its orders dated 13.5.99 sanctioned an increase to an extent of this difference of pay in the form of Personal pay to such workmen/officers in the higher cadre/scale. The order provides that such personal pay granted to the officer/workmen holding the higher cadre/scale shall be absorbable in the next revision of pay scales.

The KEBEU and the KEBAOA have referred to such instances of pay fixation on RPS where an employee in a higher cadre gets lower Revised pay than an employee drawing equal pay in a lower cadre in the pre-revised Pay Scales and have requested the Board to consider granting them next stage of pay in such cases. Pursuant to the above the matter was re-examined and found that it is desirable to eliminate the factor of personal pay and hence this order.

**Board Order No. KPTCL/B16/3589/98-99 Bangalore, dated 30.10.2000**

The Board is pleased to accord approval to sanction the Next Pay Stage in the time scale instead of Personal Pay sanctioned vide Board Orders dated 13.5.1999 in cases where an employee in a higher cadre/scale gets lower Revised pay than an employee drawing equal pay in a lower cadre/scale in the pre-revised pay scales consequent to fixation/ re-fixation of pay upon Revision of Pay Scales with effect from 1.4.1998.

By Order

  
Secretary  
KPTCL

1. The Chief Engineer, Electricity (General), KPTCL., Bangalore.
2. The Chief Financial Adviser, KPTCL., Bangalore.

3. The Deputy Inspector General of Police(Vigilance), KPTCL., Bangalore.
4. The Chief Industrial Relations Officer, KPTCL., Bangalore.
5. The Chief Law Officer, KPTCL, Bangalore.
6. All Chief Engineers, Electricity, KPTCL.
7. All Chief Controllers, KPTCL., Bangalore.
8. All Controllers, KPTCL.
9. All Superintending Engineers, Electrical, KPTCL.
10. All Deputy Controllers, KPTCL.
11. All Executive Engineers, Electrical, KPTCL.
12. All Accounts Officers, (Internal Audit), KPTCL.
13. All Officers of Corporate Office, KPTCL., Bangalore. PS., to CMD/D(F)/  
(Distribution)/Member (Transmission)/Secretary/Addl. Secretary, KPTCL., Bangalore.
14. SA-II - Records

Copy for information to:

1. Sri. T.Hanumanthappa, Member, KEB., Bangalore.
2. The General Secretary, KEBEU (659), A.R.Circle, Bangalore.
3. The General Secretary, KEB Engineers' Association, A.R.Circle, Bangalore.
4. The General Secretary, KEB Accounts Officers' Association, K.R.Circle, Bangalore.
5. The General Secretary, KEB SC/ST Employees Welfare Assn., K.R.Circle, Bangalore.



# ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್, "ಕಾವೇರಿ ಭವನ",  
ಬೆಂಗಳೂರು - 560 009

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/3888/89-90 -2

21 APR 2003

ದಿನಾಂಕ.....

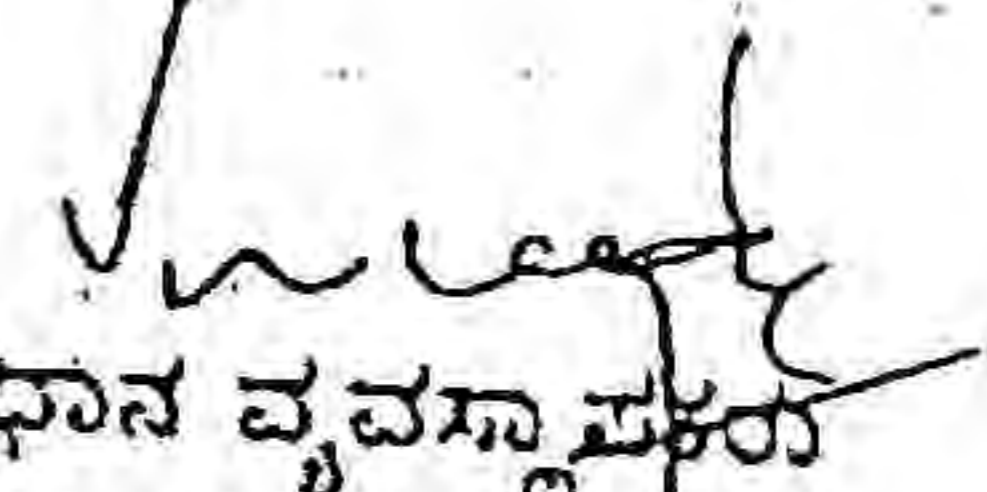
## ಸುತ್ತೋಲೆ

- ವಿಷಯ: ಮುಂದಿನ ಉನ್ನತ ವೇತನ ಶ್ರೇಣಿ ಸೌಲಭ್ಯ ಪಡೆದ ಕಿರಿಯ ಇಂಜಿನಿಯರ್/ಕಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ/ಹಿರಿಯ ಸಹಾಯಕ ಇವರ ವೇತನವನ್ನು ದಿನಾಂಕ:01.04.89 ರ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ನಿಗದಿಪಡಿಸುವ ಬಗ್ಗೆ.
- ಉಲ್ಲೇಖ: 1. ಮಂಡಳಿಯ ಆದೇಶ ಸಂಖ್ಯೆ:ಕವಿಮಂ/ಬಿ16/3888/89-90  
ದಿನಾಂಕ:12.04.90.
2. ಮಂಡಳಿಯ ಆದೇಶ ಸಂಖ್ಯೆ:ಕವಿಮಂ/ಬಿ16/1950/90-91  
ದಿನಾಂಕ:27.09.90.
3. ಮಂಡಳಿಯ ಪತ್ರ ಸಂಖ್ಯೆ:ಕವಿಮಂ/ಬಿ16/1950/90-91  
ದಿನಾಂಕ:26.09.91.

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ಮಂಡಳಿಯ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/3888/89-90 ದಿನಾಂಕ:12.04.90 ರಲ್ಲಿ ದಿನಾಂಕ:01.04.89 ರಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ವರ್ಕಮೆನ್‌ಗಳ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಹಾಗೂ ಮಂಡಳಿಯ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/1950/90-91 ದಿನಾಂಕ:27.09.90 ರಲ್ಲಿ ಅಧಿಕಾರಿಗಳ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಪರಿಷ್ಕರಿಸಲಾಗುತ್ತದೆ. ಮಂಡಳಿಯ ಪತ್ರ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/1950/90-91 ದಿನಾಂಕ:26.09.91 ರಲ್ಲಿ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್/ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ/ ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ "ಮುಂದಿನ ಉನ್ನತ ಶ್ರೇಣಿ" ಸೌಲಭ್ಯ ಪಡೆದಿರುವ ಕಿರಿಯ ಇಂಜಿನಿಯರ್ / ಕಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ/ ಹಿರಿಯ ಸಹಾಯಕರಿಗೆ ಮಂಡಳಿಯ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/3888/89-90 ದಿನಾಂಕ:12.04.90 ರಲ್ಲಿ ತಿಳಿಸಿರುವ ದರದಲ್ಲಿ ವೈಟೇಜ್ ನೀಡಿ, ದಿನಾಂಕ:01.04.89 ರ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸುವಂತೆ ಹಾಗೂ ಸದರಿ ನೌಕರರಿಗೆ ಮಂಡಳಿಯ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/1950/90-91 ದಿನಾಂಕ:27.09.90 ರ ಪ್ರಕಾರ ವೈಟೇಜ್ ಸೌಲಭ್ಯವನ್ನು ನೀಡಿ, ದಿನಾಂಕ:01.04.89 ರ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸಿದ್ದರೆ ಅದನ್ನು ಹಿಂಪಡೆಯುವಂತೆ ಸ್ಪಷ್ಟೀಕರಣವನ್ನು ನೀಡಲಾಗಿತ್ತು. ಆದರೂ ಸಹ ಮೇಲೆ ತಿಳಿಸಿರುವ ವರ್ಗದ ಹಲವಾರು ನೌಕರರ ಪ್ರಕರಣಗಳಲ್ಲಿ ಮಂಡಳಿಯ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/3888/89-90 ದಿನಾಂಕ:12.04.90 ರ ಪ್ರಕಾರ ವೈಟೇಜ್ ಸೌಲಭ್ಯವನ್ನು ನೀಡಿ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸಿರುವುದು ನಿಗದಿದ ಗಮನಕ್ಕೆ ಬಂದಿರುತ್ತದೆ. ಆದ್ದರಿಂದ, ಇಂತಹ ಪ್ರಕರಣಗಳನ್ನು ಕೂಲಂಕಶವಾಗಿ ಮರು ಪರಿಶೀಲಿಸಿ ಒಂದು ವಕ್ರ ಸದರಿ ವರ್ಗದ ನೌಕರರಿಗೆ ಮಂಡಳಿಯ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/1950/90-91 ದಿನಾಂಕ:27.09.90 ರಲ್ಲಿ ತಿಳಿಸಿರುವ ಪ್ರಕಾರ ವೈಟೇಜ್ ಸೌಲಭ್ಯವನ್ನು ನೀಡಿ, ದಿನಾಂಕ:01.04.89 ರ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸಿದ್ದರೆ ಅದನ್ನು ಕೂಡಲೆ ಹಿಂದಕ್ಕೆ ಪಡೆದು ಮಂಡಳಿಯ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/3888/89-90 ದಿನಾಂಕ:12.04.90 ರ ಪ್ರಕಾರ ವೈಟೇಜ್

ಸೌಲಭ್ಯವನ್ನು ನೀಡಿ, ದಿನಾಂಕ:01.04.89 ರ ನಂವ್ಯಕ್ತ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸುವಂತೆ ಹಾಗೂ ಹೆಚ್ಚುವರಿಯಾಗಿ ಪಾಪತಿ ಮಾಡಲಾಗಿರುವ ಸಂಖ್ಯೆಗಳನ್ನು ಸೂಕ್ತ ಕಠಿಣಗಳಲ್ಲಿ ಮರುವಸೂಲಿ ಮಾಡುವಂತೆ ಈ ಮೂಲಕ ತಿಳಿಸಲಾಗಿದೆ.

  
ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು  
(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ),  
ಕವಿಪ್ರನಿ.

**ಪ್ರತಿಗಳು:**

- ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿ, ಹಾಗೂ ಎಲ್ಲಾ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು, ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.
- ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್‌ಗಳು (ಎ), ಕವಿಪ್ರನಿ/ಎಲ್ಲಾ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
- ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರುಗಳು, ಕವಿಪ್ರನಿ/ಎಲ್ಲಾ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
- ಎಲ್ಲಾ ಆರ್ಥಿಕ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರನಿ/ಎಲ್ಲಾ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
- ಎಲ್ಲಾ ನಿಯಂತ್ರಾಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ಎಲ್ಲಾ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
- ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರನಿ/ಎಲ್ಲಾ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
- ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕ ನಿಯಂತ್ರಾಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ಎಲ್ಲಾ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
- ಕವಿಪ್ರನಿಯ ಆರೋಗ್ಯ/ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು/ನಿರ್ದೇಶಕರು (ಆರ್ಥಿಕ)/ನಿರ್ದೇಶಕರು (ತಾಂತ್ರಿಕ)/ನಿರ್ದೇಶಕರು (ಸಿಬ್ಬಂದಿ ಮತ್ತು ಮಾಹಿತಿ ತಂತ್ರಜ್ಞಾನ)/ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)/(ತಾಂತ್ರಿಕ)/ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ ರವರುಗಳ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು.
- ಎಲ್ಲಾ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳ ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರುಗಳು/ವಿ.ವಿ.ನಿ.ನಿ. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು/ ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ ಯವರುಗಳ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು.
- ನಿಗಮ ಕಾರ್ಯಾಲಯದ ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ, ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.
- ಓರಿಸ್ಸಾ ಸಹಾಯಕ-2 (ದಾಖಲೆಗಳು), ಕವಿಪ್ರನಿ, ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.

**KARNATAKA ELECTRICITY BOARD**

**No. KEB/B16/4088/84-85                      Dated : 31-7-1986**

**The Executive Engineer, (Elect.), O & M Division-I,  
Karnataka Electricity Board, Bellary.**

**Sir,**

**Sub : Revision of pay scale with effect from  
1-4-1985                      Clarification                      regarding**

elongation of scale and recovery of house Rent etc.—Regarding.

Ref : 1) Your Lr. No. AO/AAO1/9596-98 dated 24-2-1986.

2) Board Order of even No. dt. 31-1-86

With reference to your letter cited under reference (1) above requesting clarifications on various points, I am directed to clarify as follows :-

- 1) Whether the cases of non-graduate Assistant Engineers be considered or not for extending the benefit of elongation increment as per B O. No. KEB/B16 5624/79-80 dated. 29-11-1984. Necessary Board Orders have been issued vide BO No. KEB B16/4088/84. 85 dt. 24-4-1986 stating that the scale of Rs. 1420-2785 of the Assistant Engineers (Non-graduates) is not subject to elongation. In case the scale is already elongated in terms of BO No. B16 5624/79-80 dt.29.11.84, the same shall be withdrawn and recovery effected. BO No. KEB/B16/5624/79-80 date. 29-3-1986 may also be referred to in this behalf.
- 2) Whether the workmen, who are holding the time bound scale under time bound advancement scheme The BO No B16/5624/79-80 dated 29-11- 984 is quite clear that no further increments under the elongation scheme is admissible to those who move over to the next



and who have reached the maximum of such scales, are eligible for the elongation upto 31-3-1986 and further elongation in the revised scale after 1-4-1986 or not.

higher scale, as per BO No. KEB/B16/5816/82-83 date. 24-6-1982. Therefore, the workmen who have moved over to the next higher scale are not eligible for further elongation.

- 3) Whether the pay has to be elongated and fixed in case the revised basic pay arrived at as per pay fixation formula for exceeded the maximum of the revised pay scales.

The pay has to be fixed according to the pay fixation formula and fixed at the maximum and the balance treated as PP. The scale will also be subject to elongation as per Board Orders and PP will continue till promotion or next revision.
- 4) Whether the existing system of deduction of House Rent from the employees who are occupying Board Quarters (i. e. pay plus HRA plus CCA) have to be continued for arriving 10% of pay or not.

As per existing Rules, 10% of emoluments (excluding only DA) will have to be recovered based on the pay fixed in the revised scale towards House Rent.

5) Whether any orders revising the rate of Daily Allowance and incidental charges have been issued for the purpose of admitting T.A. Bills.

The existing classification of employees under Regulation 314-A of KEBESRs has been amended vide B.O. No. B16/3113/86-87 dated 28-4-1986. However, B O. No. B16/6018/81-82 dated 12-12-1983 may be referred to for regulating TA and DA on the revised pay scales.

Yours faithfully,  
Secretary, K.E.B.

ಟೆಲೆಫನ್ : 845-2435 ಕೆ.ಎಚ್.ಎನ್  
ಗ್ರಾಂಪ್ : ಕೆ.ಪ್ಯಾನ್ಸ್



# ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್, "ಕಾವೇರಿ ಭವನ",  
ಬೆಂಗಳೂರು - 560 009

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/3590/98-99

ದಿನಾಂಕ: 18 JUN 2002

ನಿಯಂತ್ರಣಾಧಿಕಾರಿ  
(ಆಂತರಿಕ ಪರಿಶೋಧನೆ),  
ಕೆ.ಎ.ಪ್ರ.ನಿ.ನಿ.,  
ಕಾವೇರಿ ಭವನ,  
ಬೆಂಗಳೂರು.

ಮಾನ್ಯರೇ,

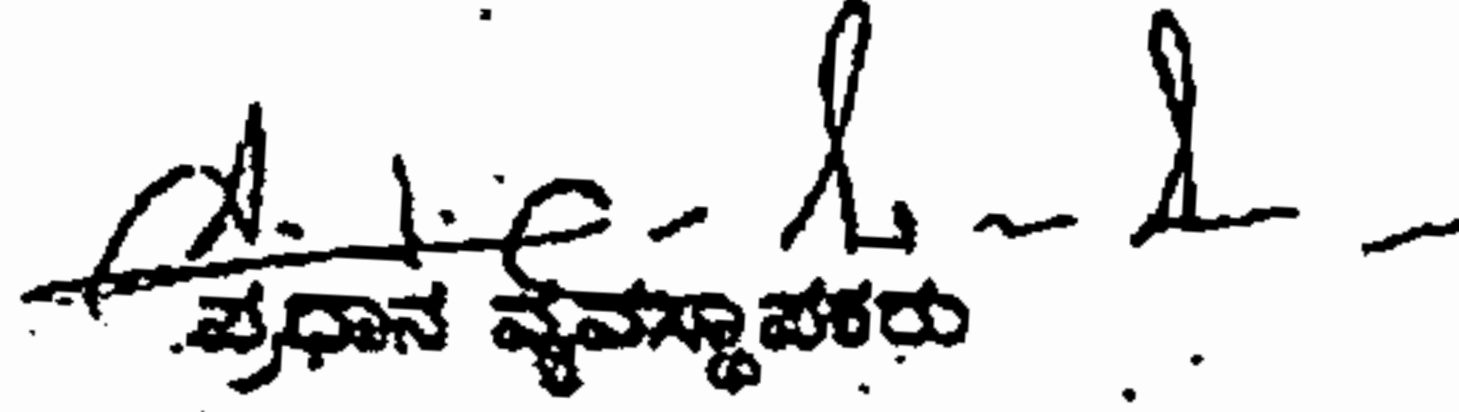
- ವಿಷಯ: 01.04.1998 ರಿಂದ ಅನ್ವಯವಾಗುವ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯ ವಿಸ್ತರಿಸುವ ಬಗ್ಗೆ.
- ಉಲ್ಲೇಖ: 1. ಮಂಡಳಿಯ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/3590/98-99 ದಿನಾಂಕ: 06.02.1999.
2. ಮುಖ್ಯ ನಿಯಂತ್ರಣಾಧಿಕಾರಿ (ಆಂತರಿಕ ಪರಿಶೋಧನೆ) ರವರ ಪತ್ರ ಸಂಖ್ಯೆ: ಮುನಿ (ಆಂ.ಪ)/ಉಲೆನಿ/ಲಿಅ/218 ದಿನಾಂಕ: 21.09.2001.

ಮಂಡಳಿಯ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/3590/98-99 ದಿನಾಂಕ: 06.02.1999 ರಲ್ಲಿ ದಿನಾಂಕ: 01.04.1998 ರಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ನಿಗಮದ ಅಧಿಕಾರಿಗಳ ವೇತನ ಶ್ರೇಣಿ ಹಾಗೂ ಇತರ ಭತ್ಯೆಗಳನ್ನು ಪರಿಷ್ಕರಿಸಲಾಗಿರುತ್ತದೆ. ಸದರಿ ಆದೇಶದ ಕಂಡಿಕೆ 3 ರಲ್ಲಿ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್ / ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ / ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಗಳಲ್ಲಿನ ಅಧಿಕಾರಿಗಳು ತಮ್ಮ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ದಿನಾಂಕ: 01.04.1998 ರಿಂದ 31.03.1999 ರ ಅವಧಿಯ ಒಳಗೆ ವೇತನದ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ್ದರೆ ಅವರ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಎಲಾಂಗೇಟ್ ಮಾಡಿ ವೇತನವನ್ನು ಮುಂದಿನ ಉನ್ನತ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ (ಸಹಾಯಕ ಕಾರ್ಯ ನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್ / ಲೆಕ್ಕಾಧಿಕಾರಿ / ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿ) ಸೂಕ್ತ ಹಂತದಲ್ಲಿ ನಿಗದಿ ಪಡಿಸಲು ಆದೇಶಿಸಲಾಗಿರುತ್ತದೆ.

ಮುಖ್ಯ ನಿಯಂತ್ರಣಾಧಿಕಾರಿ (ಆಂತರಿಕ ಪರಿಶೋಧನೆ), ಕೆ.ಎ.ಪ್ರ.ನಿ.ನಿ., ಇವರು ದಿನಾಂಕ: 21.09.2001 ರ ತಮ್ಮ ಪತ್ರದಲ್ಲಿ ಮಂಡಳಿಯ ದಿನಾಂಕ: 06.02.99 ರ ಆದೇಶದ ಕಂಡಿಕೆ-3 ರಂತೆ ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯ ವಿಸ್ತರಿಸಿದಾಗ ದಿನಾಂಕ: 01.04.1998 ರಿಂದ ದಿನಾಂಕ: 31.03.1999 ರ ಅವಧಿಯ ಒಳಗೆ ಹಾಗೂ ದಿನಾಂಕ: 01.04.1999 ರ ನಂತರ ತಮ್ಮ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್ / ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ / ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಗಳಲ್ಲಿನ ಅಧಿಕಾರಿಗಳ ವಾರ್ಷಿಕ ಬಡ್ಡಿಯ ದರದಲ್ಲಿ ವ್ಯತ್ಯಾಸ ಉಂಟಾಗಿ ವೇತನದಲ್ಲಿ ಅಸಂಗತತೆಯುಂಟಾಗುತ್ತದೆ ಎಂದು ತಿಳಿಸಿ ದಿನಾಂಕ: 01.04.1999 ರ ನಂತರವೂ ತಮ್ಮ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನದ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ ಅಧಿಕಾರಿಗಳೂ ಸಹ ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯ ನೀಡಿ ವೇತನವನ್ನು ಮುಂದಿನ ಉನ್ನತ ಹುದ್ದೆಯಾದ ಸಹಾಯಕ ಕಾರ್ಯ ನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್ / ಲೆಕ್ಕಾಧಿಕಾರಿ / ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಸೂಕ್ತ ಹಂತದಲ್ಲಿ ನಿಗದಿ ಪಡಿಸುವಂತೆ ಕೋರಿದ್ದರು.

ಸದರಿ ವಿಷಯವನ್ನು ನಿಗಮದಲ್ಲಿ ಕೂಲಂಕುಷವಾಗಿ ಪರಿಶೀಲಿಸಿ ದಿನಾಂಕ: 01.04.1999 ರ ನಂತರವೂ ತಮ್ಮ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ / ತಲುಪುವ ಎಲ್ಲಾ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್ / ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ / ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಗಳಲ್ಲಿ ಕಾರ್ಯ ನಿರ್ವಹಿಸುವ ಅಧಿಕಾರಿಗಳೂ ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯ ನೀಡಿ ವೇತನವನ್ನು ಸಹಾಯಕ ಕಾರ್ಯ ನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್ / ಲೆಕ್ಕಾಧಿಕಾರಿ / ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಸೂಕ್ತ ಹಂತದಲ್ಲಿ ನಿಗದಿ ಪಡಿಸಿ ವಾರ್ಷಿಕ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡಲು ನಿಗಮದ ಅನುಮೋದನೆಯನ್ನು ನೀಡಲಾಗಿದೆ.

ತಮ್ಮ ವಿಶ್ವಾಸಿ,



ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು

(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ).

ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ.

ಪ್ರತಿಗಳು:

1. ಪ್ರಧಾನ ಇಂಜಿನಿಯರ್ (ಎಡ್ವೈಟ್), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.
2. ಮುಖ್ಯ ಕಾನೂನು ಸಲಹೆಗಾರರು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BESCOM, MESCOM, HESCOM, GESCOM ಹಾಗೂ ನಿರ್ದೇಶಕರು, HESCOM.
3. ಮುಖ್ಯ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.
4. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BESCOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
5. ಮುಖ್ಯ ದಿವ್ಯಮಿಶ್ರ ಬಾಂಧವ್ಯಾಧಿಕಾರಿ, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.
6. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್ (ಎ), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BESCOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
7. ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್ (ಎ), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BESCOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
8. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BESCOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
9. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್ (ಎ), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BESCOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
10. ಎಲ್ಲಾ ಉಪಲಕ್ಷ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BESCOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
11. ಎಲ್ಲಾ ಲೆಕ್ಕಾಧಿಕಾರಿಗಳು (ಆಂತರಿಕ ತನಿಖೆ), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BESCOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
12. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ, ಅಧ್ಯಕ್ಷರು ಹಾಗೂ ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ನಿರ್ದೇಶಕರು (ಸಿಬ್ಬಂದಿ ಮತ್ತು ಮಾ.ತಂ.), ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು), ನಿರ್ದೇಶಕರು (ಪ್ರಸರಣ), ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾ.ಸಂ.ಅ.) / (ತಾಂತ್ರಿಕ), ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.
13. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು/ನಿರ್ದೇಶಕರು (ತಾಂತ್ರಿಕ), BESCOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
14. ನಿಗಮ ಕಾರ್ಯಾಲಯದ ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು.



## KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

**Sub:** Fixation of pay on promotion in respect of an employee who is drawing the pay beyond the maximum of the time scale of pay of next higher post i.e. promotional post, by virtue of elongation/stagnation increments -- reg.

### PREAMBLE:

As per the existing provisions, when an employee who is drawing the pay beyond the maximum of time scale of the pay of next higher post (by virtue of Elongation/Stagnation increments), is promoted to the next higher post, the benefit of higher fixation of pay is not extended to him. In the joint meeting held on 07.08.2007 with the KPTC Employees' Union (Reg. No.659), the President of the Union has requested to extend the benefit to such employees on promotion. After detailed discussion, it was decided to extend the benefit w.e.f. 01.04.2007. Hence the following Order:

**ORDER NO: KPTCL/B16/4330/2005-06, BANGALORE DATED: 12 SEP 2007**

1. KPTCL is pleased to extend the benefit of higher fixation of pay on promotion in respect of the following employees:

- i. An employee who has not got the benefit of Next Higher Scale of pay as per the provisions of B.O. NO. KEB/B16/5816/82-83 dated: 24.06.1982 and 07.09.1982 etc., or one who has not got the benefit of Career Advancement as per the provisions of B.O. No. KEB/B16/5816/82-83 dated: 09.04.2003 and drawing the pay beyond the maximum of time scale of pay of next higher post i.e. promotional post, by virtue of elongation/stagnation increments and promoted to next higher post.

(Example: An employee appointed as Junior Assistant, not got the benefit of next higher scale of pay or career advancement, drawing the pay beyond the maximum of the time scale of pay of Assistant by virtue of elongation increments and promoted to the post of Assistant shall be extended the benefit of higher fixation of pay on promotion).

- ii. An employee who has moved over to the Next Higher Scale of pay as per the provisions of B.O. No. KEB/B16/5816/82-83 dated: 24.06.1982 and 07.09.1982 etc or got the benefit of Career Advancement as per B.O. No. KEB/B16/5816/82-83 dated: 09.04.2003, drawing the pay beyond the maximum of the time scale of pay of next higher post by virtue of elongation/stagnation increments, and subsequently promoted to the higher post carrying the pay scale higher than the pay scale under which they have got the benefit of next higher scale or Career Advancement.

(Example: An employee appointed as Assistant, moved over to the Next Higher Scale of pay of Senior Assistant as per B.O. NO. KEB/B16/5816/82-83 dated: 24.06.1982, drawing the pay beyond the maximum of the time scale of Assistant Accounts Officer by virtue of elongation increments and promoted to the post of Assistant Accounts Officer shall be extended the benefit of higher fixation of pay.)

2. This order shall come into force w.e.f. 01.04.2007.
3. Consequent to extending the benefit of such higher fixation of pay, if a junior employee on promotion gets higher pay than the senior employee (who is already promoted but has not been granted next stage on promotion) then pay of such senior employee shall be stepped up to that of his junior employee who is extended the higher fixation of pay on promotion as above provided both senior and junior employees are holding the same post.

By Order,

*V. J. 12.9.07*  
GENERAL MANAGER  
(ADMN. & HRD)

Copies to:

1. V.Narayana Gowda, Director(Labour) & President, KPTC Employees Union (659)
2. B.N.Satyapremkumar, Director, CESC, MESCOM, HESCOM and GESCOM.
3. All Managing Directors, ESCOMs/VVNL(KPCL).
4. All Chief Engineers, Electy., KPTCL/ESCOMs.
5. All Financial Advisers, KPTCL/ESCOMs.
6. All Superintending Engineers, KPTCL/ESCOMs.
7. All Controllers, KPTCL/ESCOMs.
8. All Executive Engineers, KPTCL/ESCOMs.
9. All Deputy Controllers, KPTCL/ESCOMs.
10. PS to MD, KPTCL, Director (Transmission)/Director (Law)/ Director (Finance), KPTCL.
11. PS to GM (A&HRD), Company Secretary, KPTCL.
12. All Officers, Corporate Office.
13. SA-11, Records.

Copy for information to:

1. The General Secretary, KPTC Employees' Union (Reg. No. 659).
2. The General Secretary, KEB Engineers' Association,
3. The General Secretary, KPTCL Accounts Officers' Association.
4. The General Secretary, KEB SC/ST Employees' Welfare Association, Central Committee.

# ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ



ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್, "ಕಾವೇರಿ ಭವನ",  
ಬೆಂಗಳೂರು - 560 009.

ದಿನಾಂಕ: 26 OCT 2007

26 - OCT - 2007

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07

ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ)  
ಬೃಹತ್ ಕಾಮಗಾರಿ ದಕ್ಷಿಣ ವಿಭಾಗ,  
ಆನಂದರಾವ್ ವೃತ್ತ,  
ಕವಿಪ್ರನಿ,  
ಬೆಂಗಳೂರು.

ಮಾನ್ಯರೆ,

ವಿಷಯ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ  
ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯ ವಿಸ್ತರಿಸುವ ಬಗ್ಗೆ.

- ಉಲ್ಲೇಖ:
1. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07  
ದಿನಾಂಕ: 27.9.2006.
  2. ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ) ಬೃಹತ್ ಕಾಮಗಾರಿ, ದಕ್ಷಿಣ  
ವಿಭಾಗ, ಬೆಂಗಳೂರು ರವರ ಪತ್ರ ಸಂಖ್ಯೆ: 3084. ದಿನಾಂಕ:  
08.12.2006

ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07 ದಿನಾಂಕ: 27.09.2006 ರಲ್ಲಿ  
ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಹಾರಿ ಬರುವಂತೆ ನಿಗಮದ ಅಧಿಕಾರಿಗಳ ವೇತನ ಶ್ರೇಣಿ ಹಾಗೂ ಇತರೆ  
ಭತ್ಯೆಗಳನ್ನು ಪರಿಷ್ಕರಿಸಲಾಗಿರುತ್ತದೆ. ಸದರಿ ಆದೇಶದ ಕಂಡಿಕೆ 3 ರಲ್ಲಿ ಸಹಾಯಕ  
ಇಂಜಿನಿಯರ್/ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ/ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಗಳಲ್ಲಿನ  
ಅಧಿಕಾರಿಗಳು ತಮ್ಮ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ದಿನಾಂಕ: 01.04.2003 ರಿಂದ 31.03.2004 ರ  
ಅವಧಿಯ ಒಳಗೆ ವೇತನದ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ್ದರೆ ಅವರ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಎಲಾಂಗೇಷನ್  
ಮಾಡಿ ವೇತನವನ್ನು ಮುಂದಿನ ಉನ್ನತ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ (ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ  
ಇಂಜಿನಿಯರ್/ಲೆಕ್ಕಾಧಿಕಾರಿ/ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿ) ಸೂಕ್ತ  
ಹಂತದಲ್ಲಿ ನಿಗದಿ ಪಡಿಸಲು ಆದೇಶಿಸಲಾಗಿರುತ್ತದೆ.

ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ), ಬೃಹತ್ ಕಾಮಗಾರಿ ವಿಭಾಗ, ಬೆಂಗಳೂರು ಇವರು  
ದಿನಾಂಕ: 08.12.2006 ರ ತಮ್ಮ ಪತ್ರದಲ್ಲಿ, ನಿಗಮದ ದಿನಾಂಕ: 27.09.2006 ರ ಆದೇಶದ ಕಂಡಿಕೆ 3  
ರಂತೆ ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯ ವಿಸ್ತರಿಸಿದಾಗ ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ದಿನಾಂಕ: 31.03.2004  
ಅವಧಿಯ ಒಳಗೆ ಹಾಗೂ ದಿನಾಂಕ: 01.04.2004 ರ ನಂತರ ತಮ್ಮ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ  
ಹಂತವನ್ನು ತಲುಪಿದ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನದ ಗರಿಷ್ಠ  
ಹಂತವನ್ನು ತಲುಪಿದ ಅಧಿಕಾರಿಗಳಿಗೆ ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯ ನೀಡಿ ವೇತನವನ್ನು ಮುಂದಿನ ಉನ್ನತ  
ಹುದ್ದೆಯಾದ ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್ ಹುದ್ದೆಯಲ್ಲಿ ವೇತನ ಶ್ರೇಣಿ ನಿಗದಿಪಡಿಸಬೇಕೆ?  
ಎಂದು ಸ್ಪಷ್ಟೀಕರಣವನ್ನು ಕೋರಿದ್ದರು.

ಸದರಿ ವಿಷಯವನ್ನು ಕೂಲಂಕುಷವಾಗಿ ಪರಿಶೀಲಿಸಲಾಗಿ ದಿನಾಂಕ: 01.04.2004 ರ ನಂತರವೂ  
ತಮ್ಮ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ/ತಲುಪುವ ಎಲ್ಲಾ ಸಹಾಯಕ  
ಇಂಜಿನಿಯರ್(ಎ)/ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ/ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಗಳಲ್ಲಿ  
ಕಾರ್ಯನಿರ್ವಹಿಸುವ ಅಧಿಕಾರಿಗಳಿಗೂ ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯ ನೀಡಿ ವೇತನವನ್ನು ಸಹಾಯಕ

ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್/ಲೆಕ್ಕಾಧಿಕಾರಿ/ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಸೂಕ್ತ ಹಂತದಲ್ಲಿ ನಿಗದಿ ಪಡಿಸಿ ವಾರ್ಷಿಕ ವೇತನ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡಲು ನಿಗಮದ ಅನುಮೋದನೆ ನೀಡಲಾಗಿದೆ.

ತಮ್ಮ ವಿಶ್ವಾಸಿ



ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು

(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)

ಪ್ರತಿಯನ್ನು ಮಾಹಿತಿಗಾಗಿ ರವಾನಿಸಿದೆ:

1. ನಿರ್ದೇಶಕರು(ಲೇಬರ್), ಕವಿಪ್ರನಿ, ಬೆಂಗಳೂರು.
2. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ಎ), ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
5. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
6. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
8. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು ಹಾಗೂ ಎ.ವಿ.ನಿ.ನಿ/ನಿರ್ದೇಶಕರು(ಹಣಕಾಸು)/ನಿರ್ದೇಶಕರು(ಪ್ರಸಾರಣ)/ನಿರ್ದೇಶಕರು(ಕಾನೂನು), ಕವಿಪ್ರನಿ.
9. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು(ಆಡಳಿತ ಮತ್ತು ಮಾ.ಸಂ.ಅ), ಕವಿಪ್ರನಿ, ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
10. ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ನಿಗಮ ಕಾರ್ಯಾಲಯ.
11. ಎಸ್.ಎ- ದಾಖಲೆಗಳು/ವೈಬ್‌ಸೈಟ್.

ಪ್ರತಿಯನ್ನು ಮಾಹಿತಿಗಾಗಿ ರವಾನಿಸಿದೆ:

1. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ, ನೌಕರರ ಸಂಘ(ನೋ.ಸಂ.659).
2. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ, ಇಂಜಿನಿಯರುಗಳ ಸಂಘ.
3. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ, ಲೆಕ್ಕಾಧಿಕಾರಿಗಳ ಸಂಘ.
4. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ ಪರಿಶಿಷ್ಟ ಜಾತಿ ಮತ್ತು ಪರಿಶಿಷ್ಟ ವರ್ಗಗಳ ಕಲ್ಯಾಣ ಸಂಸ್ಥೆ(೦), ಕೇಂದ್ರ, ಸಮಿತಿ.



ಟೆಲೆಫನ್ : 845-2415 ಕೆಇಬಿಇನ್  
ಗ್ರಾಂಪ್ : ಕೆಪ್ಪಾನ್



## ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್,  
ಕಾವೇರಿ ಬ್ರಿಡ್ಜ್,  
ಬೆಂಗಳೂರು-560 009

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07..

ದಿನಾಂಕ ...../11-7-08

ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ವಿ),  
ಉಡುಪಿ ವಿಭಾಗ,  
ಮೆಸ್ಸಾಂ,  
ಉಡುಪಿ.

ಮಾನ್ಯರೆ,

ವಿಷಯ: ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ವೇತನ ಶ್ರೇಣಿ  
ಪರಿಷ್ಕರಣೆ ತರುವಾಯ ಅಧಿಕಾರಿಗಳಿಗೆ ಎಲಾಂಗೇಷನ್ ಫೈಲಿಂಗ್  
ಮಂಜೂರು ಮಾಡುವ ಬಗ್ಗೆ ಸ್ಪಷ್ಟೀಕರಣ.

- ಉಲ್ಲೇಖ: 1. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ:ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07  
ದಿನಾಂಕ: 27.09.2006.  
2. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ:ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07  
ದಿನಾಂಕ: 02.06.2008.  
3. ದಿನಾಂಕ: 10.06.2008 ರ ನಿಮ್ಮ ಪತ್ರ.

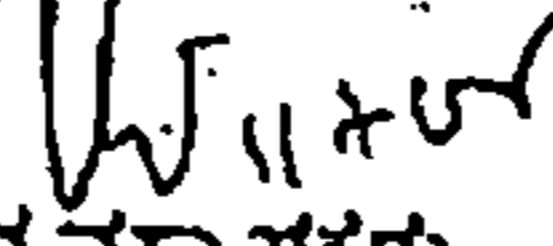
ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಅಧಿಕಾರಿಗಳ ವೇತನ ಶ್ರೇಣಿಯನ್ನು  
ಉಲ್ಲೇಖ (1) ಹಾಗೂ (2) ರಲ್ಲಿನ ಆದೇಶಗಳಲ್ಲಿ ಪರಿಷ್ಕರಿಸಿದ ತರುವಾಯ ಎಲಾಂಗೇಷನ್ ಫೈಲಿಂಗ್  
ಮಂಜೂರು ಮಾಡುವ ಬಗ್ಗೆ ದಿನಾಂಕ: 10.06.2008 ರ ನಿಮ್ಮ ಪತ್ರಕ್ಕೆ ಅನುಗುಣವಾಗಿ ಈ ಕೆಳಗಿನಂತೆ  
ಸ್ಪಷ್ಟೀಕರಿಸಲಾಗಿದೆ:

1. ದಿನಾಂಕ: 01.04.2003 ರ ನಂತರ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ/  
ತಲುಪುವ ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ/ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್/ ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ  
ಹಾಗೂ ಸಮನಾಂತರ ಹುದ್ದೆಗಳ ಅಧಿಕಾರಿಗಳಿಗೆ ಎಲಾಂಗೇಷನ್ ಫೈಲಿಂಗ್‌ನ್ನು ವಿಸ್ತರಿಸಿ  
ವೇತನವನ್ನು ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07 ದಿನಾಂಕ:  
27.09.2006 ರಲ್ಲಿನ ಆದೇಶದ ಕಂಡಿಕೆ III ರಲ್ಲಿ ತಿಳಿಸಿರುವಂತೆ ಲೆಕ್ಕಾಧಿಕಾರಿ/ ಸಹಾಯಕ  
ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್/ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ ಹಾಗೂ ಸಮನಾಂತರ ಹುದ್ದೆಗಳ  
ವೇತನ ಶ್ರೇಣಿಗಳಲ್ಲಿ ಸೂಕ್ತ ಹಂತದಲ್ಲಿ ನಿಗದಿಪಡಿಸುವುದು.

- ii. ದಿನಾಂಕ: 01.04.2003 ರ ನಂತರ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಪಂತವನ್ನು ತಲುಪಿರುವ/ ತಲುಪುವ ಲೆಕ್ಕಾಧಿಕಾರಿ/ ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್/ ಅಪ್ಪ ಕಾರ್ಯದರ್ಶಿ ಹಾಗೂ ಸಮನಾಂತರ ಮತ್ತು ಮೇಲ್ಪಟ್ಟ ಹುದ್ದೆಗಳಲ್ಲಿನ ಅಧಿಕಾರಿಗಳಿಗೆ ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/4679/2006-07 ದಿನಾಂಕ: 02.06.2008 ರಲ್ಲಿನ ಕಂಡಿಕೆ 4 ರಲ್ಲಿ ತಿಳಿಸಿರುವಂತೆ ಅವರ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಎಲಾಂಗೇಷನ್ ಮಾಡಿ ವೈಯಕ್ತಿಕವಾಗಿ ಅನ್ವಯವಾಗುವಂತೆ ನಿಯಮಾನುಸಾರ ಎಲಾಂಗೇಷನ್ ಫೈಲಿಂಗ್ ವಿಸ್ತರಿಸುವುದು.

ಮೇಲೆ ತಿಳಿಸಿರುವ ಎಲಾಂಗೇಷನ್ ಫೈಲಿಂಗ್‌ವನ್ನು ಅಧಿಕಾರಿಗಳ ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿ ಪರಿಷ್ಕರಣೆಯವರೆಗೆ ಮಂಜೂರು ಮಾಡಬಹುದಾಗಿದೆ.

ನಿಮ್ಮ ವಿಶ್ವಾಸಿ,



ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು

(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)

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Read : Board Order No. KEB/WLIC/15/74-75, dated 5-8-1975, according approval for taking the Special Pay drawn by Junior Personal Assistants Into Account for purposes of fixation of their pay when they got regular promotion as Senior Personal Assistants.

2. Board Order No. KEB/B16/5816/82-83, dt. 24-6-1982, according approval to sanction next higher scales of pay to the employees on certain conditions after completion of 10/14 years of service in a cadre/post,

3. Representations from the Senior Personal Assistants who have got regular promotion stating that they got a monetary benefit of only Rs. 5/- in fixation of pay consequent on their promotion as Senior Personal Assistants and further stating that the Junior Personal Assistants who moved over to the next higher scale of pay got a benefit of Rs 60/- (i.e. one increment) due to fixation of pay in addition to getting usual special pay. The Senior Personal Assistants who got promotions have therefore requested the Board to rectify this anomaly in fixation of pay.

4. G. O. No. FD 31 SRP on dated 10-7-1980, according approval to extend the benefit of protection of Pay to the Stenographers holding clerical scale of pay till their promotion to posts in the Gazetted Class I Scale.

5. Letter No. FD 918-S-11/83 dated 22-7-1983, from the Secretary to Government, Finance Department, clarifying that the Typists and Stenographers who are allowed the benefit of next higher scale of pay under the scheme of Time Bound Advancement will also be eligible for Special Pay.

6. Letter No KEBEU/25-53/83 dt. 9-8-1983, suggesting that the method adopted for fixation of pay to the employees promoted in other cadres may be adopted in

the case of Junior Personal Assistants promoted as Senior Personal Assistants and that the Special Pay attached to the post of Senior Personal Assistant may be kept as separate item etc.

7. U. O. Note No. 265, dated 7-11-1984, from the Financial Adviser and Chief Accounts Officer, suggesting that the Board may adopt the Government Order dated 10-7-1980, protecting the Special Pay to the Stenographers from the date of issue of Government Order etc.,

Order No. KEB/B16/6092/82-83

Bangalore, Dated 14th December 1983

APPROVAL IS ACCORDED FOR THE FOLLOWING :

1) To protect the Special Pay drawn by Junior Personal Assistants even on their promotion as Senior Personal Assistants with effect from 10th July, 1980, the date on which the Government of Karnataka have ordered the benefit of protection to the post in the Gazetted Class-1, Junior Scale. The protection shall be admissible to Junior Personal Assistants getting promotion to the cadre of Senior Personal Assistants either on regular promotion or under Time-Bound promotion scheme. The protection shall cease on getting their further promotion under Time-Bound Scheme to Class-I Scale of Accounts Officers already ordered by the Board.

ii) Consequent on the above Order No. KEB/WLIC/15/74-75 dated 5-8-1975, according approval for taking Special Pay into account for fixation of Pay of Junior Personal Assistants on their promotion as Senior Personal Assistants shall be treated as withdrawn with effect from 10th July, 1989.

By Order,

Sd/- Secretary

## Karnataka Electricity Board

No. KEB/B16/B4/5015/89-90.

Dated : 19-8-1990

The Chief Engineer, Electricity,  
(General),  
Karnataka Electricity Board,  
Bangalore.

Sir,

SUB : Scheme of timebound-Fixation of pay-clarifications  
Reg.

REF : Your letter No. A/AOE/AAO-2/EA6/9705 dated  
12-7-89.

Refer to your letter dated 12-7-89 on the above subject. The clarifications sought by you are given as hereunder :

- i) In case the employee is drawing the pay at the maximum of the time scale of the next higher post due to elongation on the date of his movement to next higher scale under time bound scheme, the next higher scale may also be elongated, giving the employee the benefit of pay fixation from the date of his movement to next higher scale i.e. by sanctioning the last increment drawn by him.
- ii) In case the employee is drawing pay even beyond the maximum of the timescale of the next higher post due to elongation on the date of his movement to next higher scale as per scheme of time bound, the pay fixation benefit may also be extended to such employee by granting the increment at the rate last drawn by him on the date of his movement to next higherscale. It is also clarified that in

case there is a difference in the last increment between the lower scale and the higher scale, the increment in the higher scale should be given.

In both these cases the next increment shall be granted after one year from the date of last sanction of increment consequent to the sanction of next higher scale as per the scheme of timebound.

*[Appd By Secretary]*

Yours faithfully,  
*Secretary K.E.B.*

## ಕರ್ನಾಟಕ ವಿದ್ಯುಚ್ಛಕ್ತಿ ಮಂಡಳಿ

ಸಂಖ್ಯೆ: ಕವಿಮಂ: ಬಿ16:5816:82-83(ಪಿ)

ಮಂಡಳಿ ಕಾರ್ಯಾಲಯ,

ಕಾವೇರಿ ಭವನ,

ಬೆಂಗಳೂರು-560 009.

ದಿನಾಂಕ: 28/1/1997.

ಮುಖ್ಯ ಇಂಜಿನಿಯರ್, (ವಿದ್ಯುಚ್ಛಕ್ತಿ)

ಮಂಗಳೂರು ವಲಯ,

ಕರ್ನಾಟಕ ವಿದ್ಯುಚ್ಛಕ್ತಿ ಮಂಡಳಿ,

ಮಂಗಳೂರು - 575005.

ಮಾನ್ಯರೇ,

ವಿಷಯ : ನಿಗದಿತ ಕಾಲಮಿತ ಬಡ್ಡಿಯ ಬಗ್ಗೆ.

ಉಲ್ಲೇಖ : ತಮ್ಮ ಪತ್ರ ಸಂಖ್ಯೆ: ಮುಇಂ: ಮಂವ: ನಿಲೆ:

ಲೆಅ: ಸ2: 10 | 66-67 ದಿನಾಂಕ: 14-10-1996.

ಉಲ್ಲೇಖದಲ್ಲಿ ನಮೂದಿಸಿರುವ ತಮ್ಮ ಪತ್ರದ ಬಗ್ಗೆ ಗಮನ ಸೆಳೆಯುತ್ತಾ, ಮೇಲ್ಕಂಡ ವಿಷಯದ ಬಗ್ಗೆ ಇಲ್ಲಿ ತಿಳಿಯಪಡಿಸುವುದೇನೆಂದರೆ, ಒಂದೇ ಹುದ್ದೆಯಲ್ಲಿ 10 ವರ್ಷಗಳು ಸೇವಾವಧಿ ಪೂರೈಕೆಯಾದ ದಿನಾಂಕದಂದು ಕಾಲಮಿತಿ ಬಡ್ಡಿಗೇ ಅರ್ಹರಾದ ನೌಕರರು ಕಾಲಮಿತಿ ಬಡ್ಡಿಯನ್ನು ಮುಂದಿನ ವಾರ್ಷಿಕ ಬಡ್ಡಿಯ ದಿನಾಂಕದವರೆಗೆ ಮುಂದೂಡಲು ಇಚ್ಛಾಪತ್ರವನ್ನು ಸಲ್ಲಿಸಿದ್ದರೆ ಮತ್ತು ಅಂತಹ ನೌಕರರಿಗೆ ಮುಂದಿನ ಹುದ್ದೆಗೆ ಬಡ್ಡಿ ಬಂದರೆ (ಅಂದರೆ ವಾರ್ಷಿಕ ಬಡ್ಡಿಯ ದಿನಾಂಕಕ್ಕೆ ಮುನ್ನ) ಅವರಿಗೆ ಮುಂದಿನ ಹುದ್ದೆಯಲ್ಲಿ ಕೆಲಸಕ್ಕೆ ಹಾಜರಾದ ದಿನಾಂಕದಂದು ವೇತನ ನಿಗದಿಪಡಿಸಬೇಕಾಗುತ್ತದೆ. ಮತ್ತು ಅಂತಹ ನೌಕರರು ಬಡ್ಡಿ ಹೊಂದಿದ ಹುದ್ದೆಯಲ್ಲಿ ಮುಂದಿನ ಹತ್ತು : ಹದಿನಾಲ್ಕು ವರ್ಷ ಕಳೆದ ನಂತರ ಕಾಲಮಿತಿ ಬಡ್ಡಿಗೇ ಅರ್ಹರಾಗಿರುತ್ತಾರೆ. ಆದರೆ, ಇಚ್ಛಾ ಪತ್ರಗಳನ್ನು ನೀಡದೆ ಇರುವಂತಹ ನೌಕರರಿಗೆ ಅವರು ಬಡ್ಡಿಗೇ ಮುನ್ನ ಕೆಲಸ ಮಾಡುತ್ತಿದ್ದ ಹುದ್ದೆಯಲ್ಲಿ ಹತ್ತು ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸಿದ ದಿನಾಂಕದಿಂದಲೇ ಕಾಲಮಿತಿ ಬಡ್ಡಿಯನ್ನು ನೀಡಬೇಕಾಗುತ್ತದೆ. ಹಾಗೂ ಪಾಲಿ ಚಾಲ್ತಿಯಲ್ಲಿರುವ ನಿಮಯದಂತೆ ಅವರು ಬಡ್ಡಿ ಹೊಂದಿದ ಹುದ್ದೆಯಲ್ಲಿ ವೇತನ ನಿಗದಿಗೆ ಅನರ್ಹರಾಗಿರುತ್ತಾರೆ.

ತಮ್ಮ ವಿಶ್ವಾಸಿ,

ಕಾರ್ಯದರ್ಶಿ, ಕ.ವಿ.ಮಂ.

## KARNATAKA POWER TRANSMISSION CORPORATION LTD.

Sub: Grant of additional increment to the employees who continue in the same post for 20 years without a single promotion in the entire service.

- Read:
1. Government Order No. FD13 SRP 2002 dated: 09.05.2002 granting one additional increment to the Government Servants who continue in the same post for 20 years without a single promotion in the entire service.
  2. Decision of the IMC(A) meeting held on 15.06.2002.
  3. Letter dated 07.08.2002 of the President, KPTC Employees' Union (Reg. No.659), Bangalore.

**ORDER No: KPTCL/B16/2106/2002-03, BANGALORE DATED: 26.12.2002.**

Corporation is pleased to order that an employee other than those specified in para 6(ii) holding a post in any of the first eleven State scales of pay specified below who has continued or who continues in the same post for a period of twenty years without a single promotion in the entire service shall be granted an additional increment in the scale of pay of the post held by him/her or in the next higher time scale of pay as the case may be with effect from 01.04.2002 or from the date from which he/she completes 20 years of service whichever is later.

Sl. No.	Scale of Pay
1.	2
1.	3125-6575
2.	3365-7025
3.	3425-7925
4.	3800-9700
5.	3900-9700
6.	4300-10,600
7.	4550-10,600
8.	4925-12,000
9.	5075-12,000
10.	7550-13,600
11.	7800-13,600

### Grant of additional increment and conditions of eligibility:

4. The Appointing Authority is the authority competent to sanction Additional increment under this order, if



- a) he/she has satisfactory record of service, the satisfactory record of service shall be determined in the same manner as merit is determined for promotion on the basis of seniority-cum-merit;
- b) he/she is qualified and eligible for promotion in accordance with the rules of recruitment applicable to the post where there is avenue of promotion. However, the following relaxations are made:
- i) Where the acquisition of academic or professional qualifications are prescribed for promotion to the higher post, the same shall not be insisted upon for grant of additional increment. The passing of the Kannada Language examination and service examination prescribed for the post held by the employee should however be insisted upon for grant of additional increment.
  - ii) In respect of Group-D employee possession of an academic qualification or the passing of Kannada Language or any service examination prescribed for promotion shall not be insisted upon.
  - iii) In respect of Drivers the academic qualification prescribed for the promotional post shall not be insisted upon.

**Computation of service for the purpose of grant of Additional Increment:**

3. An employee must have put in a continuous service of not less than 20 years of service in the post held by him excluding his service:-

- i) as local candidate,
- ii) in work charged establishment;
- iii) rendered in the former post or cadre in a Department or service consequence on the change in the post or cadre in a Department or service which does not count for the purpose of determining seniority for promotion, and
- iv) in any other service which does not count for the purpose of determining seniority for promotion in computing the period of 20 years service in the same post.

Only service which will be taken into account for the purpose of determination of seniority under KEB, R&P Regulations, Employees' (Probation) Regulations and Employees' (Seniority) Regulations as in force from time to time, shall be counted in computing the service prescribed for grant of additional increment.

**The rate of additional increment:**

4. The payment of additional increment admissible shall be regulated as follows:

- i) The additional increment shall be granted at the rate of next increment admissible in the scale of pay held by the employee.
- ii) Where an employee has reached the maximum of the time scale of pay or has been sanctioned Stagnation/Elongation increments, an Additional increment at the rate of Annual increment last drawn shall be sanctioned

beyond the maximum of the time scale of pay and the same shall be treated as

"Personal Pay".

- iii) Where an employee has reached the maximum of the time scale of pay consequent on grant of additional increment under this order, he shall be entitled to annual increment on the date on which it is due and the additional increment granted shall be treated as "Personal Pay".

Note:

The "personal Pay" arising out of grant of Additional increment under this order shall be reckoned as basic pay for all purposes including fixation of pay on promotion and on revision of pay Scales.

One time sanction of Additional increment:

5(i). No employee shall be eligible for sanction of Additional increment under this order more than once during the entire service.

5(ii). However, consequent to granting such additional increment, if a junior employee gets higher pay than the senior employee (who is already promoted, but has not been granted next stage on promotion) then pay of such senior employee may be stepped up to that of his junior employee who is granted one additional increment under this scheme provided both senior and junior employees are holding the same scale of pay.

Application:


6(i). Subject to the provision of para 2, these orders shall be applicable, to all employees whose service conditions are governed by the provisions of the KEB, Employees' Service Regulations.

6(ii). These orders shall not be applicable to:

- a) Employees who have already got atleast one promotion.
- b) persons borne on work charged establishments;
- c) persons paid out of contingencies;
- d) persons appointed as local candidates;
- e) persons appointed on consolidated pay or on part-time basis;
- f) employees who have voluntarily forgone their promotion;
- g) any other class or category of persons whom the Corporation by order, specifically exclude from the operation of these orders.

7. These orders shall come into force with effect from 1<sup>st</sup> April 2002.

By order,

  
General Manager  
(Admn. & HRD)  
KPTCL.

copy to:

Sri. V. Narayana Gowda, President, KPTC Employees' Union (Reg. No. 659) & Director, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
The Chief Legal Adviser, KPTCL, BESCOM, MESCOM, HESCOM, GESCOM.

The Executive Director, KPTCL., Bangalore.  
 The Financial Advisers, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
 The Chief Industrial Relations Officer, KPTCL., Bangalore.  
 All Chief Engineers, Electricity, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
 All Controllers, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
 All Superintending Engineers, Electrical, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
 All Deputy Controllers, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
 All Executive Engineers, Electrical, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
 All Officers of Corporate Office, KPTCL., Bangalore.  
 P.S. to Chairman/M.D/D(F) D(D)/D(T) D(P&IT)/GM (Admn. & HRD)/GM (Tech.)/Company Secretary,  
 KPTCL., B'lore.  
 P.S. to M.D. and Director Technical, BESCOM, MESCOM, HESCOM, GESCOM and VVNL.  
 SA-II - Records

**Copy for information to:**

The General Secretary, KPTC EU (Reg. No. 659), A.R. Circle, Bangalore.  
 The General Secretary, KPTC Engineers' Association, A.R. Circle, Bangalore.  
 The General Secretary, KPTC Accounts Officers' Association, K.R. Circle, Bangalore.  
 The General Secretary, KPTC SC/ST Employees Welfare Assn., K.R. Circle, Bangalore.

## KARNATAKA ELECTRICITY BOARD

### READ :

Board Order No. KEB/B16/8007/76-77 dated 21st October 1980 according approval for the grant of stagnation increments to the non workmen.

2. Representation of Shriyuths : 1 T. N Mahabalaraj, Superintending Engineer, Electrical (Additional Secretary) and V. Mallanna, Superintending Engineer, Electrical, stating that they would have drawn more pay than Superintending Engineer, Electrical, had they continued in the lower cadre and earned the second stagnation increment but for their promotion to the higher cadre.

3 U. O Note dated 20th August 1984 of the Financial Adviser and Chief Account Officer.

4. Board Resolution No. 16834 dated 18th October 1984 and 15th November 1984.

Order No KEB/SAIII/8140/84-85

Bangalore, dated 3rd December 1984

Approval is accorded for the grant of the second

stagnation increment to the non-workmen from the dates they would have earned the same in the normal course and to fix their pay in the higher cadre, at the stage they would have drawn in the lower cadre including stagnation increment, on certification that they would have continued in the lower cadre and got the stagnation increment but for their promotion to the higher cadre.

Necessary amendments to other will be issued separately.

By Order

... ..  
Secretary, KEB.

**KARNATAKA ELECTRICITY BOARD**

**Board Secretariate,  
Cauvery Bhavan,  
Bangalore-9.**

**No. KEB/B16/6825/85-86**

**Dated : 2-9-1985**

**The Chief Engineer, Electricity (G1),  
KEB, Bangalore.**

**All the Chief Engineers, Electricity, KEB,**

**The Financial Advisor and Chief  
Accounts Officer, KEB, Bangalore**

**All the Superintending Engineers, Elecl, KEB,**

**All the Executive Engineers, Elecl., KEB.,**

**Sirs,**

**Sub : With holding of special increments such  
as stagnation increment or increment for  
passing departmental examinations as a  
measure of penalty under Rule 8 of the  
Karnataka Civil Services (CCA) Rules,  
1957 - clarification - regarding.**

Under rule 8 of the Karnataka Civil Services (Classification, Control & Appeal) Rules, 1957 as adopted by the Board "with holding of increments" is one of the penalties which may be imposed on a Board employee for good and sufficient reasons.

2. Whether the increments referred to in the aforesaid rules shall also include increments such as stagnation increments and additional increments for passing departmental examinations granted to Board employees has been examined.

3. It is hereby clarified that taking the structure of increments as a whole, the increment referred to in rule 8 of the said rules refers to normal increments in time scale of any posts and does not include special increments such as stagnation increment or increment for passing departmental examinations. Hence the increments other than the normal increment cannot be with held as a measure of penalty under the Karnataka Civil Services (Classification Control and Appeal) Rules 1957, as adopted by the Board.

In cases where the penalty of with holding of increments cannot be imposed as a measure of penalty on a Board employee for the reason that he has already reached the maximum of the pay scale, the disciplinary authority may consider the question of imposing any other minor penalties including the reduction to a lower stage in the time-scale of pay.

Yours faithfully,  
Sd/-  
Secretary, KEB.

## KARNATAKA ELECTRICITY BOARD

### Read:

- 1) B. O. No. KEB/B16/BPO7/76-77 dt. 21.10.80 adopting G. O. No. FD 52 SRP 79 dated 31-10-79 extending the benefit of grant of stagnation increment to the Non-workmen
- 2) Letter No. A/AOE/AAOII/EA-8/25821 dated 11-2-85 from GEE (G) forwarding therewith a copy of GO N. FD 63 SRP 84 dt. 19.1.85 and requesting to adopt the same by the Board.
- 3) U. O. Note No. 420 dated 14-3-85 from the FA & CAO KEB Bangalore in the matter
- 4) Board Secretariat Note dated 1-3-85 in the matter.

Order No. KEB/B16/BPO7/76-77

Bangalore, Dated 5-5-1986.

Approval is accorded to adopt the Government Order No. FD 63 SRP 84 dated 19.1.85 (As per Annexure) and to extend the benefit of the grant of the third stagnation increment to the Non-workmen of the Board as per the above Government Order. This order shall take effect from the date of Government Order.

Necessary amendments to BESRs will be issued separately.

By order,  
Secretary, KEB.



Annexure to B.O. No. KEB/B16/BPO7/76-77  
dated 5.5.86

PROCEEDINGS OF THE GOVERNMENT OF  
KARNATAKA

Subject : Stagnation increment.

1. Government Order No. FD 52 SRP 79 dated 31-10-1979
2. Official Memorandum No. FD 95 SRP 84 dated 17-12-1984

Order No. FD 63 SRP 84, Bangalore, Dated The 19th  
January, 1985

According to the Government Order No. FD 52 SRP 79, dated 31-10-1979 a Government servant who stagnates at the maximum of the timescale of pay applicable to the post held by him is eligible for biennial stagnation increments, subject to a maximum of *three* increments in the entire service. The first stagnation increment is allowed from the date immediately following the completion of two years from the date of reaching the maximum of the payscale and the second the third stagnation increments are granted every two years, thereafter.

Government are now pleased to order that a Government servant, who stagnates at the maximum of the timescale of the pay, applicable to the post held by him, may be allowed *the third* stagnation increments

after the completion of one year from the date of sanction of the second stagnation increment or from the date of this order whichever is later. The other conditions regulating the grant of stagnation increment shall remain unaltered.

This order shall come into force with immediate effect.

By Order and in the Name of  
the Governor of Karnataka,

Sd/-

(N. T. MANNUR)

Under Secretary to Government  
Finance Department (II)

.....  
*Secretary, K E.B.*

## **KARNATAKA ELECTRICITY BOARD**

### **READ :**

1. B.O. No. KEB/B16/BPO-7/76-77 dated 21-10-1980 adopting the G.O. No. FD 52 SRP 79 dated 31-10-1979 in the matter of granting three biennial stagnation increments to Non-workmen (officers).
2. B.O. No. KEB/B16/BPO-7/76-77 dated 5-5-1986 adopting the G.O. No. FD 63 SRP 84 dated 19-1-1985 in the matter of granting the third stagnation increment a year after the date of sanction of second stagnation increment to the Non-workmen (officers).
3. B.O. No. KEB/B16/2663/94-95 dated 31-10-1994 according approval to revise the pay scales of the officers of KEB & other allied matters with effect from 1-4-1993.
4. Govt. Order No. FD 3 SRP 96 dated 18-3-1996 in the matter of granting "Stagnation Increments" to Government Servants with effect from 1-4-1996.
5. Board Secretariat Note dated 19-4-1996.
6. U.O. Note No. 7 dated 18-5-1996 of the FA & CAO, KEB, Bangalore, in the matter.

**BOARD ORDER No. KEB/B16/2663/94-95 (III),**

**BANGALORE, DATED : 17-6-1996.**

1. The Board has reviewed the existing system of grant of stagnation increments to the officers of the Board in view of stagnation faced by them. Accordingly the Board is now pleased to accord approval for the following in supersession of the existing orders read at 1 & 2 above leading to the grant of stagnation increments to the "Officers".
  - i) The officers of KEB who draw pay in the time scale of pay which carry annual rate of increment and who have reached or who reach the maximum of the scale of pay, applicable to them may be granted five stagnation increments annually at the rate of increment last drawn and such increments should be treated as part of "PAY" for all purposes;
  - ii) The first stagnation increment may be granted from the date immediately following the completion of one year from the date of reaching the maximum of pay scales or with effect from 1-4-1996 whichever is later and the subsequent stagnation increments shall accrue every year thereafter;

- iii) The total number of the stagnation increments in the entire service inclusive of the stagnation increments already sanctioned prior to 1-4-1996 shall be limited to five only;

The grant of above stagnation increments are applicable only to those officers who hold the pay scales of Accounts Officers and other equivalent cadres and above on Ministerial side AND Asst. Executive Engineers (El.) & other equivalent cadres and above on Executive side including those Asst. Accounts Officers and Asst. Engineers (El.) and other equivalent cadres who have reached the maximum of the time scale of Accounts Officers' / Asst. Executive Engineers (El.).

2. The grant of stagnation increment shall be subject to the following conditions:-
  - i) An officer should have satisfactory record of service and he should otherwise be eligible for normal increments in the time scale of pay, but for reaching the maximum of the scale;
  - ii) The satisfactory nature of service for the purpose of stagnation increments shall be determined in the same manner as suitability for promotion is determined. While determining the satisfactory nature of service, the fact that whether he has passed the departmental examinations, if any, prescribed for promotion to the next higher post, need not be taken into account;
3. The benefit of stagnation increments will not be admissible to an officer who forgoes his promotion voluntarily or who after his promotion seeks reversion on his own accord to the lower post held by him before his promotion.
4. The regulation of stagnation increments in respect of officers who have been granted I, II or III stagnation increment prior to 1-4-1996 shall be as follows :-

"An officer who is allowed the I, II or III stagnation increment prior to 1-4-1996 may be granted II, III or IV stagnation increment on completion of one year from the date of sanction of the I, II or III stagnation increment as the case may be or from 1-4-1996 whichever is later. The subsequent stagnation increment may be allowed on completion of one year."

BY ORDER

SECRETARY, K.E.B.

KARNATAKA ELECTRICITY BOARD

R E A D :-

- 1] Board Order No.KEB/B16/2663/94-95/III, dated: 17.06.1996 according approval for the sanction of Five Stagnation Increments annually to those Officers who hold the Pay Scales of Accounts Officers and other equivalent cadres and above on ministerial side and Assistant Executive Engineer, Electrical, and other equivalent cadres and above on Executive side including those Assistant Accounts Officers, and Assistant Engineers, Electrical, and other equivalent cadres, who have reached the maximum of the time scale of Accounts Officers/Assistant Executive Engineers, Electrical.
- 2] Letter dated: 23.7.1996 of the General Secretary, KEB Engineers' Association, Bangalore, requesting to extend the benefit of Stagnation increments sanctioned vide Board Order No.KEB/B16/2663/94-95/III, dated: 17.6.1996 with effect from 1.4.1994 instead of 1.4.1996.
- 3] U.O.Note dated: 19.7.1996 of the Financial Adviser & Chief Accounts Officer, KEB., Bangalore.
- 4] U.O.Note No.391, dated: 2.11.1996 of the Chief Controller of Accounts, KEB., Bangalore.
- 5] I.M.C.Note No.IMC(A)-133/1121, dated: 7.11.1997.

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BOARD ORDER NO.KEB/B16/2663/94-95/III

BANGALORE, DATED: 1.12.1997.

Board is pleased to accord approval to extend the benefit of Stagnation Increments sanctioned vide Board Order No.KEB/B16/2663/94-95/III, dated: 17.6.1996 with effect from 1.4.1994 instead of 1.4.1996. All other conditions stipulated in the Board Order No.KEB/B16/2663/94-95/III, dated: 17.6.1996 shall remain unaltered.

BY ORDER,

*M. Palay*  
SECRETARY, 1/12/1997  
K.E.B.

To:  
Shri T.Hanumanthappa, Member (Labour), KEB., Bangalore.  
Shri V.Nagaraju, Member, KEB., No.1262, Magadi Road, H.B.Colony,  
Bangalore.  
The Chief Engineer, Electricity, (General), KEB., Bangalore.  
The Financial Adviser and Chief Accounts Officer, KEB.,  
Bangalore.

The Managing Director, Karnataka Power Corporation Ltd., Shakti  
Bhavan, Race Course Road, Bangalore.

All Chief Engineer, Electricity, KEB.

The Chief Law Officer, KEB., Bangalore.

The Chief Controllers of Accounts (I/A), KEB., Bangalore.

The Chief Controllers of Accounts (Accounts), KEB., Bangalore.

The Inspector General of Police (Vigilance), KEB., Bangalore.

The Chief Labour Officer, KEB., Bangalore.

All Superintending Engineer, Elecl., KEB.

All Controller of Accounts, KEB.

All Dy. Controller of Accounts, KEB.,

All Executive Engineers, Electrical, KEB.

All Accounts Officers, (I/A), KEB.

The General Secretary, KEBEU (Reg.No.659), A.R.Circle, Bangalore

The General Secretary, KEB Engineers' Association, A.R.Circle,  
Bangalore.

The General Secretary, KEB Accounts Officers' Association,  
K.R.Circle, Bangalore.

All Officers of Board Secretariat, KEB., Bangalore.

PA to CM/FM/TM/Secretary/Addl.Secretary, KEB., Bangalore.

SA-II Records, Board Secretariat, KEB., Bangalore.



## KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

**Sub:** Fixation of pay on promotion in respect of an employee who is drawing the pay beyond the maximum of the time scale of pay of next higher post i.e. promotional post, by virtue of elongation/stagnation increments -- reg.

### PREAMBLE:

As per the existing provisions, when an employee who is drawing the pay beyond the maximum of time scale of the pay of next higher post (by virtue of Elongation/Stagnation increments), is promoted to the next higher post, the benefit of higher fixation of pay is not extended to him. In the joint meeting held on 07.08.2007 with the KPTC Employees' Union (Reg. No.659), the President of the Union has requested to extend the benefit to such employees on promotion. After detailed discussion, it was decided to extend the benefit w.e.f. 01.04.2007. Hence the following Order:

**ORDER NO: KPTCL/B16/4330/2005-06, BANGALORE DATED: 12 SEP 2007**

1. KPTCL is pleased to extend the benefit of higher fixation of pay on promotion in respect of the following employees:

- i. An employee who has not got the benefit of Next Higher Scale of pay as per the provisions of B.O. NO. KEB/B16/5816/82-83 dated: 24.06.1982 and 07.09.1982 etc., or one who has not got the benefit of Career Advancement as per the provisions of B.O. No. KEB/B16/5816/82-83 dated: 09.04.2003 and drawing the pay beyond the maximum of time scale of pay of next higher post i.e. promotional post, by virtue of elongation/stagnation increments and promoted to next higher post.

(Example: An employee appointed as Junior Assistant, not got the benefit of next higher scale of pay or career advancement, drawing the pay beyond the maximum of the time scale of pay of Assistant by virtue of elongation increments and promoted to the post of Assistant shall be extended the benefit of higher fixation of pay on promotion).

- ii. An employee who has moved over to the Next Higher Scale of pay as per the provisions of B.O. No. KEB/B16/5816/82-83 dated: 24.06.1982 and 07.09.1982 etc or got the benefit of Career Advancement as per B.O. No. KEB/B16/5816/82-83 dated: 09.04.2003, drawing the pay beyond the maximum of the time scale of pay of next higher post by virtue of elongation/stagnation increments, and subsequently promoted to the higher post carrying the pay scale higher than the pay scale under which they have got the benefit of next higher scale or Career Advancement.

(Example: An employee appointed as Assistant, moved over to the Next Higher Scale of pay of Senior Assistant as per B.O. NO. KEB/B16/5816/82-83 dated: 24.06.1982, drawing the pay beyond the maximum of the time scale of Assistant Accounts Officer by virtue of elongation increments and promoted to the post of Assistant Accounts Officer shall be extended the benefit of higher fixation of pay.)

2. This order shall come into force w.e.f. 01.04.2007.
3. Consequent to extending the benefit of such higher fixation of pay, if a junior employee on promotion gets higher pay than the senior employee (who is already promoted but has not been granted next stage on promotion) then pay of such senior employee shall be stepped up to that of his junior employee who is extended the higher fixation of pay on promotion as above provided both senior and junior employees are holding the same post.

By Order,

*V. J. 12.9.07*  
GENERAL MANAGER  
(ADMN. & HRD)

Copies to:

1. V.Narayana Gowda, Director(Labour) & President, KPTC Employees Union (659)
2. B.N.Satyapremkumar, Director, CESC, MESCOM, HESCOM and GESCOM.
3. All Managing Directors, ESCOMs/VVNL(KPCL).
4. All Chief Engineers, Electy., KPTCL/ESCOMs.
5. All Financial Advisers, KPTCL/ESCOMs.
6. All Superintending Engineers, KPTCL/ESCOMs.
7. All Controllers, KPTCL/ESCOMs.
8. All Executive Engineers, KPTCL/ESCOMs.
9. All Deputy Controllers, KPTCL/ESCOMs.
10. PS to MD, KPTCL, Director (Transmission)/Director (Law)/ Director (Finance), KPTCL.
11. PS to GM (A&HRD), Company Secretary, KPTCL.
12. All Officers, Corporate Office.
13. SA-11, Records.

Copy for information to:

1. The General Secretary, KPTC Employees' Union (Reg. No. 659).
2. The General Secretary, KEB Engineers' Association,
3. The General Secretary, KPTCL Accounts Officers' Association.
4. The General Secretary, KEB SC/ST Employees' Welfare Association, Central Committee.



**READ :** B.O. No. KEB/BPO 5/76-77 dated 12-3-1977 approving revision of pay scales for the workmen of Karnataka Electricity Board with effect from 1-4-1976.

2. B.O. No. KEB/BPO.7/76-77 approving revision of pay scales of the Officers/ Officials of the Karnataka Electricity Board with effect from 1-4-1976.

3. B.O. No. KEB/BPO. 16/76-77 dated 2-5-1977 according approval for the adoption of G.O. No. FD 132 SRS 76 dated 31-12-1976 modifying the provisions relating to fixation of pay under Rule 42B (1) KCSRs with effect from 1-4-1976.

4. B.O. No. KEB/BPO.5/76-77 dated 3-4-1978 according approval in respect of workmen for stepping up the pay of the senior employee equal to the pay of the Junior employee etc

5. Government Order No. FD 11 SRP 78 dated 20-4-1978 in the matter of stepping up the basic pay of the Senior Government Servant to that of Junior etc.,

6. Board Resolution No. 12712 dated 12-3-1979.

Order No. SA. III/4212/78-79, Bangalore, Dated 27-3-1979.

Approval is accorded for the adoption of Government Order No. FD 11 SRP 78 dated 20-4-1978 (copy enclosed) with effect from 1-4-1976 in the matter of stepping up the pay of the senior employees to that of Juniors.

Proposals for stepping up of the pay of the employees in accordance with the Government Order should be sent to the Board for sanction along with the information in the prescribed proforma (form appended to the Government Order) and Service Registers, duly verified by the Chief Controller of Accounts, Karnataka Electricity Board Bangalore.

By Order  
Secretary, KEB

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PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA  
(FINANCE DEPARTMENT)

Sub : Disparity in pay of the Junior and Senior Government servant consequent on the promotion of the Junior Government servant on or after 1-1-1977 stepping up the basic pay of the Senior Government servant to that of the Junior.

Order No. FD 11 SRP 78, Bangalore, dated 20th April 1978.

As a result of fixation of pay in the revised scales of pay introduced with effect from 1-1-1977, a Government servant who in the pre-revised scale of pay was drawing prior to 1-1-1977 basic pay equal to or more than that of any other Government servant junior to him in the same cadre, may, in the circumstances mentioned below, begin to draw basic pay at a stage lower than that of such junior :

- a) Where the senior Government servant and the Junior Government servant are borne on the same cadre, immediately before their promotion ;
- b) Where the senior Government servant has been promoted prior to 1-1-77 to a post borne on a cadre higher than that mentioned at (a) above ;
- c) Where the senior Government servant was drawing, immediately before such promotion, basic pay equal to or higher than that of the junior Government servant in the pre-revised scale of pay applicable to the post mentioned at (a) above.
- d) Where on such promotion mentioned at (b) above, the basic pay of the senior Government servant is fixed in the pre-revised scale of pay applicable to the promotional post in accordance with the provisions of rule 42-B of the KCSRs.
- e) Where subsequent to the promotion of the senior Government servant is promoted (i.e. takes charge of the promoted post) on or after 1-1-77 to a post borne on the cadre to which the senior Government servant was promoted ;
- f) Where on such promotion the basic pay of the junior Government servant is fixed in the revised scale of pay applicable to the promotional post in accordance with the provisions of Rule 42-B of the KCSRs and the basic pay so fixed is at a higher stage than that of the senior Govt. Servant.

2. The above disparity in the pay of the senior and the junior Government servant is mainly due to ;

- i) bunching of pay adopted in the fitment formula prescribed for fixation of pay in the revised scales of pay and ;
- ii) higher rates of increment in the revised scales of pay.

3. Government consider that this disparity may be removed by stepping up the basic pay of the senior Government servant to that of his junior. Accordingly, the following orders are issued.

4. Government are pleased to order that where consequent on promotion on or after 1-1-1977 the basic pay of the junior Government servant is fixed at a stage higher than that of the senior Government servant promoted prior to 1-1-77, the basic pay of such a senior Government servant should be stepped up to that of the Junior Government servant from the date the basic pay of the junior becomes more than that of the senior subject to the fulfilment of the following conditions :

- i) The disparity in pay of the Senior Government servant and the junior Government servant must have been caused in the circumstance mentioned in paragraph-1 above.
- ii) There is no dispute about the inter-se seniority of the senior and the junior Government servants.
- iii) The promotion of the Junior Government servant is regular and in accordance with the rules of recruitment framed under proviso to article 309 of the Constitution of India or the orders issued by Government from time to time, where no such rules have been framed.

5. The benefit of stepping up the pay of the senior Govt. servant shall not be admissible where the pay of the junior Govt. servant due to the following reasons :

- i) Stoppage of increment or reduction of pay of the senior Govt. servant, or
- ii) Grant of additional/advance increments to the Junior Govt. servant for possessing or acquiring higher qualifications or passing prescribed examinations or for any such other reasons, or;
- iii) fault on the part of the senior Govt. servant in not exercising option under Sub-rule (2) of Rule 42-B of KCSRs. on his promotion, though such option was beneficial to him or in exercising such option, though it was not beneficial to him.

6. The next increment of the senior Govt. servant shall accrue on the date on which it would have normally accrued but for the stepping up of his pay.

7. Proposals for stepping up the basic pay in accordance with these orders may be sent to the Finance Department through the concerned Administrative Department of the Secretariat along with the information in the prescribed proforma (form appended to the Govt. order) and Service Registers.

By Order and in the name of the  
Governor of Karnataka

Sd/- Deputy Secretary to Government  
Finance Department

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## PROFORMA

### Senior Government Servant

Name

Designation

1. Designation of the post held prior to the date of promotion.
2. Scale of pay and pay drawn in that scale prior to the date of promotion.
3. Designation of the promoted Post.
4. Date of Promotion
5. Scale of pay applicable to the promoted post.
6. Exercise of option under Rule 42-B(2) of the KCSRs. (if opted)
7. Pay fixed in the promoted post and the date of such fixation.
8. Pay drawn in the promoted post from time to time.

### Junior Government Servant

1. Designation of the post held by the Jr. Govt. Servant on the date of promotion of the Snr. Govt. Servant.
2. Scale of pay applicable and pay drawn in that scale on the date of promotion of the Senior Govt. Servant.
3. Pay drawn from time to time till the date of promotion.
4. Designation of the Promoted post.
5. Date of promotion.
6. Scale of pay applicable to the promoted Post.
7. Exercise of option under Rule 42-B(2) of the KCSRs (if opted).
8. Pay fixed in the promoted post and the date of such fixation.

By Order,  
Sd/ Secretary

**READ :** Board Order No. KEB/WLIC-3/74-75 dt. 5-8-75 sanctioning one additional increment to the employees who have passed the prescribed Departmental Examinations and Kannada Language Test as detailed therein with effect from 1-10-1974,

2. B. O. No. KEB/WLIC-3/74-75 dt. 4-3-76 sanctioning in partial modification of Board Order dated 5-8-75, the said additional Increment as detailed in the Annexure thereto, with effect from 1-4-1974.

3. B. O. No. KEB/BPO-5/76-77 dt. 12-3-1977 approving revision of pay scales for the Workmen of Karnataka Electricity Board with effect from 1-4-1976.

4. B. O. No. KEB/BPO-7/76-77 dt. 9-7-1977 approving revision of pay scales of the Officers/Officials of the Karnataka Electricity Board with effect from 1-4-1976.

5. G. O. No FD 68 SRP 78 dt. 31-1-1979 ordering that the basic pay of the Senior Government Servant who had passed the prescribed Departmental Tests prior to 1-1-1977 and who was granted an additional increment in the pre-revised scale should be stepped up to that of the Junior Government Servant who passed the prescribed Departmental tests on or after 1-1-1977 and was granted an additional increment in the revised scale of pay, subject to the conditions stipulated therein.

6. Letter No. A/AOE/38670 dt. 2-3-79 from the Chief Engineer, Electricity, (General) requesting for the adoption of the said Government Order.

7. Letter No. DCA/Sn. 8/AAOI/5552-53 dt. 20-2-1979 from the Chief Controller of Accounts in the matter.

8. Board Resolution No. 12885 dt. 11-6-1979

Order No. B5/6458/78-79

Bangalore, Dated 2-7-1979.

Approval is accorded for the adoption of Government Order No. FD/68 SRP 78 dt. 31-1-1979 (copy enclosed) with effect from 1-4-1976 in the matter of stepping up the pay of the Senior Employees to that of Juniors.

Proposals for stepping up of the pay of the employees in accordance with the Government Order should be sent to the Board for sanction along with the information in the prescribed proforma (Form appended to the G.O.) and Service Register duly verified by the Chief Controller of Accounts, K.E B , Bangalore.

By Order,  
Sd/- Secretary:

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#### FINANCE SECRETARIAT

Subject : Disparity in pay of the Senior Govt. Servant and the Junior Govt. Servant consequent on grant of an additional increment in the revised scale of Pay for passing the prescribed departmental tests to the Junior Govt. servant - Stepping up of the basic pay of the Senior Govt. Servant.

Order No FD. 68 SRP 78,

Bangalore, Dated 31st January 1979.

Under Rule 6 of the Karnataka Civil Services (Service and Kannada Language Examinations) Rules 1974, a Government servant who passes the prescribed depart-

mental tests is entitled to an additional increment in the Scale of pay applicable to his post, consequent on the revision of pay scales, with effect from 1st January 1977, a Junior Govt. Servant who passes the prescribed test on or after 1st January 1977 and who is granted an additional increment in the revised scale of pay, may in some cases, draw higher pay than that of the Senior Govt. Servant who had passed the prescribed tests prior to 1st January 1977 and who was granted an additional increment in the pre-revised scale of pay. A number of representations have been received in this behalf requesting Govt. to remove this anomaly.

2. Govt. after careful consideration of the question, are pleased to order that the basic pay of the Senior Govt. Servant who had passed the prescribed departmental tests prior to 1st January 1977 and who was granted an additional increment in the pre-revised Scale should be stepped up to that of the Junior Government servant who passed the prescribed departmental tests on or after 1st January 1977 and was granted an additional increment in the revised scale of pay, subject to the following conditions :

- i) Both the Senior and Junior Govt. servants should belong to the same cadre. As on 31st December 1976, the Senior Govt. Servant should have been drawing in the pre-revised pay scale, a basic pay not less than that drawn by the Junior Govt. servant.
- ii) The Junior Govt. servant should be getting more pay than the Senior Govt. servant only on account of grant of an additional increment in the revised scales of pay for passing the prescribed departmental tests.

3. Proposals for stepping up of the basic pay in accordance with these orders may be sent to the Finance Department through the concerned Administrative Department of the Secretariat along with the information in the prescribed proforma (Form appended to the Government Order) and Service Register.

By Order;  
Sd/- Secretary



**Board Order No. KEB/BPO 5/76-77 dated 12-3-1977 approving revision of pay Scales for the workmen of Karnataka Electricity Board with effect from 1-4-1976.**

**2. B. O. No. KEB/BPO 7/76-77 dated 9-7-1977 approving revision of Pay scales of the Officers/Officials of the Karnataka Electricity Board with effect from 1-4-1976.**

3. B.O. No. KEB/BPO 16/76-77 dated 2-5-77 according approval for the adoption of G O. No. FD 132 SRS 76 dated 31-12-1976 modifying the provisions relating to fixation of pay under Rule 42-B(1) of KCSRs, with effect from 1-4-1976.

4. B.O. No. KEB/BPO 5/76-77 dated 3-4-1978 according approval in respect of workmen for stepping up the pay of the Senior Employee equal to the Pay of the Junior Employee etc.,

5. G. O. No. FD 11 SRP 78 dated 20-4-78 in the matter of stepping up the basic pay of the Senior Government servant to that of Junior etc.,

6. B.O. No. SA III/4212/78-79 dated 27-3-79 according approval for the adoption of G.O. No. FD 11 SRP 78 dated 20-4-78.

7. G. O. No. FD 31 SRP 79 dated 30-4-79 directing that the next increment of the Senior Government Servant whose Pay has been stepped up in accordance with the order shall accrue on the date on which it would have normally accrued but for the stepping up of his pay.

8. Board Resolution No. 13905 dated 29-9-80

Order No. SA III/4212/78-79

Bangalore, Dated 13th October 1980

Approval is accorded for the adoption of G. O. No. FD. 31 SRP 79 dated 30-4-79 subject to the condition that the increments that have been authorised to the officials on the regular dates that were due to be reviewed and regularised in accordance with the above Government Order. (Copy enclosed).

By Order,  
Sd/- Secretary

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GOVERNMENT OF KARNATAKA

FINANCE DEPARTMENT

Sub : Stepping up of pay of the Senior Government servant promoted prior to 1st January 1977 to that of the Junior Government Servant promoted on or after 1st January 1977 - Date of next increment.

Ref. : Government Order No. FD 11 SRP 78 dated 20-4-78.

Order No FD 31' SRP 79

Dated Bangalore the 30th April 1979

It has been laid down in para 6 of the Government Order No. FD II SRP 78 dated 20th April 1978, that the next increment of the Senior Government servant whose pay has been stepped up in accordance with the order shall accrue on the date on which it would have normally accrued but for the stepping up of his pay.

2. It has come to the notice of the Government that the regulation of the next increment in the manner mentioned above has, in some cases, lead to an anomalous position in which Government servants senior to the Government servant whose pay is stepped up under the said order have come to draw less pay.

3. Government, after reconsideration of the question hereby direct that the next increment of the senior Government servant shall accrue on completion of one year from the date his pay is stepped up,

4. This order is in supersession of Para 6 of the Government Order No. FD II SRP 78 dated 20th April 1978.

5. Orders issued earlier shall be reviewed and regulated in accordance with this order.

By Order and in the name of the  
Governor of Karnataka  
Sd/- Joint Secretary to Government,  
Finance Department

PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

Sub: Stepping up of pay of the Senior Government Servant promoted prior to 1.1.1977 to that of the Junior - Govt. Servant promoted on or after 1.1.77 - Further instructions.

....

R E A D s

- i) G.O.No. FD 11 SHP 78 dated 20.4.1978.
- ii) G.O.No. FD 31 SHP 79 dated 30.4.1979.
- iii) O.M.No. FD 31 SHP 79 dated 23.5.1979.

ORDER NO. FD 31 SHP 79, BANGALORE DATED 20TH FEBR. 1982.

In G.O.No. FD 11 SHP 78 dt. 20.4.78, Orders were issued for - stepping up of basic pay of a Senior Government servant promoted prior to 1.1.1977 to that of a Junior Govt.Servant promoted on or after 1.1.1977, subject to certain conditions. In Govt. Order No. FD 31 SHP 79 dated - 30.4.1979, it was ordered that the next increment of the senior Government servant would accrue on completion of one year from the date of stepping up of his pay.

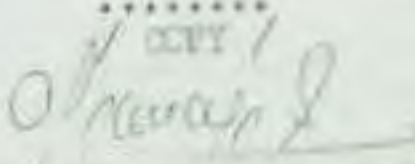
In O.M. No. FD 31 SHP 79 dated 23.5.1979, it was clarified that the benefit of stepping up of basic pay of a senior Government servant - would be admissible only in those cases where the senior Government - servant would have, but for his promotion, drawn the same or more pay than the Junior Government Servant as on 1.1.1977, subject to fulfilment of the other conditions specified in the Government Orders dated 20.4.78 - and 30.4.1979.

On a further review of the question, it has since been decided that for the purpose of comparison of basic pay between the senior Govt.servant and the Junior Govt. Servant in the above context, the basic pay as on - 31.12.1976 is more relevant.

Therefore, in modification of the orders issued in O.M.No. FD 31 SHP 79 dt. 23.5.79 Govt. direct that the benefit of stepping up of basic pay of a senior Govt. servant promoted prior to 1.1.1977 to that of a - Junior Govt. servant promoted on or after 1.1.1977 shall be admissible only in those cases where the senior Government servant would have, but for his promotion, drawn the same or more pay than the Junior Government servant as on 31.12.1976, subject to the fulfilment of the other conditions stipulated in the Government Order No. FD 11 SHP 78 dated 20.4.1978 and Govt. Order No. FD 31 SHP 79 dated 30.4.1979.

By Order and in the name of the  
Governor of Karnataka.

Sd/- K. N. S. Dhananjaya,  
Deputy Secretary to Government, (I), 1/2,  
Finance Department.

.....  
/ COPY /  
  
for secretary,  
K.R.B.

PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

Sub: Stepping up of pay of the Senior Government Servant promoted prior to 1.1.1977 to that of the Junior - Govt. Servant promoted on or after 1.1.77 - Further instructions.

....

R E A D :

- i) G.O.No. FD 11 SRP 78 dated 20.4.1978.
- ii) G.O.No. FD 31 SRP 79 dated 30.4.1979.
- iii) O.M.No. FD 31 SRP 79 dated 23.5.1979.

ORDER NO. FD 31 SRP 79, BANGALORE DATED 20TH FEBV. 1982.

In G.O.No. FD 11 SRP 78 dt. 20.4.78, Orders were issued for - stepping up of basic pay of a Senior Government servant promoted prior to 1.1.1977 to that of a Junior Govt.Servant promoted on or after 1.1.1977 subject to certain conditions. In Govt. Order No. FD 31 SRP 79 dated - 30.4.1979, it was ordered that the next increment of the senior Government servant would accrue on completion of one year from the date of stepping up of his pay.

In O.M. No. FD 31 SRP 79 dated 23.5.1979, it was clarified that the benefit of stepping up of basic pay of a senior Government servant - would be admissible only in those cases where the senior Government - servant would have, but for his promotion, drawn the same or more pay than the Junior Government Servant as on 1.1.1977, subject to fulfilment of the other conditions specified in the Government Orders dated 20.4.78 - and 30.4.1979.

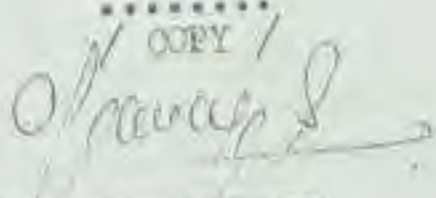
On a further review of the question, it has since been decided that for the purpose of comparison of basic pay between the senior Govt.servant and the Junior Govt. Servant in the above context, the basic pay as on - 31.12.1976 is more relevant.

Therefore, in modification of the orders issued in O.M.No. FD 31 SRP 79 dt. 23.5.79 Govt. direct that the benefit of stepping up of basic pay of a senior Govt. servant promoted prior to 1.1.1977 to that of a - Junior Govt. servant promoted on or after 1.1.1977 shall be admissible only in those cases where the senior Government servant would have, but for his promotion, drawn the same or more pay than the Junior Government servant as on 31.12.1976, subject to the fulfilment of the other conditions stipulated in the Government Order No. FD 11 SRP 78 dated 20.4.1978 and Govt. Order No. FD 31 SRP 79 dated 30.4.1979.

By Order and in the name of the  
Governor of Karnataka,

Sd/- K. Egbert Dhananjaya,  
Deputy Secretary to Government, (I), I/C,  
Finance Department.

.....  
COPY /

  
for secretary,  
K.E.B.

Read : 1. B. O. No. KEB/B16/5624/79-80 dated 3-1-1981 ordering revision of pay scales of Workmen with effect from 1-4-80.

2. B O. No. KEB/B16/4214/80-81 dated 26-9-1982 ordering revision of pay scales of officers/Officials with effect from 1-4-1980.

3. Letter No. 3660/81 dated 4-12-1981 of the General Secretary, Karnataka Electricity Board Employees Union, informing that consequent to promotion of Sri Hanumantha, O.A, Grade I, Office of the Chief Engineer, Electricity, (General), after revision of pay scales with effect from 1-4-80, in respect of his seniors promoted as O.A. Gr. I prior to the said date, disparity in pay has arisen resulting in the Junior drawing more pay than his seniors in the revised scales and therefore inviting reference to B.O. No. S.A. III/4212/78-79 dated 27-3-1979 issued for stepping up of pay of the Seniors in such cases, it is requested by the General Secretary to step up the pay of the Seniors to that of the Junior and thus set-right the anomaly.

4 Letter No. AOA/Sn. II/F-224/3553 dated 11-12-81 of the FA & C A.O., stating that the anomaly in pay between the Senior and the Junior referred to by the General Secretary of the Union is due to revision of pay scales with effect from 1-4-1980 the Board Order dated 27-3-79 is applicable only to such cases arising due to revision of pay scales of 1976.

5. Resolution No. 15738 dated 5-11-1982.

Order No. KEB/B4/7610/81-82

Bangalore, Dated 4th January 1983

After careful examination of the matter, the Board is pleased to accord approval for the following :-

“Where in the fixation of pay in the revised pay scales with effect from 1-4-80, the pay of a Board employee who in the existing scale was drawing immediately before 1-4-80 equal or more pay than another Board employee junior to him in the same cadre gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the Junior, in the following circumstances :-

- a) The Junior is promoted after 1-4-80 to the cadre to which the senior was promoted earlier.
- b) With all things being equal, the Junior being fixed at a higher stage in the revised scales on account of sanction of any similar benefits, the senior employee had drawn before 1-4-1980, but after 1-4-1976.

Subject to the following conditions;

1. There is no dispute about the seniority of the senior and the junior employees.
2. The promotion of the junior Board employee is regular and in accordance with rules of recruitment of the Board.
3. The disparity in pay has not arisen due to :-
  - a) Service weightage that is granted to the junior on account of his total length of service in the Board.
  - b) Stoppage of increment or reduction of pay of the senior Board employee.
  - c) Grant of additional/advance increments to the Junior Board employee for possessing or acquiring higher qualifications or for passing prescribed examinations or for any such other reasons.

4. The next increment of the senior shall accrue on completion of one full incremental period from the date of stepping up of the pay. The incremental period for this purpose being determined in accordance with provisions of regulations 40 and 42 of BESRs-where, in a particular case, an occasion were to arise that subsequent to the sanction of annual increment due to the junior, disparity arises once again, in such cases, pay of the senior shall be stepped up on the later date i.e., the date of sanction of annual increment to the Junior Board employee.

Proposals for step up of pay of the seniors as per this order shall be sent to the Financial Adviser & Chief Accounts Officer, Karnataka Electricity Board, for verification and onward transmission to the Board Secretariat. furnishing the details of the senior and the Junior Board employees in the same proforma as appended to Board Order No. SA. III 4212/78-79 dated 27-3-1979 deleting Col. 6 in respect of Senior employees and Col. 7 in respect of Junior employees.

By Order,  
Sd/- Secretary.



## KARNATAKA ELECTRICITY BOARD

### READ :

1. Board Order No SA III/4212/78-79 dated 27.3.79 according approval for the adoption of Government Order No. FD. 11/SRP 78 dated 20.4.78 with effect from 1-4-76 in the matter of stepping up the pay of the Senior Board employees to that of the Juniors.
2. Board Order No. SA III,4212/78-79 dated 13-10-80.
3. Board Order No. SA III/7610/81-82 dated 4-1-83 according approval to step up the pay of the Senior Board employees to that of the Juniors consequent to anomaly in pay

between them owing to revision of pay scales with effect from 1-4-84).

4. U O. No FA & CAO/T/241 dated 1-9-84 of the Financial Adviser and Chief Accounts Officer in the matter.
5. Board Secretariat note dated 8-11-84.
6. Resolution No. 16869 dated 15-11-84.

Order No. KEB/B4/4880/84-85

Bangalore, Dated 4th December 1984

Board is pleased to accord approval to decentralise the powers in respect of cases of stepping up of pay of Senior employees on par with Junior employees to the Chief Engineer, Electricity, (General) with the concurrence of the Financial Adviser & Chief Accounts Officer.

By Order

.....  
Secretary, KEB.

Read : 1) B. O. No. KEB/B16/4083/84-85 dated 31-1-1981 according approval to revise the scales of pay of Workmen with effect from 1-4-1985.

2) B. O. No. KEB/B16/9650/85-86 dated 7-4-1986 according approval to revise the scales of Officers of the KEB with effect from 1-4-1985.

3) U. O. Note dated 23-4-1986 of the FA & CAO KEB., Bangalore, pointing out the anomaly of seniors drawing less pay than their Juniors consequent to the revision of pay scales ordered in B. O. dated 7-4-1986 and suggesting to remove the anomaly by issuing suitable B.O., etc.

4. Board Secretariat Note dated 5-5-1986 in the matter.

Order No. KEB/SA III/B16/9650/85-86

Bangalore, Dated 6th May 1986

Board is pleased to accord approval for the following :

Wherein the fixation of pay in the revised pay scales with effect from 1-4-1985 the pay of a Board employee in the existing scale was drawing immediately before 1-4-85 equal or more pay than another Board employee Junior to him in the same cadre gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of his Junior in the following circumstances :-

a) The Junior is promoted after 1-4-1985 to the cadre to which the senior was promoted earlier.

b) With all things being equal, the junior being fixed at a higher stage in the revised scales on account of sanction of any similar benefits, the senior employee had drawn before 1-4-1985 but after 1-4-1980, subject to the following conditions :-

1) There is no dispute about the seniority of both the senior and the junior employees.

2) The promotion of the junior Board employee is regular and in accordance with rules of recruitments of the Board.

3) The disparity in pay has not arisen due to :

a) Service weightage that is granted to the junior on account of his total length of service in the Board.

b) Stoppage of increment or reduction of pay of the senior Board employee.

c) Grant of additional/advance increments to the junior Board employee for possessing or acquiring higher qualifications or for passing prescribed examinations or for any such other reasons.

4) The next increment of the senior shall accrue on completion of one full incremental period from the date of stepping up of the pay. The incremental period for this purpose being determined in accordance with regulations 40 and 42 of BESRs. - where, in a particular case, an occasion were to arise that subsequent to the sanction of annual increment due to the junior, disparity arises once again, in such cases pay of the senior shall be stepped up on the later date, i. e. the date of sanction of annual increment to the junior Board employee.

Proposals for step up of pay of the seniors as per this order shall be sent to the FA & CAO., KEB. for verification and onward transmission to the Board Secretariat/ CEE(G)'s office in respect of Class I and Class II and below respectively, furnishing the details of the senior and junior Board employees in the same proforma as appended to B.O. No. SA III/4212/78-79 dated 27-3-1979 deleting column 6 in respect of senior employees and Column 7 in respect of junior employees.

.By Order.  
Sd/- Secretary

**READ :** Board Order No. KEB/WLIC-3/74-75, dated 5-8-75 sanctioning one additional increment to the employees who have passed the prescribed Departmental Examinations and Kannada Language Test as detailed therein with effect from 1-10-1974.

2. Board Order No. KEB/WLIC-3/74-75, dated 4-3-76 in partial modification of Board Order dated 5-8-75 sanctioning the said additional increment as detailed in the Annexure thereto with effect from 1-4-74.

3. Board Order No. KEB/BPO-5/76-77, dated 12-3-77, approving revision of pay Scales for the workmen of KEB with effect from 1-4-76.

4. Board Order No. KEB/BPO-7/76-77, dated 9-7-77, approving Revision of pay Scales of the Officers/Officials of the KEB with effect from 1-4-76.

5. Board Order No. B5/6458/78-79, dated 2-7-79, according approval for adoption of Government Order No. SRP 78 dated 31-1-79, with effect from 1-4-79, with effect from 1-4-76, in the matter of stepping up of the pay of Senior Employees to that of Juniors.

6. Board Order No. B5/6458/78-79, dated 17-8-81, according approval to withdraw the benefits conferred to the employees vide Government Order No. 68 SRP 78 dated 31-1-79, adopted in Board Order No. B5/6458/78-79' dated 2-7-79.

7. Order dated 24/25-11-81, of the Hon'ble High Court of Karnataka in Writ Petition No. 7512 to 7524 of 1980, and other similar writ petitions.

8, Order dated 16-1-86 of the Hon'ble High Court of Karnataka in writ Appeals Nos. 652, 653 etc., filed by the KEB.

9. Order dated 9-2-88 of the Hon'ble Supreme Court in SLP No.13912-82 of of 1986, filed by KEB.

10. Board Secretariat Note dated 2-5-88.

Order No. KEB/B5/6458/78-79

Bangalore, Dated 10-6-88

Approval is accorded for the following :

- a) To treat the Board Order No. B5/6458/78-79, dated 17-8-81, deemed to have been withdrawn from the date of its issue consequent to its being quashed by the Hon'ble Court.
- b) To extend the benefit of Board Order No. B5/6458/78-79, dated 2-7-79, to the employees entitled without reference to Board Order No. B5/6458/78-79, dated 17-8-81.
- c) To regulate the payments that are due to the employees who have approached the Court in pursuance of Board Order dated 2-7-79 and extend such benefits to which they are entitled immediately and also to refund the recoveries, if any, made with reference to order dated 17-8-81.

By Order,  
Sd/- Secretary.

**: OFFICIAL MEMORANDUM :**

**Sub :** Disparity in pay of senior Board employee and the junior Board/employee consequent on grant of an additional increment in the revised scale of pay of 1976 for passing the prescribed departmental tests by the Junior Board employee - stepping up of the basic pay of the senior Board employee clarifications regarding...

- Ref :**
1. B.O. No. B5/6458/78-79/2-7-79.
  2. B.O. No. B5/6458/78-79/17-8-81.
  3. B.O. No. B5/6458/78-79/10-6-88.
  4. Resolution No. IMC-76/54/8-10-90.

Orders were issued in B.O. No. B5/6458/78-79 dt. 2-7-79 by adopting the G.O No. FD 68 SRP 78 dt. 31-1-1979, for stepping up of pay of the senior Board employee who was granted an additional increment in the pre-revised scale of pay of 1976 for passing the prescribed departmental examinations to that of a junior Board employee, who was granted an additional increment in the 1976 revised scale of pay, subject to certain conditions :

2. The aforesaid B.O. dt. 2-7-79 which were rescinded was subsequently revived as per B O No. B5/6458/78-79/10-6-1988

3. Consequent on the revival of the said B.O. dt. 2-7-79, the Chief Engr. Electy (Genl.) who has been empowered for sanction of stepping up of the pay of senior employee to that of the junior is according approval.

4. It has been noticed by the Board that after stepping up of the pay of senior Board employee to that of his junior by the CEE(G), the next annual increment of the senior Board employee is being sanctioned by the sanctioning Authority on the date on which it would have normally accrued but for the stepping up of his pay.

5. The stepping up of the pay of the senior Board employee to the level of junior Board employee approved in B O. dt. 2-7-79 was for the reason that the two conditions, quoted below, were stipulated in the order :

- i) "Both the senior and junior Board employee should belong to the same cadre. As on 31-3-1976, the senior Board employee should have been drawing in

the pre-revised scale, a basic pay not less than that drawn by the junior Board employee: and

- ii) The junior Board employee should be getting more pay than the senior Board employee only on account of grant of an additional increment in the revised scale of pay on passing the prescribed departmental tests''.

It is clear from the aforesaid conditions that the senior Board employee should have been drawing in pre-1976 scale of pay, a basic pay not less than that drawn by the junior Board employee even without the grant of additional increment to him for having passed the prescribed departmental examinations on or before 31-3-1976. Similarly, it is clear from the aforesaid condition (ii) that the ONLY factor causing sanction of higher pay to the junior Board employee should be the grant of additional increment in the revised scale of pay of 1976 for having passed the departmental examination.

6. In the circumstances mentioned above, it is clarified as follows :

- a) The benefit of stepping up of the basic pay of the senior Board employee who was granted additional increment for having passed the prescribed departmental tests prior to 1-4-76 to that of his junior who was granted additional increment for having passed the prescribed departmental examinations on or after 1-4-1976 will be/admissible only in those cases where the senior Board employee would have, but for grant of additional increment, drawn the same or more pay than that of the junior Board employee upto 31-3-1976, subject to the other conditions, stipulated in B. O. No. B5/6458/78-79 dt. 2-7-79.
- b) The next increment of the senior Board employee shall accrue on completion of One full incremental period of 12 months from the date of stepping up of pay. The incremental period for this purpose shall be determined in accordance with the provisions of Regulation 40 & 42 of KEBESRs.
- c) Consequent on stepping up of pay of senior Board employee to that of their juniors, if the annual increment of the junior Board employee falls due before completion of the incremental period of 12 months, which again results in the anomaly of the senior Board employee drawing pay less than that of his junior, the pay of such senior Board employee could be again stepped up to the same stage as that of the pay of the junior Board employee. The next annual increment to the senior Board employee would accrue on completion of 12 months from the date of the second stepping up of pay.

Therefore, action may be taken to examine the cases in the light of the above clarifications while considering the applications of the employees for stepping up of the



pay as per B.O. No. B5/6548/78-79 dt. 2-7-79 and B.O. No. B5/6458/78-79/10-6-88.  
This shall apply to all cases of stepping up coming on and after 1-4-89.

By Order.  
Sd/- Secretary

## Karnataka Electricity Board

READ

B. O. No. KEB/B16/3888/89-90 dtd. 12-4-1990 according approval to revise the scales of pay of Workmen with effect from 1-4-1989.

2. B. No. KEB/B16/1950/90-91 dated. 27-9-90 according approval to revise the scales of pay of Officers of the KEB with effect from 1-4-1989.

3. U. O. Note No. 159 dtd. 14-11-1991 of the Financial Adviser & Chief Accounts Officer, KEB, Bangalore, suggesting to remove the anomaly by issue of suitable Board Order.

4. Discussions made in the joint meeting with the KEB Employees, Union on 25-4-1992.

.....

Order No. KEB/SA III/329/90-91,

Bangalore, Dated : 11-8-1992

Board is pleased to accord approval for the following :

Wherein the fixation of pay in the revised pay scales with effect from 1-4-1989 the pay of the Board employee who in the existing scale was drawing immediately before 1-4-1989 equal or more pay than another Board employee junior to him in the same cadre gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior in the following circumstances.

- a) The junior is promoted after 1-4-1989 to the cadre to which the senior was promoted earlier.
- b) With all things being equal, the junior being fixed at a higher stage in the revised scales on account of sanction of any similar benefits, the senior employee had drawn before 1-4-1989 but after 1-4-1985 subject to the following conditions :
  - 1) There is no dispute about the seniority of the senior and the junior employees.
  - 2) The promotion of the Junior Board employee is regular and in accordance with rules of recruitment of the Board.
  - 3) The disparity in pay has not arisen due to :-
    - a) Service weightage that is granted to the junior on account of his total length of service in the Board.
    - b) Stoppage of increment or reduction of pay of the senior Board employee.
    - c) Grant of additional/ advance increments to the Junior Board employee for possessing or acquiring higher qualifications or for passing prescribed examinations or for any such other reasons..
  - 4) The next increment of the senior shall accrue on completion of one full incremental period from the date of stepping up of the pay. The incremental period for this purpose being determined in accordance with regulations 40 and 42 of BESRs. Where, in a

particular case, an occasion were to arise that subsequent to the sanction of annual increment due to the junior, disparity arises once again, in such cases, pay of the senior shall be stepped up on the later date, i. e., the date of sanction of annual increment to the junior Board employee.

The proposals for step up of pay of the Seniors as per this order shall be sent to the Financial Adviser & Chief Accounts Officer, KEB, Bangalore, for verification and onward transmission to the Board Secretariat/Chief Engineer, Elec. (General)'s Office in respect of Class-I and Class-II and below respectively, duly furnishing the details of the Senior and Junior Board employees in the proforma appended to this Board Order,

By order,  
Secretary, KEB.

# Karnataka Electricity Board

Proforma to B.O.No. KEB/SAIII329/90-91 dt.

## Senior Board Employee

## Junior Board Employee

- | <u>Name</u>  | <u>Designation</u> |
|--|--------------------|
| 1. Designation of the post held prior to the date of promotion             |                    |
| 2. Scale of pay and pay drawn in that scale prior to the date of promotion |                    |
| 3. Designation of the promoted post  |                    |
| 4. Date of promotion   |                    |
| 5. Scale of pay applicable to the promoted post.                           |                    |
| 6. Pay fixed in the promoted post and the date of such fixation            |                    |
| 7. Pay drawn in the promoted post from time to time                        |                    |

- | <u>Name</u>  | <u>Designation</u> |
|--|--------------------|
| 1. Designation of the post held by the junior Board employee on the date of promotion of the Senior Board employee |                    |
| 2. Scale of pay applicable and pay drawn in that scale on the date of promotion of the Senior Board employee.      |                    |
| 3. Pay drawn from time to time till the date of promotion.   |                    |
| 4. Designation of the promoted post.   |                    |
| 5. Date of promotion.  |                    |
| 6. Scale of pay applicable to the promoted post.   |                    |
| 7. Pay fixed in the promoted post and the date of such fixation  |                    |

for Secretary, KEB

## KARNATAKA ELECTRICITY BOARD

### Read:

Board Order No.KEB/B16/3590/98-99 dated 06.02.1999 revising the pay scales of officers belonging to Group 'A' & 'B' with effect from 01.04.1998.

### Preamble:

1. Some of the officers represented to the Board that they are getting less pay in the revised pay scales of 01.04.1998 than their juniors promoted after 01.04.1998 although they were promoted earlier to 01.04.1998 and hence requested to set right such anomalies by stepping up their pay.
2. Board Secretariat note dated 05.05.1999 in the matter.

Board Order No. KEB / B16 / 3590 / 98-99

Bangalore, dated: 26.05.1999

Board is pleased to accord approval for stepping up of pay of officers/workmen to that of their juniors in cases where the pay of the seniors so fixed/refixed in the revised pay scales of 01.04.1998 is less than the officers/workmen who have been promoted on or after 01.04.1998, subject to the conditions that;

1. the senior should have drawn equal or more pay prior to 01.04.1998 than that of his junior.
2. there is no dispute about the seniority of the seniors and the juniors.
3. the disparity has not arisen due to stoppage of increment or reduction of pay of the seniors.
4. the disparity has not arisen due to grant of additional/advance increments to the juniors possessing or passing prescribed departmental examinations or acquiring higher qualification or for any such other reasons.

Consequent to the step up of pay of the seniors to that of the juniors, the next increment of the seniors shall accrue on completion of one full incremental period from the date of stepping up of their pay. The incremental period for this purpose being determined in accordance with Regulations 40 and 42 of KEBESR.

However, after the sanction of annual increment to the junior, if disparity in pay occurs once again between the junior and senior employee, then the pay of the senior shall be stepped up to the pay of the junior, from the date of sanction/accrual of the annual increment of the junior.

The following illustrations may be used as guidance in the method of stepping up of pay of the seniors to that of the juniors

**Illustration-1**

Pay drawn/ fixed in respect of 'X' a Senior Officer from time to time.	Pay drawn/ fixed in respect of 'Y' a Junior Officer from time to time.
Pay Rs.6835/- w.e.f. 01.04.1997 in scale Rs.2710-100-3110-125-3860-150-4910-175-6310 (after drawing stagnation increment as AEE).	Pay Rs.6835/- w.e.f. 01.04.1997 in scale Rs.2710-100-3110-125-3860-150-4910-175-6310 (after drawing stagnation increment as AEE).
<u>Promoted as FEE w.e.f. 23.01.1998:</u> Pay fixed at Rs.7010/- w.e.f. 23.01.1998 in scale Rs.3860-150-4910-175-7010.	Pay fixed at Rs.7010/- w.e.f. 01.04.1998 in scale Rs.2710-100-3110-125-3860-150-4910-175-6310 (after allowing stagnation increment)
Pay refixed at Rs.7185/- w.e.f. 01.01.1999 in scale Rs.3860-150-4910-175-7010.(after allowing stagnation increment)	
<b>Pay fixed/refixed consequent to revision of pay scales w.e.f.01.04.1998</b>	<b>Pay fixed/refixed consequent to revision of pay scales w.e.f.01.04.1998</b>
Pay fixed at Rs.16300/- w.e.f. 01.04.1998 in the revised scale of Rs. 11650-350-12000-400-13600-450-18550-500-19550.	Pay fixed at Rs.16300/- w.e.f. 01.04.1998 in the revised scale of Rs. 8550-250-8800-300-10600-350-12000-400-13600-450-18550.
Pay refixed at Rs.16750/- w.e.f. 01.01.1999 in the revised scale of Rs. 11650-350-12000-400-13600-450-18550-500-19550.	<u>Promoted as FEE w.e.f. 27.05.1998:</u> Pay fixed at Rs.16750/- in scale of Rs. 11650-350-12000-400-13600-450-18550-500-19550.
	Pay fixed at Rs.17200/- w.e.f. 01.04.1999 in the revised scale of Rs. 11650-350-12000-400-13600-450-18550-500-19550.

**Action to be taken to step up the pay of the Senior 'X':**

Rs.16750/- w.e.f. 27.05.1998 in scale of Rs. 11650-350-12000-400-13600-450-18550-500-19550.

Rs.17200/- w.e.f. 01.04.1999 in scale of Rs. 11650-350-12000-400-13600-450-18550-500-19550.

Note: the next date of increment of the senior shall be 01.04.2000, 01.04.2001 and so on.

**Illustration-2**

Pay drawn/ fixed in respect of 'X' a Senior Officer from time to time.	Pay drawn/ fixed in respect of 'Y' a Junior Officer from time to time.
Pay Rs.6485/- w.e.f. 01.06.1997 in scale Rs.2710-100-3110-125-3860-150-4910-175-6310 (after drawing stagnation increment as Accounts Officer).	Pay Rs.6485/- w.e.f. 01.06.1997 in scale Rs.2710-100-3110-125-3860-150-4910-175-6310 (after drawing stagnation increment as Accounts Officer).
<u>Promoted as DCA w.e.f. 01.02.1998:</u> Pay fixed at Rs.6660/- w.e.f. 01.02.1998 in scale Rs.3860-150-4910-175-7010.	Pay Rs.6660/- w.e.f. 01.06.1998 in scale Rs.2710-100-3110-125-3860-150-4910-175-6310 after sanction of annual increment.
<b>Pay fixed/refixed consequent to revision of pay scales w.e.f.01.04.1998.</b>	<b>Pay fixed/refixed consequent to revision of pay scales w.e.f.01.04.1998.</b>
Pay fixed at Rs.15850/- w.e.f. 01.04.1998 in scale of Rs. 11650-350-12000-400-13600-450-18550-500-19550.	Pay fixed at Rs.15400/- w.e.f. 01.04.1998 in the revised scale of Rs.8550-250-8800-300-10600-350-12000-400-13600-450-18550.
	Pay refixed at Rs.15850/- w.e.f. 01.06.1998 in scale of Rs. 8550-250-8800-300-10600-350-12000-400-13600-450-18550.
Pay fixed at Rs.16300/- w.e.f. 01.04.1999 in the revised scale of Rs. 11650-350-12000-400-13600-450-18550-500-19550 (after allowing Annual increment).	<u>Promoted as DCA w.e.f. 17.06.1998:</u> Pay fixed at Rs.16300/- in scale of Rs. 11650-350-12000-400-13600-450-18550-500-19550.
	Pay fixed at Rs.16750/- w.e.f. 01.06.1999 in the revised scale of Rs. 11650-350-12000-400-13600-450-18550-500-19550.

Action to be taken to step up the pay of the Senior 'X':

Rs.16300/- w.e.f. 17.06.1998 in scale of Rs. 11650-350-12000-400-13600-450-18550-500-19550.

Rs.16750/- w.e.f. 01.06.1999 in scale of Rs. 11650-350-12000-400-13600-450-18550-500-19550.

Note: the next date of increment of the senior shall be 01.06.2000, 01.06.2001 and so on.

By Order,

*CA*  
SECRETARY, 26.5.99  
KEB

To:

1. The Chief Engineer (Ele.) (Genl.), KEB, Bangalore.
2. The Chief Financial Adviser, KEB, Bangalore.
3. The Inspector General of Police (Vigilance), KEB, Bangalore.
4. The Chief Law Officer, KEB, Bangalore.
5. The Chief Industrial Relations Officer, KEB, Bangalore.
6. All Chief Engineers Electricity, KEB.
7. All Chief Controllers, KEB.
8. All Controllers, KEB.
9. All Superintending Engineers Elecl/Civil, KEB.
10. All Deputy Controllers, KEB.
11. All Executive Engineers Elecl/Civil, KEB.
12. All Accounts Officers, KEB.
13. PS to CM/FM/Member (Distribution)/Member(Transmission)/Secretary/Addl. Secy., KEB, Bangalore.
14. All Officers of Board Secretariat, KEB, Bangalore.
15. MF., SA-II - Records, Bd. Sect., KEB.

Copy for information to:

1. Sri T.Hanmanthappa, Member, KEB, Bangalore.
2. Sri V.Nagaraju, Member, KEB, Bangalore.
3. The General Secretary, KEB Employees' Union / KEB Engineers' Assn./ KEB Accounts Officers' Assn./ KEB SC/ST Employees Welfare Assn., Bangalore.



## **Karnataka Electricity Board**

### **READ :**

1. B.O. No. KEB/B16/2651/94-95 dtd. : 26-4-1994 according approval to revise the scales of pay of Workmen with effect from 1.4.1993.
2. B.O. No. KEB/B16/2663/94-95 dtd. : 31.10.1994, according approval to revise the scales of pay of officers of the KEB with effect from 1.4.1993.
3. Board Secretariat Note dtd. : 7-12-1994

**BOARD ORDER NO. KEB/SA III/5057/94-95**

**BANGALORE, DTD. : 6-6-1995**

Board is pleased to accord approval for the following :

Wherein the fixation of pay in the revised pay scales with effect from 1.4.1993, the pay of the Board employee who in the existing scale was drawing immediately before 1.4.1993 equal or more pay than another Board employee junior to him in the same cadre gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior in the following circumstances :

- (a) The junior is promoted after 1.4.1993 to the cadre to which the senior was promoted earlier.
- (b) With all things being equal, the junior being fixed at a higher stage in the revised scale on account of sanction of any similar

benefits, the senior employee had drawn before 1.4.1993 but after 1.4.1989 subject to the following conditions :

- (1) There is no dispute about the seniority of the senior and the junior employees.
- (2) The promotion of the Junior Board employee is regular and in accordance with rules of recruitment of the Board.
- (3) The disparity in pay has not arisen due to :
  - (a) Service weightage that is granted to the junior on account of his total length of service in the Board.
  - (b) Stoppage of increment or reduction of pay of the senior Board employee.
  - (c) Grant of additional / Advance increments to the junior Board employee for possessing or acquiring higher qualifications or for passing prescribed examinations or for any such other reasons.
- (4) The next increment of the senior shall accrue on completion of one full incremental period from the date of stepping up of the pay. The incremental period for this purpose being determined in accordance with regulations 40 and 42 of BESRs. Where, in a particular case, an occasion were to arise that subsequent to the sanction of annual increment due to the junior, disparity arises once again, in such cases, pay of the senior shall be stepped up on the later date, i.e., the date of sanction of annual increment to the junior Board employee.

The proposals for step up of pay of the Seniors as per this order shall be sent to the Financial Adviser & Chief Accounts Officer, KEB, Bangalore, for verification and onward transmission to the Board Secretariat / Chief Engineer, Electy. (General)'s Office in respect of Class-I & Class-II and below respectively, duly furnishing the details of the senior and junior Board employees in the proforma appended to this Board Order.

By Order  
Secretary, K.E.B.

**KARNATAKA ELECTRICITY BOARD**

**PROFORMA to B.O. No. KEB/SA-III/5057/94-95 Dated :**

<b><u>Senior Board Employee</u></b>		<b><u>Junior Board Employee</u></b>	
<b>Name</b>	<b>Designation</b>	<b>Name</b>	<b>Designation</b>
1. Designation of the post held prior to the date of promotion.		1. Designation of the post held by the junior Board employee on the date of promotion of the Senior Board employee.	
2. Scale of pay and pay drawn in that scale prior to the date of promotion.		2. Scale of pay applicable and pay drawn in that scale on the date of promotion of the Senior Board employee.	
3. Designation of the promoted post.		3. Pay drawn from time to time till the date of promotion.	
4. Date of promotion.		4. Designation of the promoted post.	
5. Scale of pay applicable to the promoted post.		5. Date of promotion.	
6. Pay fixed in the promoted post and the date of such fixation.		6. Scale of pay applicable to the promoted post.	
7. Pay drawn in the promoted post from time to time		7. Pay fixed in the promoted post and the date of such fixation.	



**KARNATAKA POWER TRANSMISSION CORPORATION LIMITED**

Sub: Stepping up of pay of Officers/Workmen consequent to revision of pay scales w.e.f. 01.04.2003

**READ:**

1. Board Order No. KEB/B16/3590/98-99 dated: 26.05.1999 according approval for stepping up of pay of Officers/ Workmen to that of their juniors in cases where the pay of the seniors so fixed/ refixed in the revised pay scales of 01.04.1998 is less than the Officers/Workmen who have been promoted on or after 01.04.1998.
2. Order No. KPTCL/B16/4678/2006-07 Dated 27.9.2006 revising the pay scales and other allowances of Workmen w.e.f. 01.04.2003.
3. Order No. KPTCL/B16/4679/2006-07. Dated 27.9.2006 revising the pay scales and other allowances of Officers w.e.f. 01.04.2003.
4. Corporate Office note dated: 01.01.2008.

08-JAN-2008

**ORDER No. KPTCL/B16/4679/2006-07 (A) BANGALORE DATED: 08 JAN 2008**

1. Board is pleased to accord approval for stepping up of pay of Officers/ Workmen to that of their juniors in cases where the pay of the seniors so fixed/ refixed in the revised pay scales of 01.04.2003 is less than the Officers/Workmen who have been promoted on or after 01.04.2003, subject to the conditions that;
  - i. The senior should have drawn equal or more pay prior to 01.04.2003 than that of his junior.
  - ii. There is no dispute about the seniority of the seniors and the juniors.
  - iii. the disparity has not arisen due to stoppage of increment or reduction of pay of the seniors.
  - iv. the disparity has not arisen due to grant of additional/ advance increments to the juniors possessing or passing prescribed departmental examinations or acquiring higher qualification or for any such other reasons.
2. Consequent to the step up of pay of the seniors to that of the juniors, the next increment of the seniors shall accrue on completion of one full incremental period from the date of stepping up of their pay. The incremental period for this purpose being determined in accordance with Regulations 40 and 42 of KEBESR.

3. However, after the sanction of annual increment to the junior, if disparity in pay occurs once again between the junior and senior employee, then the pay of the senior shall be stepped up to the pay of the junior, from the date of sanction/ accrual of the annual increment of the junior.

BY ORDER,

  
GENERAL MANAGER  
(ADMN. & HRD)

**Copies to:**

1. V.Narayana Gowda, Director (Labour) and President, KPTC Employees Union (Reg. No.659).
2. Sri.B.N.Satyapremkumar, Director, CESC, MESCOM, HESCOM and GESCOM.
3. All Managing Directors, ESCOMs/VVNL(KPCL).
4. All Chief Engineers, Electy., KPTCL/ESCOMs.
5. All Financial Advisers, KPTCL/ESCOMs.
6. All Superintending Engineers, KPTCL/ESCOMs.
7. All Controllers, KPTCL/ESCOMs.
8. All Executive Engineers, KPTCL/ESCOMs.
9. All Deputy Controllers, KPTCL/ESCOMs.
10. PS to MD, KPTCL, Director(Transmission)/Director(Law)/Director(Finance), KPTCL.
11. PS to GM (A&HRD), Company Secretary, KPTCL.
12. All Officers, Corporate Office.
13. SA-II, Records.

**Copy for information to:**

1. The General Secretary, KPTC Employees' Union (Reg. No. 659).
2. The General Secretary, KEB Engineers' Association,
3. The General Secretary, KPTCL Accounts Officers' Association.
4. The General Secretary, KEB SC/ST Employees' Welfare Association, Central Committee.



## KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Sub.: Stepping up of pay of officers./workmen – Reg.

READ:

1. Letter No.KEB/B16/5816/82-83 dated 27.7.1984 addressed to the Chief Engineer (General), KEB, Bangalore, clarifying certain matters regarding the scheme of Next Higher Scale.
2. Order dated 16.1.1986 of the Hon'ble High Court of Karnataka in the case of KEB Vs. Sri.Y.V.Venkatakrishna and others, ILR 1986.
3. Order No. KPTCL/B16/4679/2006-07 (A) dated 8.1.2008 according approval for stepping up of pay of officers/workmen to that of their juniors in cases where the pay of seniors so fixed/refixed in the revised pay scale of 1.4.2003 is less than the officers/workmen who have been promoted on or after 1.4.2003 and similar orders issued from time to time.
4. Letter dated 6.10.2008 of the General Secretary, KPTC Employees' Union (Reg. No.659) in the matter of stepping up of pay of employees.
5. Corporate Office note dated 30.10.2008.

**ORDER NO.: KPTCL/B16/3436/2008-09, BANGALORE DATED: 6 JUL 2009**

In partial modification to order dated 8.1.2008 according approval for stepping up of pay of officers/workmen to that of their juniors and similar orders issued in the matter from time to time, Corporation is pleased to accord approval for stepping up of pay of officers/workmen to that of their juniors in cases where the disparity has arisen due to grant of additional increments and Next Higher Scale to the juniors. However, all the other terms and conditions stated in the earlier orders related to stepping up of pay shall remain unaltered.

By order.

DIRECTOR (ADMN. & HR)  
KPTCL

To:

1. Sri.P.G.Ameenabhavi, President, KPTC Employees' Union (Reg. No.659), Bangalore.
2. Sri.L.Ravi, President, KEB Engineers Association, Bangalore and Director, KPTCL/ ESCOMs.
3. All Chief Engineers Elecy, KPTCL/ESCOMs/KPC, Jog/Yelahanka.
4. All Financial Advisors, KPTCL/ESCOMs.

No. FD 77 SRS 64

Mysore Government Secretariat,  
Finance Department, Vidhana Soudha,  
Bangalore, Dated 11th August 1967.

### OFFICIAL MEMORANDUM

A reference is invited to the Notifications No. FD 56 SRS 65 dated 29th July 1967 and No. FD 77 SRS 64 dated 1st August 1967 amending Rule 42-B of the Mysore Civil Services rules. It may be noted that as per the Notification dated 29th July 1967, a Government servant who is promoted to a higher post is given an option to continue to draw pay in the scale of pay of the lower post till the Date of his next increment in that scale and the benefit derivable as per this rule shall also be applicable to promotions of Government servants made on or after 1st December 1957 and the arrears, if any, as a result of this may also be paid. But, according to the notification dated 1st August 1967 when a Government servant is promoted to a higher post, a notional increment is allowed in the lower scale before fixing the pay in the higher scale ; this principle is also applicable to promotion of Government servants to another post made on or after 1st January 1961, but no arrears will be allowed for the period prior to 1st August 1967. It is, therefore, apprehended that while applying both the amendments to individual cases simultaneously there is a risk of the arrears being allowed in both the cases unless adequate care is taken.

It is, therefore, directed that all the authorities competent to fix the pay of Government servants under these amended rules should see that in cases of promotions made prior to 1st August 1967 but on or after 1-1-1961 the pay is fixed first under the amendment issued in the Notification dated 29th July 1967 as per Sub-Rule (I) of Rule 42-B as it existed before amendment as in Notification dated 1st August 1967 and the arrears admissible are worked out. After this is done, the pay may be fixed as per the amendment issued in the Notification dated 1st August 1967.

By Order and in the name of the  
Governor of Mysore  
Sd/- Deputy Secretary to Government,  
Finance Department

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No. FD 77 SRS 64, Mysore Government Secretariat, Finance Department, Vidhana Soudha, Bangalore, Dated 19th October 1967.

### CIRCULAR

Sub : Fixation of pay of Gazetted Officer consequent on amendments issued to Rule 42-B of Mysore Civil Services Rules.

A reference is invited to the amendments issued to Rule 42-B of Mysore Civil Services Rules in Notifications No. FD 56 SRS 65 dated 29th July 1967 and No. FD 77 SRS 64 dt. 1st August 1967. As per these amendments retrospective revision of pay has to be made in a number of cases of Gazatted Government servants in the office of the Accountant General. The work has already been taken up by the Accountant General and as the review of the cases, fixation of pay, authorisation of arrears and issue of the pay slips for the revised pay etc., involve much work and it is likely to take some time, all the Gazatted Officers are advised not to send reminders to the Accountant General in this connection till the 15th November 1967 as it would unnecessarily increase the correspondence and delay in finalising the fixation.

It has been reported by the Accountant General that the options already received in his office from some officers do not contain all the relevant information required by him to take up the fixation of pay as per the amended rule. It is, therefore directed that the option envisaged in the Notification dated 29th July 1967 referred to above should be exercised in the proforma enclosed to this circular. The option already exercised will be disregarded and even those officers should exercise the option afresh in the prescribed form. In the cases of these who had promotions in non-gazatted cadres on or after 1st December 1957 before their promotions to gazetted posts, fixation of pay in the gazetted post can be taken up by the Accountant General only after knowing the revised pay in the non-gazatted post as on the date of promotion to the gazetted post. In such cases, therefore, the Heads of Departments are requested to see that the pay of the Officers concerned is revised in terms of the amended rule in the non-gazatted scales and to record the same in the service books concerned and then to forward the Service Books to the Accountant General to enable him to regulate the pay in the Gazatted scales.

Sd/- Deputy Secretary of Government  
Finance Department

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No. FD 77 SRS 64, Mysore Government Secretariat, Finance Department, Vidhana Soudha, Bangalore Dated, 3rd November, 1967.

### CIRCULAR

Sub : Fixation of pay of Gazatted officers consequent on amendments issued to Rule 42-B of Mysore Civil Services Rules.

A reference is invited to the Circular issued under No. FD 77 SRS 64 dated 19th October 1967 in which Gazatted Officers were directed that the option envisaged in the Notification No. FD 56 SRS 65 dated 29th July 1967 should be exercised in the proforma prescribed therein.



According to Official Memorandum No. FD 77 SRS 64 dated 11th August 1967 in cases of promotions made prior to 1-8-1967 but on or after 1-1-61, pay should be fixed first under the amendment issued in Notification dated 29th July 1967 as per Rule 42-B (I) of Mysore Civil Services Rules as it existed on that date and the arrears admissible worked out. After this is done, the pay is required to be fixed as per the Notification dated 1st August 1967. It is, therefore necessary for the Accountant General to receive the option from the Gazetted Officers under the Notification of 29th July, 1967 before he could take action to fix their pay under either of the Notifications. Therefore, such of the Gazetted Officers who do not want to exercise their option in terms of the Notification dated 29th July 1967 should also intimate the Accountant General of the fact that they have no option to exercise so that he may take up the fixation of their pay under the Notification dated 1st August 1967, and finalise their cases.

Sd/- Deputy Secretary to Government,  
Finance Department

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No. FD 77 SRS 64, Mysore Government Secretariat, Finance Department, Vidhana Soudha, Bangalore, dated 27th November, 1967.

#### OFFICIAL MEMORANDUM

Sub : Fixation of pay under Rule 42-B of the Mysore Civil Services Rules.

According to sub-rule (I) of Rule 42-B of the Mysore Civil Rules, as introduced in Notification No. FD 77 SRS 64 dated 1st August 1967, in the case of Government servants whose initial pay is fixed under the said sub-rule, the provisions of sub-clause (ii) or clause (a) of Rule 45 of the Mysore Civil Services Rules are not applicable. Further, though the principle of fixation of pay laid down in the said sub-rule is applicable to promotions of Government Servants made on or after 1st January 1961, such Government servants have no right to claim arrears of pay due for the period prior to 1st August 1967. If, in the case of Government servants whose pay has been regulated under the provision of sub-clause (ii) of clause (a) of Rule 45 of the Mysore Civil Services Rules, the pay is now re-fixed from the date of promotion under the provisions of sub-rule (I) of Rule 42-B of the said rules with retrospective effect, it may in certain cases, result in recovery of overpayments. As arrears of pay in respect of the national increment granted under Rule 42-B (I) of the Mysore Civil Services Rules are not allowed for the period prior to 1st August 1967, it would only be fair to waive recovery of such excess payments, if any. Government are accordingly pleased to direct that

recovery of excess payments, if any, found to have been made during the period from 1st January 1961 to 31st July 1967, on account of retrospective re-fixation of pay under Rule 42-B(1) of the said rules shall be waived

By Order and in the name of the  
Governor of Mysore  
Sd/- Deputy Secretary to Government,  
Finance Department (Budget)

**Read :** The Government Notification No. FD 56 SRS 65 dated 29-7-1967 framing the rules called the Mysore Civil Services (Thirty-First Amendment) Rules 1967.

2. Government Notification No. FD 77 SRS 64 dated 1-8-1967 framing the rules called the Mysore Civil Services [Thirty-Second Amendment] Rules, 1967.

3. Government Notification No. FD 98 SRS 66 dated 8-8-1967 framing the rules called the Mysore Civil Services (Thirtyfourth Amendment) Rules, 1967.

4. Government Notification No. FD 77 SRS 64 dated 11-8-1967 issuing instructions in the matter of fixation of pay as per Government Notification No. FD 56 SRS 65 dated 29-7-1967 and FD 77 SRS 64 dated 1-8-1967.

5. Government Circular No. FD 77 SRS 64 dated 19-10-1967 issuing instructions regarding the fixation of pay of Gazetted servants consequent on amendments issued to Rule 42-B of MCSR's Notifications No. FD 56 SRS 65 dated 29-7-1967 and FD 77 SRS dated 1-8-1967.

6. Government Circular No. FD 77 SRS 64 dated 8-11-1967 issuing further instructions regarding fixation of pay of Gazetted Officers consequent on amendments issued to Rule 42-B of MCSR's issued in Government Notifications referred to above.

7. Government O.M.No FD 77 SRS 64 dated 27-11-1967 issuing further instructions regarding fixation of pay under Rule 42-B MCSR's.

8. Letter No. EA/3639 dated 30-10-1967 from the Chief Accounts Officer, M.S.E. Board, forwarding proposals in the matter of issuing amendments to MSEB Employees Service Regulation on the basis of the amendments to MCSR's issued by Government in Notifications referred to above.

9. U.O.No. A/AOE/152 dated 25-11-1967 from the Chief Engineer, Electricity (General), Mysore State Electricity Board, Bangalore in the matter,

10. Proceedings of the Finance Sub-Committee meeting.

ORDER No. MSEB/AI.3723/67-68

Dated 22nd February 1968 Bangalore,

As recommended by the Finance Sub-Committee, the Government orders indicated below are approved to be adopted subject to the Notifications given by Government in their Official Memorandums and Circulars Nos. (a) FD 77 SRS 64 dated 11-8-1967. (b) FD 77 SRS 64 dated 19-10-1967. (c) FD 77 SRS 64 dated 3-11-1967 and (d) FD 77 SRS 64 dated 27-11-1967.

- (1) G. O. No. FD 56 SRS 65 dated 29-7-1967
- (2) G. O. No. FD 77 SRS 64 dated 1-8-1967
- (3) G. O. No. FD 98 SRS 66 dated 8-8-1967

By Order,  
Sd/- Secretary

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FE 56 SRS 65

Mysore Government Secretariat,  
Bangalore, Dated 29th July, 1967

#### NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the Governor of Mysore hereby makes the following rules further to amend the Mysore Civil Services Rules, 1967.

Title and commencement :- 1) These rules may be called the Mysore Civil Services (Thirty first amendment) Rules, 1967.

2) They shall come into force at once.

Amendment of Rule 42 B : Rule 42B of the Mysore Civil Services hereinafter referred to as the principal rules) shall be read as sub-rule (1) of that rule and after the sub-rule (1) as read the following sub-rule shall be inserted, namely :-

A Government Servant to whom sub-rule (1) is applicable, may at his option to be exercised immediately after his promotion continues to draw pay in the scale of pay of the lower post till the which he would have normally earned an increment therein, and his pay shall be fixed in accordance with the provisions sub rule (1) in the scale of pay of the higher post held by him as if he has been promoted to the said higher post after he had earned an increment in the lower post.

Application to past cases :- The benefit derivable under sub rule (2) of rule 42B of the principal rules shall also be applicable to promotions of Government servants made on

or after the 1st of December 1957, and in the case of a Government servant eligible to such benefits in respect of any promotion made before the commencement of these rules, the option shall be exercised within for a period of one year from the date of such commencement:

By Order,  
Sd/- Secretary

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FD SRS 64

Mysore Government Secretariat  
Bangalore, Dated 1-8-1967

### NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the Governor of Mysore hereby makes the following rules further to amend the Mysore Civil Services Rules, namely :-

1. Title and commencement :- 1) These rules may be called the Mysore Civil Services (Thirty second amendment) Rules, 1967, 2) They shall come into force at once.

2. Amendment of rule 42 B :- For sub-rule (1) of rule 42-B of the Mysore Civil Services Rules (hereinafter referred to as the principle rule), the following sub rule shall be substituted namely :-

“42-B (1) Notwithstanding anything contained in these rules, where a Government Servant holding a post in a substantive, temporary or officiating capacity is promoted in a substantive, temporary or officiating capacity to another post carrying duties and responsibilities of greater importance than those attaching to the post held by him his initial pay in the time scale of the higher post shall be fixed at the stage next above the pay notionally arrived at by increasing his pay in the scale of pay of the lower post at the time of such fixation by one increment.

Provided that where such Government servant is drawing a pay equivalent to or more than the maximum pay of the scale of pay of the lower post, the notional increment shall be on an amount equal to the last increment in the scale of pay of the lower post.

Provided further that the provision of sub clause (ii) of clause of rule 45, shall not be applicable to any case where the initial pay is fixed under this sub-rule.

3. Application to past cases ,- The principle of fixation of pay laid down in sub rule (1) of rule 42 (B) of the Principal rules shall not be applicable to promotions of Government servants to another post carrying duties and responsibilities of greater

importance than those attaching to the post held by them made on or after first January 1958 but a Government servant whose pay is fixed under this sub-rule, in respect of any promotion made before the date of commencement of these rules shall have no right to claim arrears of pay for the period prior to the date of the commencement of these rules.

Sd/- Spl. Officer, Finance Department  
(Pensions)

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FD 96 SRS 66

Mysore Govt. Secretariat  
Bangalore, Dated 8-8-1967

### NOTIFICATION

In exercise of the powers conferred by the proviso to the article 309 of the Constitution, the Governor of Mysore hereby makes the following rules further to amend the Mysore Civil Service Rules namely :-

1. Title and commencement: - (1) These rules may be called Mysore Civil Services (Thirty fourth Amendment) rules, 1967. 2) They shall come into force at once.

2. Amendment of rule 30 - After rule 41 of the Mysore Civil Rules (hereinafter referred to as the principal Rules), these following rule shall be inserted namely :-

“41-A (1) Notwithstanding anything contained in rules 20 to 41 of these rules where a Government Servant appointed to a post or category of posts as a local candidate or as a regularly selected candidate, is appointed regularly as per relevant rules as per requirement to any other department, his initial basic pay shall be fixed in the scale of pay of the post or category of posts to which he is appointed at such stage that it shall not be less than the basic pay which he last drew in the post last held by him.

Provided that where the basic pay drawn in the post last held by him is more than maximum pay of the scale of pay of the post or category of posts, his pay shall be fixed at the basic pay of the scale of pay of the new post or category of post.

2) The service rendered by him until the date of his appointment shall count for purposes of leave, pension and emoluments in the same manner and to the same extent and subject to the same conditions as one applicable to a temporary Government servant.

3. Application to past cases The benefit derivable under rule (1) of rule 41-A of the principal rules shall also be applicable to appointment of Government servants made regularly as per the relevant rules of recruitment on or after the first day April 1962.

Sd/- Special officer, Finance Department  
(Pensions)

Read : B.O. No. A1-3723/67-68 dated 22-2-68 adopting

- 1) G.O. No. FD 56 SRS 65 dated 29-7-67
- 2) G.O. No. FD 77 SRS 64 dated 1-8-67
- 3) G.O. No. FD 98 SRS 66 dated 8-8-67

Regarding amendments to Rule 42-B of the M.C.S. Rs.

2) Letter No.A/AOE/42 dated 21-5-68 from the Chief Engineer (General) forwarding a copy of subsequent G.O. No. FD 9 SRS 68 dated 8-4-68 (which is to be added as a note to the existing Rule 42-B) and requesting the Board to adopt the Government order dated 8-4-68 also.

ORDER No. MSEB/A11-6325/66-67

Bangalore, Dated 10-6-1968

Government Notification No. FD 9 SRS 68 dated 8-4-68 as in annexure which proposes to introduce a note below Rule 42-B of M.C.S.Rs is approved to be adopted.

By Order,  
Sd/- Secretary

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Copy of Notification No. FD 9 SRS 68 dated 8th April 1968 of Government of Mysore.

#### NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the Governor of Mysore hereby makes the following rule further to amend the Mysore Civil Rules, namely :-

1. Title : These rules may be called the Mysore Civil Service (Twentieth amendment) Rules 1968.

Note : The principle of fixation of pay laid down in Sub rule (1) shall be applicable also to a Government servant appointed through the Public Service Commission

or any other recruitment agency to a higher post which is also a promotional post according to the Cadre and Recruitment Rules of the department to which he belongs.

By order and in the name of the  
Governor of Mysore  
Sd/- Under Secretary to Government  
Finance Department



No. MSEB/BPO. 271/72-73

Bangalore, Dated 1-6-1973

From, The Secretary, MSEB, K. R. Circle, Bangalore-1.

Dear Sir,

Relief of employees of the Board who are selected for appointment to a different class or post under Direct recruitment - instructions regarding.

It has been brought to the notice of the Board that an employee who was working as a Lineman was selected under direct recruitment to the post of II Division clerk after interview and oral test and was issued appointment order by the competent authority posting him as II Division clerk, but the immediate officer under whom the employee was working asked the employee to tender his resignation to the post of Lineman for arranging his relief to join the new appointment as II Division clerk and therefore the employee represented the Board to arrange for his relief from the post of Lineman without insisting on the tendering of resignation to the said post to join the new appointment as II Division clerk. In this connection it may be mentioned that the question of obtaining the resignation will arise only when the employee is quitting the service of the Board once for all and taking appointment elsewhere. But, in the case of type referred to above wherein employee has already been working in the Board and is appointed to another post as a regularly recruited candidate as per relevant rules of recruitment in the Board itself, the question of obtaining the resignation from such an employee will not arise. Further, such employee will be entitled to the benefit of the past service for purposes of earning leave and for pension and gratuity according to Government Notification No. FD 98 SRS 66 dated 8-8-67 which has been adopted by the Board in Board order No. MSEB/AI.3723/67-68 dated 22-2-1968. Besides he will also be afforded the benefit of protection of pay that he was drawing before such recruitment in case that pay was more than the pay of the post to which he is selected by direct recruitment.

In the circumstances, it is hereby clarified that there is no need to insist on tendering of resignation by the employee already in the services of the Board to join the new post to which he has been selected under the relevant rules of recruitment of the Board and the concerned officers under whom such employees are working shall arrange for the immediate relief of the employees soon after the receipt of the appointment order from the competent authority to facilitate the employee to join his new appointment without any delay. The above instructions should be followed strictly in future.

By Order,  
Sd/- Secretary

**READ ; Board Order No. MSEB/A1. 3723/67-68 dated 22-2-68 adopting the Government Order No. FD 56 SRS 65 dated 29-7-67, FD 77 SRS 64 dated 1-8-67 and FD 98 SRS 66 dated 8-8-67 with regard to fixation of pay of employees under Rule 42-B of KCSRs.**

**2. Government order No. FD 132 SRS 76 dated 31-12-76 modifying the provisions relating to fixation of pay under Rule 42 B (I) of KCSRs.**

**3. Board order No KEB/BPO 5/76-77 dated 12-3-77 approving the revision of pay scales in respect of workmen of KEB with effect from 1-4-1976.**

**Order No. KEB/BPO. 16/76-77, Bangalore, Dated 2-5-1977.**

**Approval is accorded for the adoption of Government order No. FD 132 SRS 76 dated 31-12-76 modifying the provisions relating to fixation of pay under Rule 42-B(I) of KCSRs.**

**This order shall come into force from 1st day of April, 1976.**

**By Order,  
Sd/- Secretary, KEB**

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## **PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA**

**Sub : Fixation of pay under Rule 42-B(1) of the Karnataka Civil Services Rules on promotion in the light of the revised scales of pay.**

**PREAMBLE : Government have accepted the recommendations of the Pay Commission as modified by the Official Committee and have issued the Karnataka Civil Services (Revised pay) Rules, 1976, vide Notification No. FD 132 SRP (3) 76 dated 20th December, 1976, effective from 1st January, 1977.**

**2. Consequent on the introduction of new scales of pay with effect from 1st January 1977, Government consider it necessary to modify the provisions relating to fixation of pay under Rule 42-B (1) of the Karnataka Civil Services Rules.**

**Order No. FD 132 SRS 76, Bangalore, Dated 31st December, 1976.**

**Government are, therefore, pleased to order as follows :**

**(i) Where a Government servant other than a Government servant to whom Rule 41-A of the Karnataka Civil Services Rules is applicable is promoted to another post**

carrying duties and responsibilities of greater importance than those attached to the post held by him, his initial pay in the time scale of the higher post shall be fixed at the stage next above his pay in the scale of pay of the lower post at the time of such promotion ;

(ii) Where the pay in the lower post is less than the minimum of the scale of pay of the higher post, his pay shall be fixed at the minimum of the scale of pay of the higher post.

(iii) The provisions of sub-clause (ii) of clause (a) of Rule 45 of the Karnataka Civil Services Rules shall not be applicable to any case where the initial pay is fixed under paragraphs (i) and (ii) above ;

(iv) Where a Government servant appointed to a higher ex-cadre post is promoted while holding such higher ex-cadre post, to a higher post in accordance with the Recruitment Rules of the Service to which he belongs, the pay drawn in such ex-cadre post shall not be taken into account for the purpose of fixation of initial pay on such promotion ; but initial pay in the post to which he is promoted shall be fixed with reference to the pay which he would have drawn in the post held by him before his appointment to the ex-cadre post ;

(v) If a Government servant either :-

a) has previously held substantively or officiated in :-

(i) the same post, or

(ii) a permanent or temporary post on the same time-scale, or

(iii) a permanent post other than a tenure post or a temporary post, on an identical time scale,

OR

b) is appointed substantively to a tenure post on a time-scale identical with that of another tenure post which he has previously held substantively to in which he has previously officiated, then provision to rule 41 of the Karnataka Civil Services Rules shall apply in the matter of the initial fixation of pay and counting of previous service for increment.

2. These orders shall come into force from the 1st day of January, 1977.

3. Amendment to the Karnataka Civil Services Rules will be issued in due course.

By Order and in the name of the  
Governor of Karnataka  
Sd/- Joint Secretary to Government,  
Finance Department

**GOVERNMENT OF KARNATAKA FINANCE DEPARTMENT**

Karnataka Civil Services (Revised pay) Rules 1976 - Revocation of option exercised under Rule 42-B of KCSRs in certain cases of promotions prior to 1st January, 1977.

READ : Government Notification No. FD 132 SRP (3) 76, dated 20th December 1976.

Order No. FD 16 SRP 77, Bangalore, dated the 3rd October 1977.

The Accountant General has brought to the notice of Government that consequent on introduction of new scale of pay with effect from 1st January 1977, some

Government employees who had exercised option under Rule 42-B(2) of the Karnataka Civil Services Rules for the retention of their pay in the pre-revised scales till (or consequent) to 1st January 1977 in respect of their promotion prior to 1st January 1977 have been adversely affected. He states that it would be reasonable if such Government employees are permitted to revoke the option already exercised or to exercise a revised option.

Government are pleased to direct that in the type of cases referred to in para 1 above, Government employees may revoke within a period of two months from the date of publication of this order in the Karnataka Gazette, the options already exercised by them.

By order and in the name of the  
Governor of Karnataka  
Deputy Secretary to Government,  
Finance Department

**READ :** Board order No. KEB/BPO.5/76-77 dated 12-3-77 according approval for the revision of pay scales of the workmen who have been appointed to the various posts against the promotion quota or who have successfully completed the probationary period in cases of appointment against direct recruitment quota with effect from 1-4-76 as per the Annexure-I there to subject to the conditions enumerated in the said Board order.

2 Board order No. KEB/BPO.7/76-77 according approval for the revision of pay scales to the officers/officials of KEB with effect from 1-4-76 subject to the conditions enumerated therein.

3. Government order No FD 16 SRP 77 dated 3rd October, 1977 according approval for revocation of option exercised under Rule 42-B of KCSRs in certain cases of promotions prior to 1st January, 1977.

Order No. KEB/85 4783/77-78, Bangalore, dated 24th July, 1978.

Government order No. FD 16 SRP 77 dated 3rd October, 1977 read at Sl. No. 3 (copy enclosed) is adopted.

2 Board is pleased to direct that in the type of cases referred to in para 1 of the Government order No FD 16 SRP 77 dated 3-10-77, the Board employees who have been promoted prior to 1-4-76 may revoke within a period of two months from the date of this Board order, the option already exercised by them.

By Order,  
Sd/- Secretary  
K.E.B.

Read : B.O. No. KEB/BPO-5/76-77 dated 12-3-77 according approval for the revision of pay scales of the Workmen who have been appointed to the various posts against the promotion quota or who have successfully completed the probationary period in cases of appointment against direct recruitment quota with effect from 1-4-76 as per the Annexure-1 thereto subject to the conditions enumerated in the said Board Order.

2. Board Order No. KEB/BPO-7/76-77 dated 9-7-77, according approval for the revision of pay scales to the Officers/officials of Karnataka Electricity Board with effect from 1-4-76 subject to the conditions enumerated therein.

3. G.O. No. FD 16 SRP 77 dated 3-10-77 according approval for revocation of option exercised under Rule 42-B of KCSRs in certain cases of promotions prior to 1-1-77

4. B.O. No. KEB/B 5-4783/77, according approval for the adoption of the G.O. No. FD 16 SRP 77 dated 3-10-77 and further directing that in the types of cases referred to in Para 1 of the said Government Order the Board employees who have been promoted prior to 1-4-76 may revoke the option already exercised by them.

5. U.O. Note No. 295 dated 11-9-78 of the Chief Controller of Accounts in the matter.

6. Board Secretariat Note dated 20-1-79.

ORDER No. KEB. B5-4783/77-78

Bangalore, Dated 17-2-79

Further to Board Order No. B5/4783/77-78 dated 24-7-78, the Board is pleased to order that the Board employees (Workmen, Officers/Officials) who were promoted to higher grade between 1-4-76 and 12-3-77, 9-7-77 may also revoke, within a period of two months from the date of this order the options already exercised by them, under rule 42 b(2) of K.C.S R. if the fixation of pay is advantageous to them.

The above provision may be circulated amongst all the employees for their information

By Order,  
Sd/ Secretary



**Read: Government of Karnataka Notification No. FD 25 SRS 79 dated 28-4-1979 issuing further amendments to Rule 42(B) of KCRS. which is effective from 1-1-1977 i.e. from the date of revision of pay scales to Government servants.**

**2) Government of Karnataka O.M. No. FD 25 SRS 79 dated 5-7-79 issuing clarifications in the matter of fixation of pay of Government servants in accordance with amended rules by giving certain examples.**

**3) Letter No. AOA/SN II/1916 dt. 29-8-1979 from the Chief Controller of Accounts, K.E.B., Bangalore requesting the Board for adoption of the Government Notification No. FD 25 SRS 79 dated 28-4-1979 and Government O.M.No. FD 25 SRS 79 dated 5-7-1979.**

**4) Board Secretariat Note dated 17-10-1979.**

**5) Board Resolution No. 13190 dated 12-12-1979.**

**ORDER No KEB/B5/1610/79-80**

**Bangalore, Dated 17-12-1979**

**Approval is accorded for the adoption of Government Notification No. FD 25-SRS 79 dated 28-4-1979 and O.M. No. FD 25 SRS 79 dated 5-7-1979 (copies enclosed) with effect from 1-4-1976 (from the date of revision of pay scales to Karnataka Electricity Board Employees).**

**Necessary amendments to KEB ESRS will be reissued separately.**

**By Order,  
Sd/- Secretary,**

**PART-IV**  
**(Section - 2-C(1))**

.General Statutory Rules issued by the State Government under the Central Acts and State Acts and Rules made by the Governor under the Constitution.

**FINANCE SECRETARIAT**

Notification No. FD 26 SRS 79,

Bangalore, Dated 28th April 1979

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Karnataka hereby makes the following rules further to amend the Karnataka Civil Services Rules, namely :-

1. Title and commencement :- (1) These rules may be called the Karnataka Civil Services (Seventh Amendment) Rules, 1979.

2. They shall be deemed to have come into force with effect from 1st January 1977.

2. Amendment of rule 42-B For the existing rule 42-B of the Karnataka Civil Services Rules, the following rule shall be substituted, namely :-

42-B(1) Notwithstanding anything contained in these rules when a Government Servant is promoted to a post or appointed to an ex-cadre post and such promotion or appointment involves the assumption of duties and responsibilities of greater importance than those of the post held by him, his initial pay in the time scale of the lower post at the time of such fixation.

Provided that where a Government servant appointed to a higher ex-cadre post is promoted while holding such higher ex-cadre post, to higher post in accordance with the Recruitment Rules of the Service to which he belongs, the pay drawn in such ex-cadre post shall not be taken into account for the purpose of fixation of initial pay on such promotion; but this initial pay in the post to which he is promoted shall be fixed with reference in the pay which he would have drawn in the post held by him before his appointment to the ex-cadre post :

Provided further that if a Government servant either-

- (a) has previously held substantively or officiated in
  - (i) the same post,
  - (ii) a permanent or temporary post on the same time-scale, or
  - (iii) a permanent post other than a tenure post, or a temporary post on an identical time-scale. or

b) is appointed substantively to a tenure post on a time-scale identical with that of another tenure post which he has previously held substantively or in which he has previously officiated, then proviso to rule 41 shall apply in the matter of the initial fixation of pay and counting of previous service for increment.

2) The pay of a Government servant to whom sub-rule (1) is applicable, and who would have normally earned his next increment in the time-scale of the lower post but for his promotion to the said higher post or appointment to the said higher ex-cadre post, shall be refixed in accordance with the provisions of sub-rule (1) in the time scale of the higher post held by him, as if he had been promoted to the said higher post or appointed to the said higher ex-cadre post after he had earned the said increment in the lower post.

3) The expression ex-cadre post used in this rule means a stray post, which has been created in a department or service outside the regular line of promotion for a purely temporary period to meet a special need and appointment to which is made by selection from Government servants possessing the required qualification and experience.

By order and in the name of the  
Governor of Karnataka

Sd/- Under Secretary to Government  
Finance Department, (Expenditure-IV)

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## FINANCE SECRETARIAT

Application of Rule 42-B (2) of **Karnataka Civil Services** Rules Clarification regarding.

### Official Memorandum

No. FD 25 SRS 79, Bangalore, Dated 5th July 1979.

By Government Notification No. FD 25 SRS 79 dated 28th April 1979 Rule 42-B of Karnataka Civil Services Rules has been amended with retrospective effect from 1st January 1977. This rule regulates fixation of pay of a Government employee when he is promoted to a post or appointed in an ex-cadre post and such promotion or appointment involves assumption of duties and responsibilities of greater importance than those of the post held by him. According to sub-rule (1) of this rule, the pay of a Government employee on such promotion or appointment has to be fixed in the time scale of the higher post at the stage next above his pay in the time scale of the lowest post at the time of such fixation. Under sub-rule (2) of this rule the pay of a Government employee

to whom sub-rule (2) is applicable and who would have normally earned his next increment in the time scale of the lower post but for his promotion to the said higher post or appointment to the said higher ex-cadre post is required to be re-fixed in accordance with the provisions of sub-rule (1) in the time scale of the said higher post held by him, as if he had been promoted to the said higher post or appointed to the said higher ex-cadre post after he had earned the said increment in the lower post or appointed to the said higher ex-cadre post after he had earned the said increment in the lowest post.

(2) In the context of re-fixation of pay under sub-rule (2) of rule 42-B of Karnataka Civil Services Rules as explained above, the following clarifications are issued for the information and guidance of all concerned.

(i) When a Government employee is promoted to a higher post or appointed to a higher ex-cadre post and such promotion or appointment becomes effective after 1st January 1977, but before 1st January 1978, if his pay would have been re-fixed in the time scale of the lower post under Rule 9 of Karnataka Civil Services (Revised pay) Rules 1976, but for such promotion or appointment, his pay shall be re-fixed under the said rule and on the basis of this re-fixation and as from the date thereof his pay shall be re-fixed under sub-rule (2) of rule 42-B of Karnataka Civil Services Rules. This is illustrated in example 1 given in the annexure.

(ii) Wherein the case of Government employee mentioned at (i) above, re-fixation of pay under rule 9 of the Karnataka Civil Services (Revised pay) rules 1976 is not advantageous, his pay under sub-rule (2) of rule 42-B of Karnataka Civil Services Rules shall be re-fixed as on 1st January 1978, the date on which he would have earned an increment in the time scale of the lower post but for such promotion or appointment. This is illustrated in Example 2 given in the annexure.

(iii) On re-fixation of pay under sub-rule (2) of rule 42-B of Karnataka Civil Services Rules, a Government employee would earn his next increment in accordance with the normal rules only after one year from the date of such re-fixation.

Sd/- Under Secretary to Government,  
Finance Dept. (Expenditure-IV)

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## ANNEXURE

### EXAMPLE-I

In the case of detailed below, pay on promotion has to be fixed as follows :

I. Facts of the case :

a) A First Division Clerk was promoted as Head Clerk with effect from 4th June 1977.

b) The pre-revised time scale applicable to the post of First Division Clerk was Rs. 130-5-140-8-180-EB-10-260-15-290.

c) In the time scale mentioned (b) above the Government Servant was drawing Rs 180/- as on 1st January 1977 and the date of accrual of his next increment therein was 1st August 1977.

d) The revised time scale applicable to the post of First Division Clerk with effect from 1st January 1977 is Rs. 400-20-500-25-600-00-750-50-900.

e) The pay of the Government servant in the time scale mentioned at (d) above was fixed at Rs. 500 with effect from 1st January 1977.

f) The time scale applicable to the post of Head Clerk with effect from 1st January 1977 is Rs. 500-25-600-30-750-50-1000-60-1120.

## II. Application of rule 42-B of Karnataka Civil Services Rules.

a) On his promotion as Head Clerk, with effect from 4th June 1977, his pay in the time scale mentioned at (I) (f) above is fixed at Rs. 525/- with effect from 4th June 1977, in accordance with the provisions of sub-rule (1) of rule 42-B of Karnataka Civil Services Rules.

b) As mentioned at (I) (c) above, the Government servant would have got an increment on 1st August 1977 in the pre-revised time scale applicable to the post of First Division Clerk but for revision of time scale, if he is considered fit to cross the efficiency bar with this increment his basic pay would have been Rs 190/- with effect from 1st August 1977. For this the corresponding fitment in the revised time scale of the post of First Division Clerk is Rs. 525/-. Therefore, his pay as First Division Clerk has to be re-fixed under rule 9 of Karnataka Civil Services (Revised Pay) Rules, 1976 at Rs. 525/- with effect from 1st August 1977.

c) With reference to the pay re-fixed as mentioned at (b) above, the pay of the Government service as Head Clerk has to be re-fixed at Rs. 550/- with effect from 1st August 1977, in accordance with the provisions of sub rule (2) of rule 42-B of Karnataka Civil Services Rules.

d) After re-fixation of pay as mentioned at (c) above, the date of accrual of his next increment as Head Clerk would be 1st August 1978.

## EXAMPLE II

In the case detailed below, pay on promotion has to be fixed as follows :-

### I. Facts of the case :-

- a) A First Division Clerk was promoted as Head Clerk with effect from 4th June 1977.
- b) The pre-revised time scale applicable to the post of First Division Clerk was Rs. 130-5-140-8-180-EB-10-260-15-290.
- c) In the time scale mentioned at (b) above the Government servant was drawing Rs. 164 as on 1st January 1977 and the date of accrual of his next increment therein was 1st August 1977.
- d) The revised time scale applicable to the post of First Division Clerk with effect from 1st January 1977 is Rs. 400-20-500-25-600-30-750-50-900.
- e) The pay of the Government servant in the time scale mentioned at (d) above was fixed at Rs. 500/- with effect from 1st January 1977.
- f) The time scale applicable to the post of Head Clerk with effect from 1st January 1977 is Rs. 500-25-600-30-750-50-1060-60-1120.

### II. Application of Rule 42-B of Karnataka Civil Services Rules.

- a) On his promotion as Head Clerk with effect from 4th June 1977, his pay in the time scale mentioned at (I) (f) above is fixed at Rs. 525/- with effect from 4th June 1977 in accordance with the provisions of sub-rule (1) of rule 42-B of Karnataka Civil Services.
- b) As mentioned at (I) (c) above, the Government servant would have got an increment on 1st August 1977 in the pre-revised time scale applicable to the post of First Division Clerk but for revision of time scales. With this increment his basic would have been Rs. 172/- with effect from 1st August 1977. For this the corresponding fitment in the revised time scale of the post of First Division Clerk is Rs. 500. Therefore, refixation of pay under rule 9 of the Karnataka Civil Services (Revised pay) Rules, 1976 is not beneficial to him.
- c) In view of (b) above, refixation of pay of the Government servant under sub-rule (2) of rule 42-B of Karnataka Civil Services Rules in the time scale mentioned at (i) (f) above should be done on 1st January 1978 and not on 1st August 1977. On 1st January 1978 his pay as First Division Clerk would have been raised to Rs. 525/- but for his promotion. Therefore, his pay has to be refixed as Head Clerk at Rs. 550/- with effect from 1st January 1978, in accordance with the provisions of sub-rule (2) of rule 42-B of Karnataka Civil Services Rules,
- d) After re-fixation of pay as mentioned at (c) above, the date of accrual of his increment as Head Clerk would be on 1st January 1979,

READ : 1. Government of Karnataka Notification No. FD 102/SRS 75 dated 15-3-77 issuing amendment to Rule 41-A of KCSR.

2. Letter No. A/AOE/AAO II/5186-87 dated 8-5-1979 from the Chief Engineer, Electricity, (General), KEB enclosing a copy of the above Notification and requesting the Board to extend the benefits to the KEB Employees also.

3. U.O. Note No. DCA/Sn.8/AAO 1/429 dated 3-12-79 of the Chief Controller of Accounts, KEB concurring to the proposal of the Chief Engineer, Electricity, (General) to adopt the Government Notification No. FD 102/SRS. 75 dated 15-3-1977.

4. Board Secretariat Note dated 2-1-1980.

5. Board Resolution No. 13295 dated 27-2-1980.

Order No. KEB/B5/B4/6774/78-79, Bangalore, Dated 25-3-1980.

Adoption of Government Notification No. FD 102/SRS 75 dated 15-3-1977 with effect from 15-3-1977 issuing amendment to Rule 41-A of KCSR's (copy enclosed) is approved.

The Chief Controller of Accounts, Karnataka Electricity Board will propose necessary amendments on the lines of the amendments issued by the Government.

By Order,  
Sd/- Secretary, KEB

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No. FD 102/SRS 75 Karnataka Government Secretariat, Vidhana Soudha, Bangalore, dated 15th March, 1977.

### NOTIFICATION

In exercise of the powers conferred by the provision to Article 309 of the Constitution, the Governor of Karnataka hereby makes the following rules further to amend the Karnataka Civil Services Rules, namely :-

1. Title and Commencement :

- 1) These rules may be called the Karnataka Civil Services (Fourth Amendment) Rules, 1977.
- 2) They shall come into force with effect from the date of publication in the official Gazette.

- 3) The cases pending on the date of issue of these rules shall however be regulated under these Rules. The cases already decided need not be re-opened.
2. Amendment of Rule 41-A : In Rule 41-A of the Karnataka Civil Service Rules for the second paragraph of Clause (ii) the following shall be substituted namely :-

“After the initial pay is fixed under Clause (ii) the next increment in the scale of pay of the new post shall be granted on the date on which an increment in the time scale of the old post would have accrued, had he continued in that post or the date on which an increment accrues in the time scale of the new post, whichever is earlier, provided the appointment is to a post carrying lower or identical scale of pay”.

By Order and in the name of the  
Governor of Mysore  
Sd/- Deputy Secretary to Government,  
Finance Department (Budget)

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READ : 1) G. O. dated 1-8-67 from the Government of Mysore introducing Sub-rule 42-B of KCSR regarding fixation of pay to a Government Servant on promotion to another post carrying duties and responsibilities of greater importance than those attached to the post held by him and its adoption in Board Order dated 22-2-1968 conferring similar benefits to the employees of the Board.

2) G.O. dated 8-4-1968 from the Government of Mysore introducing a Note to the said Rule extending similar benefit under Rule 42B (1) to Government Servants appointed through the P.S.C. etc., to a higher post which is also promotional post according to the cadre and recruitment Rules and its adoption in Board Order No. MSEB/A11-6325/66-67 dated 10-6-1968 conferring similar method of fixation of pay to the employees of the Board appointed by the Board to a higher post which is also a promotional post according to C & R Rules of the Board.

3) Order dated 16-7-69 from the Government of Mysore withdrawing the benefit of fixation of pay under Rule 42-B (i) in the case of Government Servant appointed by direct recruitment through the P.S.C. etc.

4) Board Memo No. B4/4641/74-75 dated 12-11-75 issuing instructions that Rule 42B (i) of KCSR applied to the employees who are promoted to the next higher cadre from the posts they are holding, but not to the officials working in the lower posts who are appointed to next higher posts which are filled through open market.



Letter No. A/AOE/AAO II/12112 dated 20-7-77 from the Chief Engineer, Electricity (General), Karnataka Electricity Board, Bangalore in the matter.

6. U. O. Note No. AAO/Sn. II/446 dated 6-12-79 from the Chief Controller of Accounts, Karnataka Electricity Board, in the matter.

7. Board's Resolution No. 13481 dated 22-4-1980.

ORDER No. B 16/B 4/5979/76-77

Bangalore, Dated 15th May 1980

Board is pleased to accord approval for the following :-

- (i) To regulate the pay in accordance with Rule 42-B(i) of KCSR of such of the employees appointed through direct recruitment between the period from 10-6-68 to 11-11-1975 from a lower post to a higher post which is also a promotional post according to cadre and recruitment Rules provided their pay in the lower time scales is more than the minimum of the time scales of the higher posts.
- (ii) To withdraw the Board Order No. MSEB/A11-6325/66-67 dated 10-6-1968 with effect from 12-11-1975.

By Order,  
Sd/- Secretary

Read : Board Order No. KEB/WLIC/15/74-75, dated 5-8-1975, according approval for taking the Special Pay drawn by Junior Personal Assistants Into Account for purposes of fixation of their pay when they got regular promotion as Senior Personal Assistants.

2. Board Order No. KEB/B16/5816/82-83, dt. 24-6-1982, according approval to sanction next higher scales of pay to the employees on certain conditions after completion of 10/14 years of service in a cadre/post,

3. Representations from the Senior Personal Assistants who have got regular promotion stating that they got a monetary benefit of only Rs. 5/- in fixation of pay consequent on their promotion as Senior Personal Assistants and further stating that the Junior Personal Assistants who moved over to the next higher scale of pay got a benefit of Rs 60/- (i.e. one increment) due to fixation of pay in addition to getting usual special pay. The Senior Personal Assistants who got promotions have therefore requested the Board to rectify this anomaly in fixation of pay.

4. G. O. No. FD 31 SRP on dated 10-7-1980, according approval to extend the benefit of protection of Pay to the Stenographers holding clerical scale of pay till their promotion to posts in the Gazetted Class I Scale.

5. Letter No. FD 918-S-11/83 dated 22-7-1983, from the Secretary to Government, Finance Department, clarifying that the Typists and Stenographers who are allowed the benefit of next higher scale of pay under the scheme of Time Bound Advancement will also be eligible for Special Pay.

6. Letter No KEBEU/25-53/83 dt. 9-8-1983, suggesting that the method adopted for fixation of pay to the employees promoted in other cadres may be adopted in

the case of Junior Personal Assistants promoted as Senior Personal Assistants and that the Special Pay attached to the post of Senior Personal Assistant may be kept as separate item etc.

7. U. O. Note No. 265, dated 7-11-1984, from the Financial Adviser and Chief Accounts Officer, suggesting that the Board may adopt the Government Order dated 10-7-1980, protecting the Special Pay to the Stenographers from the date of issue of Government Order etc.,

Order No. KEB/B16/6092/82-83

Bangalore, Dated 14th December 1983

APPROVAL IS ACCORDED FOR THE FOLLOWING :

1) To protect the Special Pay drawn by Junior Personal Assistants even on their promotion as Senior Personal Assistants with effect from 10th July, 1980, the date on which the Government of Karnataka have ordered the benefit of protection to the post in the Gazetted Class-I, Junior Scale. The protection shall be admissible to Junior Personal Assistants getting promotion to the cadre of Senior Personal Assistants either on regular promotion or under Time-Bound promotion scheme. The protection shall cease on getting their further promotion under Time-Bound Scheme to Class-I Scale of Accounts Officers already ordered by the Board.

ii) Consequent on the above Order No. KEB/WLIC/15/74-75 dated 5-8-1975, according approval for taking Special Pay into account for fixation of Pay of Junior Personal Assistants on their promotion as Senior Personal Assistants shall be treated as withdrawn with effect from 10th July, 1989.

By Order,

Sd/- Secretary

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READ : 1. B O. No. KEB/BPO 5/76-77 dated 12-3-77 according approval for the revision of pay scales of the workmen who have been appointed to the various posts against the promotion quota or who have successfully completed the probationary period in cases of appointment against direct recruitment quota with effect from 1-4-76 as per Annexure-1 there to subject to the conditions enumerated in the said Board Order.

2. Board Order No. KEB/BPO-7/76-77 dated 9-7-77 according approval for the revision of pay scales to the officers/Officials of Karnataka Electricity Board with effect from 1-4-76 subject to the conditions enumerated therein.

3. B.O. No. KEB/B5/4783/77-78 dated 24-7-78 according approval for the adoption of the Government Order No. FD 16 SRP 77 dated 3-10-77 and further directing that in the types of cases referred to in para 1 of the said G. O. the Board employees who have been promoted prior to 1-4-76 may revoke the option already exercised by them.

4. B.O. No. KEB/B5/4783/77-78 dated 17-2-79 according approval to the Board employees (Officers/workmen) who were promoted to higher grade between 1-4-76 and 12-3-77/9-7-77 to revoke, within a period of two months from the date of that order, options already exercised by them under rule 42(B) (2) of KCSR if the fixation of pay is advantageous to them.

5. B.O. No. KEB/B16/3754/77-78 dated 2-7-79 ordering the Board employees (Officers/workmen) who were promoted to higher grades between 1-4-75 and 12-3-77/9-7-77 and opting to rule 42 (b) (1) of KCSR where no option was exercised to revoke/exercise option to rule 42 (b) (2) of KCSR within a period of two months from the date of that order if the fixation of pay under revised pay scales as per Board Order cited at para 1 and 2 is advantageous to them.

6. GEE (G) letter No. A/AOE/AAO-II/EA5/20472 dated 12-12-84, informing some cases of omissions to revoke the options/to exercise the options being referred to him recommending for further extension of time inspite of specific instructions to circulate the Board Orders among all the employees.

7. Board Secretariat Note dated 12-5-85.

Order No. KEB.B5 (b)/8405/84-85, Bangalore. Dated 24th May 1985.

The Board is pleased to order that the Board employees (Officers/workmen) who were promoted to higher grades between 1-4-75 and 12-3-77/9-7-77 and have opted to rule 42 (b) (i) of KCSR/where no option has been exercised may now revoke/exercise option to rule 42 (b) (2) of KCSR within a period of 2 months from the date of this order if the fixation of pay under revised pay scales as per Board Orders cited at paras 1 and 2 above, is advantageous to them. The extension of time will not be extended further under any circumstances.

The above provisions may be circulated among all the employees for their information.

By Order,  
Sd/- Secretary  
K.E.B.

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READ : 1. Government Notification No. FD 51 SRS 88 dated 3-10-89 amending Rule 41A and 42B of the Karnataka Civil Services Rules in the matter of fixation of pay of an employee who has been appointed to a post carrying the scale of pay which is identical and as well as higher, with the scale of pay of the post which he held last, respectively.

2. U.O. Note No. 458 dated 26-2-1991 of the Financial Adviser & C.A.O., KEB, concurring to the proposal of the Board Secretariat, to adopt the Government Notification No. FD 51 SRS 88 dated 3-10-89 in Board.

3. Proceedings of the Joint Meeting held on 30-11-92 between the Management of KEB and the KEB Employees' Union (Reg. No. 659) agreeing to adopt the Government Notification No. FD 51 SRS 88 dated 3-10-89 in Board.

Order No. KEB/B16/1921/90-91, Bangalore, Dated, 24-12-1992.

Board is pleased to accord approval to adopt the Govt. Notification No. FD 51 SRS 88 dated 3-10-89 (as per Annexure) in the matter of fixation of pay of the employees of the Board.

The contents of this order shall be deemed to have come into force with effect from 1st January 1977.

The Board Notification amending the relevant provisions of the KEB Employees' Service Regulations will be issued separately.

By Order,  
Sd/- Secretary, KEB

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#### FINANCE DEPARTMENT

Annexure to B.O. No. KEB/B16/1921/90-91, dated 24-12-92.

Notification No. FD 51 SRS 88, Bangalore, Dated 3rd October, 1989.

In exercise of the powers conferred by the provision to Article 309 of the Constitution of India, read with the order of the President of India bearing No. GSR 451 (E) dated 21st April 1989, I, P. Venkatasubbaiah, the Governor of Karnataka, hereby make the following rules further to amend Karnataka Civil Services Rules, namely :-

1. Title and Commencement :- (1) These rules may be called the Karnataka Civil Services (Fifth Amendment) Rules, 1989.

2) They shall be deemed to have come into force with effect from 1st January, 1977.

2. Amendment to Rule 41-A :- The existing clause (ii) of rule 41-A of the Karnataka Civil Services Rules, (hereinafter referred to as the rules), excluding the note thereunder shall be substituted by the following, namely :-

(ii) Where the appointment is to a post the scale of pay of which is identical with the scale of pay of the post which he held last, his pay in his appointment shall be fixed at the stage which is equal to the pay drawn in the post last held by him.

Provided that after the initial pay is fixed under clause (i) or clause (ii), as the case may be, the next increment in the scale of pay of the new post shall be granted on the date on which an increment in the time scale of the old post would have accrued, had he continued that in post or the date on which, an increment accrues in the time scale of the new post, whichever is earlier.

3. Amendment to rule 42-B :- The existing sub-rule (4) of rule 42-B of the rules shall be substituted by the following namely :-

4. "The principles of fixation of pay as laid down in sub-rules (1) and (2) above shall be applicable also to a Government servant appointed through the Public Service Commission or any other recruitment agency, to a post carrying higher scale of pay".

By Order and in the name of the President of India..

Sd/- Under Secretary to Government  
Finance Department (Expr. II).

## **KARNATAKA ELECTRICITY BOARD**

### **READ :**

1) Board Order No. KEB/B16/1950/90-91 dated 27-9-1990, and 20-10-1990, according approval to revise the scales of pay of Officers of Karnataka Electricity Board with effect from 1-4-1989.

### **ORDER NO. KEB/B16/2663/94-95, BANGALORE, DATED 31ST OCTOBER, 1994.**

In continuation to the B.O.No. KEB/B16/2663/94-95 dated 22-10-1994, Board is pleased to approve the rules of fitment of pay and other allowances as detailed below in respect of officers belonging to Group 'A' & 'B'.

#### **1. DATE OF EFFECT :**

The revised pay scales as set out in ANNEXURE - I shall take effect from 1st April, 1993.

2. Officers recruited to Board's service against direct recruitment quota in respect of categories of posts as set out in ANNEXURE - I on or after 1-4-1993 shall begin at the minimum of the time scale of the post against which they were/are appointed.

#### **3. PAY FIXATION & WEIGHTAGE :**

The initial pay of the Officers to whom the revised scales of pay are applicable shall be fixed in that scale as on 1-4-1993 in the following manner :-

(i) To the existing 'Basic Pay' add the following :-

**NOTE :** The Basic Pay for this purpose shall include annual increment/stagnation increment, if any accruing as on 1-4-1993 in the existing scale as well as personal pay if any drawn as on 1-4-1993.

(a) Weightage at a flat rate at 16.92% (Sixteen point nine two percent) on 3(i) above subject to a maximum of Rs. 800/- (Rupees eight hundred only)

(ii) After adding the weightage as above to the existing Basic Pay as at 3 (i) above, the amount so arrived shall be the 'Revised Basic Pay'. The Revised Basic Pay' shall be fixed in the revised scales effective from 1-4-1993 as follows :

(a) If the 'Revised Basic Pay' happens to be less than the minimum of the revised scale of pay, the basic pay shall be fixed at the minimum of the revised scale.

(b) If the 'Revised Basic Pay' falls at a stage or in between two stages of the revised scale, pay shall be fixed at the next higher stage in the revised scale.

(c) In the case of an officer who but for his/her fixation of pay in the revised scale, would have earned increment/stagnation increment in the existing scale in the usual course subsequent to 1-4-1993 but on or before 31-3-1994 his/her pay in the revised scale shall, if advantageous to him/her to be fixed from the date of his/her earning such increment in accordance with the aforesaid pay fixation formula.



4. The pay of the officers shall be fixed in the revised scale of pay as per the 'Ready Reckoner' enclosed to this Board Order vide ANNEXURE - II.

**5. ELONGATION OF TIME SCALES :**

If an officer of the rank of Assitant Account Officer/Assistant Engineer/Senior Personal Assistant and other equivalent cadre who reaches the maximum of the time scale during the period from 1-4-1993 to 31-3-1998 his/her scale shall be elongated in respect of such officer as purely personal to him/her subject to the following conditions :-

(a) The elongation of the time scale shall be limited to the maximum of the revised time scale of the Assistant Executive Engineer/Accounts Officer and other equivalent cadres.

(b) The benefit of elongation in the existing time scale is also granted with effect from 1-4-1989 and their pay shall be fixed notionally from the said date and the monetary benefits if any arising out of such fixation shall be given in the revised time scale only from 1-4-1993.

**6. DEARNESS ALLOWANCE :**

(i) The existing rates of Dearness Allowance shall be paid on the pay fixed in the revised scales.

(ii) The three instalments of Dearness Allowance sanctioned by the Board with effect from 1-1-1987, 1-7-1987 and 1-1-1988 shall continue to be treated as 'Mergeable Dearness Allowance' for the purpose of calculation of terminal benefits only and not for any other purpose.

**7. HOUSE RENT ALLOWANCE :**

The payment of House Rent Allowance to Officers shall be regulated based on the revised pay at the rates specified in para 4 of the B.O.No. KEB/B16/1882/90-91 dated 3-12-1990, subject to other conditions stipulated therein.

**8. CITY COMPENSATORY ALLOWANCE :**

The payment of City Compensatory Allowance to Officers shall be regulated based on the revised pay at the rates specified in para 4 of the B.O.No. KEB/B16/1882/90-91 dated 3-12-1990, subject to other conditions stipulated therein.

**9. OTHER ALLOWANCES :**

**(i) SHIFT ALLOWANCE :**

Shift Allowance shall be paid at 5% (Five Percent) of the pay subject to a minimum of Rs 7.50 (Rupees Seven and paise fifty) per evening/night shift to all those officers who may be deployed to shift duties.

**(ii) CONVEYANCE ALLOWANCE :**

Conveyance Allowance at the following rates shall be paid to the Officers who own, maintain and use the particular type of vehicle for discharging the Board's work wherever the same is admissible at present :

(a) Motor Cycle/Scooter : Rs. 200/- (Rupees two hundred) only  
per month

(b) Moped : Rs. 75/- (Rupees seventy five only) per  
month.

**(iii) SPECIAL LOCALITY ALLOWANCE :**

(A) The special Locality Allowance shall be paid at 15% (fifteen percent) of Basic Pay subject to a maximum of Rs. 400/- (Rupees four hundred only) per month to the officers working in the following places :-

(a) MGHE works, Jog Falls (including Pre-University College) ;

(b) Hulikal ;

(c) Gogi Branch.

**NOTE :** (i) In respect of officers working at Kadra, Kodasally and Gerusoppa Colonies, the benefit of Special locality Allowance at the above rate shall be made applicable with effect 1-7-1994 (Ref. B.O.No. KEB/B16/4088/84-85 dated 28-6-1994) ;

(ii) In respect of officers working at 220 KV station, Somanahalli, the benefit of Special Locality Allowance at the above rate shall be made applicable with effect from 1-8-1994 (Ref. B.O.No. KEB/B16/3860/84-85 dated 19-8-1994).

(B) The Special Locality Allowance shall be paid at 7.5% (Seven and half percent) of the Basic Pay subject to a maximum of Rs. 300/- (Rupees three hundred) per month to the Officers working in the following places :-

- (a) Ghataprabha ;
- (b) Dandeli ;
- (c) Supa ;
- (d) Malleswara (Kudremukh Project)
- (e) Shimsha, Sivasamudra.
- (f) Munirabad ;
- (g) Upper Krishna Project
- (h) B.R.Project ;
- (i) T. K. Halli.

**(iv) HILL ALLOWANCE :**

Hill Allowance shall be paid at Rs. 120/- (Rupees one hundred and twenty only) per month in respect of Officers working at the hilly places wherever the same is admissible at present subject to the existing conditions.

**(v) CONSTRUCTION ALLOWANCE :**

Construction Allowance shall be paid at 12% (Twelve per cent) at Jog Falls and at 6% (Six percent) at other places subject to a maximum of Rs. 300/- (Rupees three hundred only) per month.

**(vi) MEDICAL FACILITIES :**

The cost of anti-rabies injection administered to any officer in any hospital in the State shall be reimbursed in full.

**(vii) RETIREMENT BENEFIT :**

The Officers retiring from Board Services shall be presented with a memento costing not more than Rs. 1000/- (Rupees one Thousand).

**(viii) SPECIALISED WORK ALLOWANCE :**

The Assistant Engineers (Elect)/Assistant Executive Engineers (Elect) working in Master Plan Divisions/Stations (Maintenance excluding Shift Engineers)/M.T. Divisions/R.T. Divisions shall be paid specialised work allowances at 5% (five percent) of Basic Pay subject to a maximum of Rs 250/- (Rupees two hundred and fifty) per month.

**(ix) SPECIAL PAY :**

- (a) Special pay to Additional Secretary working in Board Secretariat shall be paid at Rs 200/- (Rupees two hundred) per month ;
- (b) Special Pay to all the Assistant Secretaries working in Board Secretariat shall be paid at Rs. 175/- (Rupees one hundred and seventy five) per month ;
- (c) Special Pay to Accounts Officer (Establishment Section) of the Office of the Chief Engineer, Electy. (General), KEB., Bangalore, shall be paid Rs. 150/- (Rupees one hundred and fifty) per month ;
- (d) Special Pay to Assistant Accounts Officer working in Examination Section of the Office of the Chief Engineer, Electy. (General), KEB., Bangalore, shall be paid Rs. 100/- (Rupees one hundred) per month ;
- (e) Special Pay to Assistant Accounts Officer (Security) who is incharge of safe custody of documents in the Office of the Financial Advisor and Chief Accounts Officer shall be paid Rs. 150/- (Rupees one hundred and fifty) per month;

- (f) Special Pay to Assistant Accounts Officer working in Inspection and Concurrent Audit Wing of 'Internal Audit Wing' shall be paid at Rs. 125/- (Rupees one hundred and twenty five) per month ;
- (g) Special Pay to Senior Personal Assistants shall be paid at /Rs. 150/- (Rupees one hundred and fifty only) per month.

**NOTE :** The Special Pay and all other allowances which are being paid to the Officers shall be continued to be paid.

10. It is decided by the Board that all other demands of the Officers submitted in their memorandum not specifically mentioned in this order shall be treated to have been dropped.

11. With this revision of Pay Scales, the Board desires that all the Officers should make sincere effort for increased consumer satisfaction, maximum financial profitability, reduction in system losses and will not give any scope for public complaints and also exhibit a deep sense of dedication to work, discipline and understandings.

BY ORDER,

(P.B.RAMAMURTHY)  
SECRETARY,  
KEB.

## KARNATAKA ELECTRICITY BOARD

ANNEXURE - I to B.O. No. KEB/B16/2663/94-95,

Dated : 31-10-1994.

### REVISED SCALES OF PAY OF OFFICERS WITH EFFECT FROM 1ST APRIL, 1993.

Sl. No.	Designation	Existing Scales of Pay in Rs.	Revised Scales of Pay in Rs.
1.	Chief Engineer, Electricity (General)	5260-150-5710-175-6410-200-6610	5960-175-7360-200-7960
2.	(i) Chief Engineers, Electricity. (ii) Chief Controllers	4660-150-5710-175-6410-200-6610	5360-175-7060-200-7660
3.	(i) Superintending Engineers, (Elecl) (ii) Controllers, (iii) Law Officer.	4085-125-4210-150-5710-175-6235	4460-150-4910-175-7360
4.	(i) Executive Engineers, (Elecl./Civil) (ii) Deputy Controllers of Accounts (iii) Sports Officer (iv) Public Relation Officer.	3335-125-4210-150-5710	3860-150-4910-175-7010
5.	(i) Assistant Executive Engineers (Elecl./Civil) (ii) Accounts Officers	2335-75-2635-100-3335-125-4210-150-5260	2710-100-3110-135-3360-150-4910-175-6310.

	(iii) Asst. Public Re- lation Officer		
	(iv) Asst. Sports Of- ficer.		
6.	(i) Asst. Engineers, (Elecl./Civil)	2110-75-2635- 100-3335-125-	2435-75-2510- 100-3110-125-
	(ii) Asst. Accounts Officers	4210-150-4360	3860-150-4910- 175-5085.
	(iii) Senior Personal Assistants		

- NOTE :**
- (i) If the designation of any category of Officers is not included in the above, the Officers shall be extended the revised scale of pay corresponding to his/her existing scale of pay.
  - (ii) The Assistant Engineers (Non-Graduates) shall also be extended the same scale and remuneration as given to the Assistant Engineers (Graduates).

For Secretary,  
K.E.B.



# KARNATAKA ELECTRICITY BOARD

**ANNEXURE - II to B.O. No. KEB/B16/2663/94-95,  
Dated : 31-10-1994.**

## **CHIEF ENGINEERS, ELECY. (GENERAL)**

**EXISTING PAY SCALE**

Rs. 5260-150-5710-175-  
6410-200-6810

**REVISED PAY SCALE**

Rs. 5960-175-7360-200-7960

Sl.No.	Pay Rs.	PAY TO BE FIXED
1.	5260	6135
2.	5410	6310
3.	5560	6485
4.	5710	6660
5.	5885	6835
6.	6060	7010
7.	6235	7185
8.	6410	7360
9.	6610	7560
10.	6810	7760

For Secretary  
K.E.B.

# KARNATAKA ELECTRICITY BOARD

**ANNEXURE - II to B.O. No. KEB/B16/2663/94-95,  
Dated : 31-10-1994.**

- i) CHIEF ENGINEERS, ELECY.,
- ii) CHIEF CONTROLLERS

**EXISTING PAY SCALE**  
Rs. 4460-150-5710-175-  
6410-200-6610.

**REVISED PAY SCALE**  
Rs. 5360-175-7060-200-  
7660.

Sl.No.	PAY Rs.	PAY TO BE FIXED
1.	4660	5535
2.	4810	5710
3.	4960	5885
4.	5110	6060
5.	5260	6235
6.	5410	6235
7.	5560	6410
8.	5710	6585
9.	5885	6760
10.	6060	6935
11.	6235	7060
12.	6410	7260
13.	6610	7460

For Secretary  
K.E.B.

# KARNATAKA ELECTRICITY BOARD

**ANNEXURE - II to B.O. No. KEB/B16/2663/94-95,  
Dated : 31-10-1994.**

- i) SUPERINTENDING ENGINEERS, (ELECL).,
- ii) CONTROLLERS,
- iii) LAW OFFICER

**EXISTING PAY SCALE**  
Rs. 4085-125-4210-150-  
5170-175-6235

**REVISED PAY SCALE**  
Rs. 4460-150-4910-175-7360

Sl.No.	PAY Rs.	PAY TO BE FIXED
1.	4085	4910
2.	4210	5085
3.	4360	5260
4.	4510	5435
5.	4660	5610
6.	4810	5785
7.	4960	5785
8.	5110	5960
9.	5260	6135
10.	5410	6310
11.	5560	6485
12.	5710	6660
13.	5885	6835
14.	6060	7010
15.	6235	7185

For Secretary  
K.E.B.

# KARNATAKA ELECTRICITY BOARD

ANNEXURE - II to B.O. No. KEB/B16/2663/94-95,

Dated : 31-10-1994.

- i) EXECUTIVE ENGINEERS, (ELECL)/CIVIL,
- ii) DEPUTY CONTROLLERS OF ACCOUNTS
- iii) SPORTS OFFICER
- iv) PUBLIC RELATION OFFICER

EXISTING PAY SCALE

Rs. 3335-125-4210-150-5710

REVISED PAY SCALE

Rs. 3850-150-4910-175-7010

Sl.No.	PAY Rs.	PAY TO BE FIXED
1.	3335	4010
2.	3460	4160
3.	3585	4310
4.	3710	4460
5.	3835	4610
6.	3960	4760
7.	4085	4910
8.	4210	5085
9.	4360	5260
10.	4510	5435
11.	4660	5610
12.	4810	5785
13.	4960	5785
14.	5110	5960
15.	5260	6135
16.	5410	6310
17.	5560	6485
18.	5710	6660

For Secretary

K.E.B.

# KARNATAKA ELECTRICITY BOARD

ANNEXURE - II to B.O. No. KEB/B16/2663/94-95,

Dated : 31-10-1994

- i) ASSISTANT EXECUTIVE ENGINEERS, (ELECL)/CIVIL,
- ii) ACCOUNTS OFFICER
- iii) ASSISTANT PUBLIC RELATION OFFICER
- iv) ASSISTANT SPORTS OFFICER

EXISTING PAY SCALE	REVISED PAY SCALE
Rs. 2335-75-2635-100-3335- 125-4210-150-5260	Rs. 2710-100-3110-125-3860- 150-4910-175-6310

Sl.No.	PAY Rs.	PAY TO BE FIXED
1.	2335	2810
2.	2410	2910
3.	2485	2910
4.	2560	3010
5.	2635	3110
6.	2735	3235
7.	2835	3360
8.	2935	3485
9.	3035	3610
10.	3135	3735
11.	3235	3860
12.	3335	4010
13.	3460	4160
14.	3585	4310
15.	3710	4460

EXISTING PAY SCALE  
Rs. 2335-75-2635-100-3335-  
125-4210-150-5260

REVISED PAY SCALE  
Rs. 2710-100-3110-125-3860-  
150-4910-175-6310

Sl.No.	PAY Rs.	PAY TO BE FIXED
16.	3835	4610
17.	3960	4760
18.	4085	4910
19.	4210	5085
20.	4360	5260
21.	4510	5435
22.	4660	5610
23.	4810	5785
24.	4960	5785
25.	5110	5960
26.	5260	6135

For Secretary  
K.E.B.

# KARNATAKA ELECTRICITY BOARD

ANNEXURE - II to B.O. No. KEB/B16/2663/94-95,  
Dated : 31-10-1994

- i) ASSISTANT ENGINEERS, (ELECL)/CIVIL,
- ii) ASSISTANT ACCOUNTS OFFICER
- iii) SENIOR PERSONAL ASSISTANTS

EXISTING PAY SCALE  
Rs. 2110-75-1635-100-3335-  
125-4210-150-4360

REVISED PAY SCALE  
Rs. 2435-75-2510-100-3110-  
125-3860-150-4910-  
75-5085

Sl.No.	PAY Rs.	PAY TO BE FIXED
1.	2110	2510
2.	2185	2610
3.	2260	2710
4.	2335	2810
5.	2410	2910
6.	2485	2910
7.	2560	3010
8.	2635	3110
9.	2735	3235
10.	2835	3360
11.	2935	3485
12.	3035	3610
13.	3135	3735
14.	3235	3860
15.	3335	4010
16.	3460	4160

EXISTING PAY SCALE  
Rs. 2335-75-2635-100-3335-  
125-4210-150-5260

REVISED PAY SCALE  
Rs. 2710-100-3110-125-3860-  
150-4910-175-6310

Sl.No.	PAY Rs.	PAY TO BE FIXED
17.	3585	4310
18.	3710	4460
19.	3835	4610
20.	3960	4760
21.	4085	4910
22.	4210	5085
23.	4360	5260
		Scale elongated.

For Secretary  
K.E.B.



# KARNATAKA ELECTRICITY BOARD

## READ :

- 1) Board Order No. KEB/B16/2663/94-95, dated 22.10.1994 and 31.10.1994 revising the pay scales and other allied matters in respect of Officers of KEB with effect from 1.4.1993.
- 2) Board Secretariat Note Dated 19.11.1994.

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Order No. KEB/B16/2663/94-95,  
BANGALORE, dated 28.11.1994

Board is pleased to accord approval for the following :

- (i) To fix the pay of probationary officers who were recruited prior to 1.4.1993 and who were still on probation as on 1.4.1993 in the revised pay scales sanctioned vide Board Order No. KEB/B16/2663/94-95, dated 22.10.1994 and 31.10.1994 duly allowing the weightage benefit as provided under para - 3 of the said Board Order dated 31.10.1994 on the similar lines allowed to the probationary officers in the earlier revision of pay scales of 1.4.1976, 1.4.1980, 1.4.1985 and 1.4.1989. The pay so fixed on the lines stated above shall remain constant during the period of probation/extended period of probation.
- (ii) To refix the pay of the probationary officers who were recruited prior to 1.4.1993 and have successfully completed

the period of probation after 1.4.1993 but before 31.3.1994 in the revised pay scales sanctioned vide Board Order No. KEB/B16/2663/94-95, dated 22.10.1994 and 31.10.1994 duly allowing the weightage benefit as provided under para - 3 of the said Board Order dated 31.10.1994. However, subsequent increment in such cases shall be allowed a year after such refixation, if they are otherwise eligible.

BY ORDER,

SECRETARY,  
K.E.B.

# KARNATAKA ELECTRICITY BOARD

No.KEB/B16/2663/94-95 (IV)

Board Secretariat,  
'Cauvery Bhavan'  
Bangalore - 560 009.  
Dated : 04-01-1995

To :  
The Chief Controller of Accounts,  
(Internal Audit), K.E.B.,  
Bangalore - 9.

The Executive Engineer (El.),  
O & M Division, K.E.B.,  
Raichur.

Sirs,

Sub : Revision of Pay Scales of the Officers and workman of the Board w.e.f. 1-4-1993 - Fixation of Pay in respect of Asst. Engineer (El.) (Non-Graduates) and Senior Assts. who have been moved on to next higher time scale - clarification - regarding.

Ref : 1) B.O.No. KEB/B16/2651/94-95 dated 26-4-94  
revising the pay scales of the workmen.

2) B.O.No. KEB/B16/2663/94-95 dated 31-10-94  
revising the pay scales of the Officers.

- 3) U.O. Note No. CCA(I/A)/DCA/AAO2/138 dated 22-11-94 of the CCA (C/A), KEB, Bangalore, requesting clarification regarding whether the fixation in respect of AE (Non-Graduates) has to be made on par with AE (Graduates) in accordance with B.O. dated 31-10-94.
- 4) Letter No. F24/EEE/AO/AAO1/EA(G)/94-95/7932-34 dated 25-11-1994 of the EEE, O & M Dvn., KEB., Raicur, requesting clarification regarding whether the fixation in respect of Sr. Assts. who have moved on to next higher time scale (i.e. the scale of AAO) has to be made either with the weightage & pay fixation formula in accordance with the B.O. dated 26-4-94 or 31-10-94.

Adverting to the subject cited under reference, I am to state that the Board has examined the matter in the light of the settlement dated 26-4-94 reached the management and the KEB Employees' Union (Reg. No. 659) and B.Os. dated 26-4-1994/31-10-1994 referred above with regard to the pay scales and other allied matters and wish to clarify that the pay of AE (Non-Graduates) has to be fixed duly allowing the scale made applicable to AE (Graduates), besides extending the weightage of 16.92% as per the provisions of B.O. dated 31-10-94.

Further in respect of Sr. Assts. who have moved to next higher time scale, their pay has to be fixed in higher scale (i.e., in the scale of AAO) allowing only the benefit of weightage and mode of fixation as envisaged in Para III of the B.O. dated 26-4-1994. But

scuh Senior Assts. are not entitled for the weightage benefit of 16.92% of pay made available to officers in B.O. dated 31-10-1994. Similarly the cases of JEs and Jr. Personal Assts. who have moved on to the next higher time scale, are entitled to the mode of fixation similar to the one clarified above in respect of Senior Assts.

The cases of the above nature may be reviewed in the light of the above clarification.

Yours faithfully,

Secretary,  
K.E.B.

## KARNATAKA ELECTRICITY BOARD

KEB/B16/B5/7982/83-84

Board Secretariat,  
Cauvery Bhavan,  
Bangalore-9  
Date 20.09.1999

### CIRCULAR

**Read:-**

1. G.O.No.DPAR3 SSR81 dated 29.03.1983 in the matter of fixing the pay of an employee whose additional increment sanctioned to him for having passed a departmental examination earlier, has not been reflected in the higher pay scale consequent to his promotion/in-service appointment.
2. OM No.DPAR142 ASB83 dated November 1983 of the Karnataka Government Secretariat in the matter of fixing the pay of a Government Servant on the basis of the G.O.dated 29.03.1983.
3. B.O.No.KEB/B16/B5/7982/83-84 dated 13.08.1984 adopting the G.O dated 29.03.1983 and O.M dated Nov 1983.
4. Note of the CFA., No. CF/AO(A)/Sn-II/EA4/476 dated 20.07.1999.

When a serving employee who has earned an additional increment for passing a prescribed departmental examination required for promotion is promoted to a promotional post or is appointed to a higher post, he gets his pay fixed in the next higher stage of pay in the relevant promoted/higher time scale of pay. However, where such stage of pay happens to be the minimum of the time scale of pay of the new post, the additional increment he had earlier earned gets lost/merged below the minimum of the new time scale and is therefore not reflected in the new pay of the employee. This fixation of pay causes the employee to draw equal and sometimes less pay than an employee who is promoted /appointed later. This type of anomaly/situation has been remedied in GO dated 28.03.1983 and KGS OM dated Nov'83, adopted by the Board vide its order dated 13.08.1984. The order (amendment to Rule 6 of the KCSR) specifically refers to such situations of promotion/appointment for the purpose of fixing the pay in the higher post.

Pursuant to the recent revision of pay scales in Board, some of the AAOs promoted in the recent years have represented that the additional increment earned by them earlier as Assistants, has not been reflected in the pay fixed on their promotion as AAO. The CFA has forwarded their representations to the Board on 01.03.1999 requesting the Board to consider fixing the pay of these AAOs by granting the additional (one) increment above the minimum of the time scale of pay in order to follow the spirit of the order dated 13.08.1984 and to avoid anomaly between such junior and senior employees. The CFA in her note dated 20.07.1999 has referred to the KGS OM dated Nov'83 (also adopted by the Board) wherein the additional increment of the concerned government employee which got merged in the minimum of the revised time scale of pay has been restored at the time of revision of pay scales in 1977.

In this behalf, the subject has been examined and it is hereby clarified that the principles in G.O dated 29.03.1983 (adopted in BO No., KEB/ B16 / B5/7982/83/84 dated 13.08.1984) can be made applicable to above such cases of pay fixation of employees/Officers whose additional increment is not reflected upon revision of pay scales w.e.f. 01.04.1998. In other words their pay may be fixed at one stage above the minimum of the revised time scale of pay with effect from 01.04.1998. The following illustration may be used as guidance.

Pay of an Assistant as on	01.06.95	Rs.2210/-	In scale Rs.1450-50-1700-60-2060-75-2510-100-3110-125-4110.
Pay on Promotion as AAO on (Rs.2435 i.e. min. of Time scale of AAO, + Rs.75/-)	01.09.95	Rs.2510/-	In scale Rs.2435-75-2510-100-3110-125-3860-150-4910-175-5085.
Pay after Annual increment in AAO scale on	01.09.96	Rs.2610/-	-do-
Pay after Annual increment in AAO scale on	01.09.97	Rs.2710/-	-do-
Pay in the Revised Pay scale of AAO on (i.e. min of Time scale of AAO)	01.04.98	Rs.7800/-	In scale Rs.7800-250-8800-300-10600-350-12000-400-13600.
Pay on protection of Additional increment in the RPS	01.04.98	Rs.8050/-	-do-
Pay after Annual increment on	01.09.98	Rs.8300/-	-do-

Note:- Next date of Annual Increment : 01.09.1999.

*T. H.*  
Secretary, 20.9.99  
KEB.

Copy to:

1. The Chief Engineer, Electricity (General), KEB., Bangalore.
2. The Chief Financial Adviser, KEB., Bangalore.
3. The Chief Industrial Relations Officer, KEB, Bangalore.
4. The Chief Law Officer, KEB, Bangalore.
5. All Chief Engineers, Electricity, KEB.,
6. All Chief Controllers, KEB., Bangalore.
7. All Controllers, KEB.,
8. All Superintending Engineers, Electrical, KEB.,
9. All Deputy Controllers, KEB.,
10. All Executive Engineers, Electrical, KEB.,
11. All Accounts Officers, (Internal Audit), KEB.,
12. All Officers of Board Secretariat, KEB., Bangalore.
13. PS., to Chairman/Member(Finance)/Member (Distribution)/Member(Transmission)/Secretary/Addl. Secretary, KEB., Bangalore.
14. SA-II - Records

Copy for information to:

1. Sri. T.Hamimanthappa, Member, KEB., Bangalore.
2. The General Secretary, KEBEU (659), KEB Engineers' Association, KEB Accounts Officers' Association, KEB SC/ST Employees Welfare Assn., Bangalore.



## KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

**Sub:-** Fixation of pay on promotion in respect of an employee who is drawing the pay beyond the maximum of the time scale of pay of next higher post i.e. promotional post. by virtue of elongation/stagnation increments -- reg.

---

### **PREAMBLE:**

As per the existing provisions, when an employee who is drawing the pay beyond the maximum of time scale of the pay of next higher post (by virtue of Elongation/Stagnation increments), is promoted to the next higher post the benefit of higher fixation of pay is not extended to him. In the joint meeting held on 07.08.2007 with the KPTC Employees' Union (Reg. No.659), the President of the Union has requested to extend the benefit to such employees on promotion. After detailed discussion, it was decided to extend the benefit w.e.f. 01.04.2007. Hence the following Order:

**ORDER NO: KPTCL/B16/4330/2005-06, BANGALORE DATED: 12 SEP 2007**

1. KPTCL is pleased to extend the benefit of higher fixation of pay on promotion in respect of the following employees:

- i. An employee who has not got the benefit of Next Higher Scale of pay as per the provisions of B.O. NO. KEB/B16/5816/82-83 dated: 24.06.1982 and 07.09.1982 etc., or one who has not got the benefit of Career Advancement as per the provisions of B.O. No. KEB/B16/5816/82-83 dated: 09.04.2003 and drawing the pay beyond the maximum of time scale of pay of next higher post i.e. promotional post, by virtue of elongation/stagnation increments and promoted to next higher post.

(Example: An employee appointed as Junior Assistant, not got the benefit of next higher scale of pay or career advancement, drawing the pay beyond the maximum of the time scale of pay of Assistant by virtue of elongation increments and promoted to the post of Assistant shall be extended the benefit of higher fixation of pay on promotion).

- ii. An employee who has moved over to the Next Higher Scale of pay as per the provisions of B.O. No. KEB/B16/5816/82-83 dated: 24.06.1982 and 07.09.1982 etc or got the benefit of Career Advancement as per B.O No. KEB/B16/5816/82-83 dated: 09.04.2003, drawing the pay beyond the maximum of the time scale of pay of next higher post by virtue of elongation/stagnation increments, and subsequently promoted to the higher post carrying the pay scale higher than the pay scale under which they have got the benefit of next higher scale or Career Advancement.



(Example: An employee appointed as Assistant, moved over to the Next Higher Scale of pay of Senior Assistant as per B.O. NO. KEB/B16/5816/82-83 dated: 24.06.1982, drawing the pay beyond the maximum of the time scale of Assistant Accounts Officer by virtue of elongation increments and promoted to the post of Assistant Accounts Officer shall be extended the benefit of high fixation of pay.)

2. This order shall come into force w.e.f. 01.04.2007.
3. Consequent to extending the benefit of such higher fixation of pay, if a junior employee on promotion gets higher pay than the senior employee (who is already promoted but has not been granted next stage on promotion) then pay of such senior employee shall be stepped up to that of his junior employee who is extended the higher fixation of pay on promotion as above provided both senior and junior employees are holding the same post.

By Order,

*VJ 12.9.07*  
GENERAL MANAGER  
(ADMN. & HRD)

Copies to:

1. V.Narayana Gowda, Director(Labour) & President, KPTC Employees Union (659)
2. B.N.Satyapremkumar, Director, CESC, MESCOM, HESCOM and GESCOM.
3. All Managing Directors, ESCOMs/VVNL(KPCL).
4. All Chief Engineers, Electy., KPTCL/ESCOMs.
5. All Financial Advisers, KPTCL/ESCOMs.
6. All Superintending Engineers, KPTCL/ESCOMs.
7. All Controllers, KPTCL/ESCOMs.
8. All Executive Engineers, KPTCL/ESCOMs.
9. All Deputy Controllers, KPTCL/ESCOMs.
10. PS to MD, KPTCL, Director (Transmission)/Director (Law)/ Director (Finance), KPTCL.
11. PS to GM (A&HRD), Company Secretary, KPTCL.
12. All Officers, Corporate Office.
13. SA-II, Records.

Copy for information to:

1. The General Secretary, KPTC Employees' Union (Reg. No. 659).
2. The General Secretary, KEB Engineers' Association,
3. The General Secretary, KPTCL Accounts Officers Association.
4. The General Secretary, KEB SC/ST Employees' Welfare Association, Central Committee.

ಟೆಲೆಫನ್ : 845-2455 ಕೆಇಬಿಇನ್  
ಗ್ರಾಂಪ್ : ಕೆಪ್ಪಾನ್



## ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್,  
"ಕಾವೇರಿ ಭವನ"  
ಬೆಂಗಳೂರು-560 009

25 JUN 2008

ದಿನಾಂಕ: .....

25 - JUN - 2008

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07 (ಬ)

ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಎ),  
ಕಾರ್ಯ ಮತ್ತು ಪಾಲನಾ ವಿಭಾಗ,  
ಜೆಸ್ಸಾಂ,  
ಬಳ್ಳಾರಿ.

ಮಾನ್ಯರೆ,

ವಿಷಯ: ದಿನಾಂಕ: 01.04.2003 ರ ನಂತರ ಒಂದು ವರ್ಷದ ಪ್ರೊಬೇಷನರಿ  
ಅವಧಿಯ ಮೇಲೆ ನೇರ ನೇಮಕಾತಿ ಹೊಂದಿರುವ ನೌಕರರಿಗೆ  
ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸುವ ಬಗ್ಗೆ

- ಉಲ್ಲೇಖ: 1. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07  
ದಿನಾಂಕ: 27.09.2006 ಹಾಗೂ 02.06.2008.  
2. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07.  
ದಿನಾಂಕ: 27.09.2006 ಹಾಗೂ 02.06.2008.  
3. ದಿನಾಂಕ: 16.06.2008 ರ ನಿಮ್ಮ ಪತ್ರ.

ದಿನಾಂಕ: 16.06.2008 ರ ನಿಮ್ಮ ಪತ್ರದಲ್ಲಿ ದಿನಾಂಕ: 01.04.2003 ರ ನಂತರ ಒಂದು ವರ್ಷದ  
ಪ್ರೊಬೇಷನರಿ ಅವಧಿಯಲ್ಲಿ ನೇರ ನೇಮಕಾತಿ ಹೊಂದಿದ ನೌಕರರ ಪ್ರಕರಣಗಳಲ್ಲಿ ನಿಗಮದ ದಿನಾಂಕ:  
02.06.2008 ರ ಆದೇಶದ ಪ್ರಕಾರ ಮೂಲ ವೇತನವನ್ನು ಶೇಕಡ 12 ರಷ್ಟು ಪರಿಷ್ಕರಿಸಿ ವೇತನವನ್ನು  
ನಿಗದಿಪಡಿಸಿದಾಗ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯ ಕನಿಷ್ಠ ಹಂತಕ್ಕಿಂತ ಒಂದು ಹಂತ ಮುಂದಕ್ಕೆ  
ನಿಗದಿಯಾಗುತ್ತದೆ ಎಂದು ತಿಳಿಸಿ ಇಂತಹ ಸಂದರ್ಭದಲ್ಲಿ ಇವರ ವೇತನವನ್ನು ವೇತನ ಶ್ರೇಣಿಯ ಕನಿಷ್ಠ  
ಹಂತದಲ್ಲಿ ನಿಗದಿಪಡಿಸಬೇಕೆ? ಅಥವಾ ಕನಿಷ್ಠ ಹಂತಕ್ಕಿಂತ ಒಂದು ಹಂತ ಮುಂದಕ್ಕೆ ನಿಗದಿಪಡಿಸಬೇಕೆ?  
ಎಂಬುದರ ಬಗ್ಗೆ ಸ್ಪಷ್ಟೀಕರಣವನ್ನು ಕೇಳುತ್ತೀರಿ.

ಪ್ರೊಬೇಷನರಿ ಅವಧಿಯಲ್ಲಿ ನೌಕರರು ತಮ್ಮ ಹುದ್ದೆಯಲ್ಲಿನ ವೇತನ ಶ್ರೇಣಿಯ ಕನಿಷ್ಠ ಹಂತದ  
ವೇತನವನ್ನು ಪಡೆಯಲು ಅರ್ಹರಾಗಿರುತ್ತಾರೆ. ಇವರ ಪ್ರೊಬೇಷನರಿ ಅವಧಿ ತುಂಬಿ ಕರವಾಗಿ ಪೂರೈಕೆಯಾಗಿದೆ  
ಎಂದು ಭೋಷಣೆಯಾದ ನಂತರ ನೇಮಕಾತಿ ಹೊಂದಿದ ಒಂದು ವರ್ಷಕ್ಕೆ ಇವರು ವಾರ್ಷಿಕ ವೇತನ ಬಡ್ಡಿ  
ಅರ್ಹರಾಗಿರುತ್ತಾರೆ. ಆದ್ದರಿಂದ, ದಿನಾಂಕ: 01.04.2003 ರ ನಂತರ ಒಂದು ವರ್ಷದ ಪ್ರೊಬೇಷನರಿ

ಅವಧಿಯಲ್ಲಿ ನೇಮಕಾತಿ ಹೊಂದಿದ ಎಲ್ಲಾ ನೌಕರರಿಗೂ ಪ್ರೋತ್ಸಾಹವನ್ನು ಅವಧಿಯಲ್ಲಿ ವೇತನವನ್ನು ಸಂಬಂಧವೆಟ್ಟು ಹುದ್ದೆಯ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯ ಕನಿಷ್ಠ ಹಂತದಲ್ಲಿ ನಿಗದಿಪಡಿಸುವಂತೆ ಸ್ವೀಕರಿಸಲಾಗಿದೆ.

ನಿಮ್ಮ ವಿಶ್ವಾಸಿ,

ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು

(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)

ಗೆ:

1. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಎಲ್ಲಾ ವಿಭಾಗ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
2. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ವಿ), ಕವಿಪ್ರಸನ್ನಿ/ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ಅಧೀಕರಣ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ಅಧೀಕರಣ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
5. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
6. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
8. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರಸನ್ನಿ/ಎಸ್ಕಾಂಗಳು : ಹಾಗೂ : ವಿ.ವಿ.ನಿ.ನಿ/ ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು) /ನಿರ್ದೇಶಕರು(ಪ್ರಸಾರಣ)/ ನಿರ್ದೇಶಕರು:(ಕಾನೂನು); ಕವಿಪ್ರಸನ್ನಿ/ ನಿರ್ದೇಶಕರು, ಒ.ಸಿ.ಕೆ.ಎಲ್.
9. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ), ಕವಿಪ್ರಸನ್ನಿ, ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
10. ಎಸ್.ಎ.-II ದಾಖಲೆಗಳು.
11. ಮೈಲ್‌ಸೈಟ್

KARNATAKA ELECTRICITY BOARD 5072

READ:

1. Board order No.WLIC.18/74.75 dated 5.5.75 approving the grant of benefit of four advance increments to the various categories of employees referred therein on acquiring additional higher qualification as detailed therein without prejudice to normal increments with effect from 1.10.1974.

2. Board order No.KED/B14.3589/77-78 dated 25.10.77 sanctioning advance increments to the following categories of employees on acquiring higher qualification mentioned against each with effect from 1.4.1976 subject to the conditions mentioned therein.

Jr.Asst/Typist	..	A degree in Commerce or Arts or Science of a recognised University.
Assistant	..	Pass in the final examination conducted by the Institute of Chartered Accountants of India, or pass in the final examination conducted by the Institute of Costs & Works Accounts of India.
Supervisor	..	A degree in Engineering of a recognised University or equivalent examination.
Asst.Store Keeper	..	A degree in Commerce, or Arts or Science.
Jr.Personal Assistant		A degree in Commerce, or Arts or Science.

3. Board order No.KED/B14.3591/77-78 dated 25th Oct.77 according approval for grant of 4 advance increments less number of advance increments already drawn by the employees detailed therein to the employees who acquired the prescribed degree examination as shown against each during the period 1.3.1971 to 30.9.1974 or had joined the Board service holding relevant degrees between the period 1.3.1971 and 30.9.1974 and allow the benefit of the higher pay from 1.10.1974 only subject to the conditions stipulated therein.

4. Letter No.EA.100/77-78 dated 17.2.79 from the Secretary, KED Engineers' Association, representing among other things that the Assistant Engineers in PWD who acquired Post Graduate qualification are given two advance increments and in the Board also the other categories of employees who acquired higher qualifications are given advance increments and therefore, requesting to extend the same benefit to the Assistant Engineers, (El) in the Board also who acquire Post-graduate qualification in Engineering.

ORDER No.KED/B16.5320/79-80

BANGALORE, DATED: 26<sup>th</sup> June 1979

Approval is accorded for the grant of 2 (two)

advance increments to the Assistant Engineers, (Elect) who after joining service acquire Post-Graduate or Doctorate in Electrical Engineering at their own cost.

2. The order is effective from the date of issue. Those who acquire the Post-Graduate or Doctorate in Electrical Engineering in future, the sanctioning of advance increments shall take effect from the date of passing such examination.

By order,

*Y. Krishnamurthy*  
26/6  
(Y. Krishnamurthy)  
Secretary.

To

All the Chief Engineers, Electricity, KEB  
The Chief Controller of Accounts, KEB, Bangalore  
All the Controller of Accounts, KEB  
The Accountant General, Karnataka, Bangalore  
All the Superintending Engineers, El., KEB  
All the Executive Engineers, Elecl., KEB  
All the Dy. Controller of Accounts, KEB  
All the Accounts Officers, Internal Audit, KEB  
The Director, Training Centre, KEB, Bangalore  
The Principal, Training Institute (Ministerial) KEB, Bangalore  
All the Offices, Board Secretariat  
All the Asst. Accounts Officers, B1, B2, Board Secretariat.  
PAS to GM/PM/Secretary/Addl. Secretary.  
The Secretary, KEB Engineers' Association, Bangalore.

/ RES.No.12889-A dated 11.6.79 /

KARNATAKA ELECTRICITY BOARD

Read:

Board order No. All/3673/62-63 dated 31-10-1962.

Board order No. Al/223/71-72 dated 3th April '71.

Board order No. WLIC-16/74-75 dated 5-9-1975.

Board order No. KEB/D14/3591/77-78 dated 26-10-1977.

Representation dated 12-9-78 from Shri S. Viswanath, Senior Assistant stating that he had entered the Board service during 1957 and acquired a degree in Arts during October 1969 and requesting to extend the benefit of advance increments as per Board order No. KEB/D14/3591/77-78 dated 26-10-77.

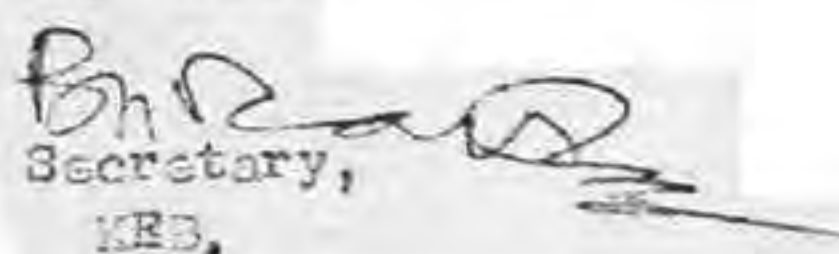
Board resolution No. 18038 dated 6-4-1983.

Board order No. CLO/D14/4859/77-78

DATED 4th May 1983.

Approval is hereby accorded to allow in the case of II Division Clerks (since redesignated as Junior Assistant/Meter Readers) who acquired a Degree in Science, Arts or Commerce between the period from 1-4-69 to 28-2-71) and who have been allowed four advance increments (s.3K4) of s.12/- per month in the pre-revised scales of 1969, two advance increments in the revised scales of 1969 amounting to s.16/- (Rupees sixteen only) (s.3K2) per month with effect from the date of acquiring the additional qualification of the degree in Science, Arts or Commerce, without prejudice to their normal increment and to allow the monetary benefit arising out of this from 1-3-1971 only.

By order

  
Secretary,  
KEB.

To

Shri Gopprakash S. Managali, Member, KEB & Advocate, Belgaum.  
The Chief Engineer, Electricity (General) K.E.B., Bangalore.  
All the Chief Engineers, Electricity, KEB.  
The Financial Adviser & Chief Accounts Officer, K.E.B., Bangalore.  
The Accountant General, Karnataka, Bangalore.  
The Managing Director, Karnataka Power Corporation, Ltd., Bangalore.  
All the Chief Engineers, Electricity K.P.C. Ltd.  
The Chief Electrical Inspector to Government, Bangalore.  
All the Superintending Engineers, Electrical and Civil, K.E.B.  
All the Executive Engineers Elec. and Civil, K.E.B.  
The Controllers, Finance/Accounts/Audit, KEB, Bangalore.  
The Directors, Industrial Training Centres / Research, KEB, Bangalore.  
The Superintendent of Police (Vigilance) KEB, Bangalore.  
All the Deputy Controllers of Accounts & Accounts Officers, KEB.  
The Principal, Training Institute (I), KEB, Bangalore.  
All the officers of the Board Secretariat, KEB, Bangalore.  
All the Assistant Accounts Officers/Cash workers, Board Secretariat, Bangalore.  
PAs to GM/AM/AS/Secretary/Asst. Secretary, /CLO/ PRO,  
L/F.

**KARNATAKA ELECTRICITY BOARD**

**No. KEB/B16/5816/82-83**

**Dated : 28-5-1986**

**The Financial Adviser and Chief Accounts Officer  
KEB, Bangalore.**

**Sir,**

*Sub :* Sanction of Advance Increments after advancement to next higher scale clarification register.

- Ref :*
- 1) This Office lr. of even No. dt. 10.7.84
  - 2) Your lr No. AOA/Sn. II/2989 dated. 14-12-84.
  - 3) Your lr. No. AOA/Sn. II/EA4/2623. dated. 27-10-1984.

With reference to your letter cited under reference (2) above. I am directed to state that as already pointed out vide this Office letter cited under reference (1) above, the time bound movement (grant of next higher scale) sanctioned vide Board Order of even No dated 24-6-82 is just as good as a regular promotion from the point of view of emoluments.

In the circumstances, your proposal for grant of advance increments to the employees who acquire Degree subsequent to moving on to the next higher scale is not acceptable to the Board.

**Yours faithfully,  
Secretary, KEB.**

## KARNATAKA ELECTRICITY BOARD

*Read :*

- Board Order No. KEB / B14 / 3589/77-78 dated 25-10-77 and 2-6-80.
2. Board Order No. KEB/B14/6320/78-79 dt. 21-6-82.
3. Board Order No. KEB/B16/5816/82-83 dt. 24-6-82 extending the benefit of grant of next higher scale of pay to the Workmen.
4. Letter No. KEB / B16 / 5816 / 82-83 dt. 19-7-84 addressed to the Chief Engineer, Elec., (Gl.) in the matter of sanction of additional increment to the employees who have moved on to the next higher scale.
5. Board Letter No. KEB/B16/5816/82-83 dt. 28-8-86 clarifying that the Advance Increment to the Employees who acquire Degree subsequent to moving on to the next higher scale of pay cannot be sanctioned.
6. Letter No. KEBEU/1895/86 dt. 25-6-86 from the General Secretary, KEB Employees' Union requesting for the grant of Advance/Additional Increment to those Employees who have acquired/acquire higher qualifications irrespective of the fact whether they are extended the benefit of next higher scale of pay or otherwise.
7. IMC Resolution No. 47 (Admn) dt. 27-5-87.



8. Joint Meeting held on 20-7-87 with the representatives of KEB Employees' Union.

Order No. KEB/B16/5816/82-83

Bangalore, Dated: 27-7-87

*Also see  
B.O. no B16/5816  
82-83 dated  
4.5.91*

Approval is accorded for the following :

- i) to allow Advance Increments as per the existing provisions even to the Workmen of the Board who have moved on to the next higher Scale of Pay and subsequently acquire higher qualification, in the time scale of pay applicable to the Workmen at the time of acquiring higher qualifications, subject to observing the other formalities.
- ii) To allow Additional Increments as per the existing provisions even to the Workmen of the Board who have moved on to the next higher scale of pay and subsequently pass the prescribed Departmental Examinations, in the Time Scale of Pay applicable to the Workmen at the time of passing the prescribed Departmental Examinations, subject to observing the other formalities.

By order,

Sd/-

Secretary, KEB.

## **KARNATAKA ELECTRICITY BOARD**

**Board Secretariat  
'Cauvery Bhavan'  
District Office Road  
Bangalore-560 009**

**No. KEB/B16/5816/82-83**

**Date : 6-11-87**

**The Executive Engineer, Elecl.,  
O&M Division,  
Karnataka Electricity Board,  
Sagar**

**Sir,**

**Sub : Sanction of Advance Increments and  
Additional Increments to workmen who  
have moved on to the next higher scale-  
clarification - regarding.**

**Ref :** 1) Board Order No. KEB/B16/5816/82-83  
dated 27-7-87

2) Your Letter No. AO/AAO. 1/EAG/  
F.27/10284 dated 26-8-87

With reference to the above, I am directed to clarify that the benefit of Advance Increment and Additional Increment to the Workmen who have moved on to the next higher scale of pay, sanctioned vide Board Order of even No. dt. 27-7-87 may be extended to the eligible workmen with retrospective effect, i.e. from the respective date the workmen have become eligible for these Increments after movemnt to the next higher scale of pay as per Board Order of even No. dated 24-6-82.

Yours faithfully,

Sd/-

*Secretary, K.E.B.*

## KARNATAKA ELECTRICITY BOARD

*Read :*

- Board Order No. KEB/B16/5816/82-83 dated 7-9-82 sanctioning scheme of granting next higher scale of pay for Asst. Engineers (Electrical/Civil) (graduates/Non-graduates) and Assistant Accounts Officers of the Board as detailed therein.
2. Board Order No. KEB/B16/5816/82-83 dt. 16-12-82 sanctioning the scheme of granting next higher scale of pay to the Senior Personal Assistants/Labour Welfare Officers of the Board as detailed therein.
  3. Board Order No. KEB/B16/5816/82-83 dt. 27-7-87 according approval to allow advance increments/Additional increments as per the existing provisions even to the workmen of the Board who have moved on to the next higher scale of pay.

4. Board letter No. B16/5816/82-83 dated 6-11-87 extending the above benefit with retrospective effect, i.e., from the respective date the workmen have become eligible for these increments after movement to the next higher scale of pay as per B.O. of even No. dated 24-6-82.
5. Board Order No. KEB/B16/3416/75-76 dt. 9-11-87 according approval to extend the benefit of additional increment as per rules only to the Senior Personal Assistants who have crossed 45 years of age as on 1st October 1987 and who have passed Kannada Language test without insisting on Passing of the Departmental examinations etc.,
6. Board Secretariat Note dated 4-12-87 in the matter.

Order No. KEB/B16/5816/82-83.

Bangalore Dated : 28-1-88

Approval is accorded for the following :

- i) To allow Advance Increment as per the existing provisions even to the Board employees of Non-Workmen category who have moved on to the next higher scale of pay and subsequently acquire higher qualifications, in the time scale of pay applicable to such employees (Non-Workmen category) at the time of acquiring higher qualifications, subject to observing the other formalities.
- ii) To allow additional increment as per the existing provisions even to the Board employees of non-workmen category who have moved on to the next

higher scale of pay and subsequently pass the prescribed departmental examinations in the time scale of pay applicable to such employees (non-workmen category) at the time of passing the prescribed. Departmental examinations subject to observing the other usual formalities required to be observed for granting the additional increment.

- iii) to extend the above benefits to the Board employees of non-workmen category with retrospective effect i.e., from the respective date the employees have become eligible for these increments after movement to the next higher scale of pay as per the existing Board Orders.

By Order

Sd/-

*Secretary, KEB*

# KARNATAKA ELECTRICITY BOARD

Board Secretariat  
'Cauvery Bhavan'  
Bangalore-560 009  
Dated : 29-1-88

No. KEB/B16/5816/82-83

The Chief Engineer, Electricity  
Rural Electrification Zone,  
Karnataka Electricity Board,  
K. R. Circle,  
Bangalore-1

Sir,

**Sub :** Extending the benefit of additional increment to Senior Personal Assistants, who are in the next higher scale of pay-regarding.

**Ref :** Board Order of even No. dated 28-1-88.

With reference to your letter No. RE-Zone/2841 dated 13-11-87, I am directed to state that the benefit of additional increment as sanctioned vide Board Order No. KEB/B16/3416/75-76 dated 9-11-87 may be extended even to the Senior Personal Assistants who have moved on to the next higher scale of pay in terms of Board Order of even No. dated 16-12-82, subject to verification that they have not been extended the benefit of the additional increment earlier.

Yours faithfully,

Sd/-  
Secretary, K.E.B.

## KARNATAKA ELECTRICITY BOARD

**Sub :** Grant of Advances Increments to AAO's for acquiring higher qualifications.

*Read :*

1. Order No. WLIC. 18/74-75 dt. 5-9-75 sanctioning advance increments to Assistant Accounts Officers who acquire higher qualification by passing in the final examination conducted by ICWA of India and ICA of India among other categories of employees.
2. Board Order No. KEB/B14/3589/77-78 dt. 25-10-77 and KEB/B14/3591/77-78 dt. 26-10-77 sanctioning advance increments to various categories of employees for acquiring higher qualifications.
3. Board Order No. B16/5320/79-80 dated 26-6-79 sanctioning two advance increments to Assistant Engineers (Elecl.) who after joining service acquire post-graduate or Doctorate in Electrical Engineering at their own cost.
4. IMC Resolution No. 40 dated 18-2-86 in the matter of granting advance increments to AAO's for acquiring higher qualifications.
5. Letter No. AOA/Sn-2/EA-3/1443 dated 17-9-87 from Financial Adviser and Chief Accounts Officer KEB., in the matter of granting advance increments to AAO's.
6. Board Secretariat Note dated 17-12-87.



Order No. KEB/B16/5320/79-80

Bangalore, Dated 28 March 88.

Approval is accorded for the following :

I. For the grant of two advance increments to the Assistant Accounts Officers who after joining Board Service acquire higher/additional qualifications such as :

a) Pass in the Final Examination conducted by the Institute of Cost and Works Accounts of India.

OR

b) Pass in the Final Examination conducted by the Institute of Chartered Accounts of India.

at their own cost, subject to observing the other usual formalities for grant of advance increments.

II. To give effect to the above order from 1-4-85.

III. Those who acquire qualification as at item I(a) or (b) above in future, the sanction of advance increment shall take effect from the date of passing of such examination.

By order

Sd/-

Secretary, KEB

## PREAMBLE :

The grant of advance increments is regulated in Karnataka Electricity Board under the various Rules of KEBESRs (Rule 47 to 47 (g) originally issued under Board order referred above. From 1.3.1971 i.e. the effective date of Board order dated 8.4.71 (Reference (1) two advance increments were given to certain employees. This was subsequently increased to 4 advance increments with effect from 1.10.1974 to certain employees vide Board order (Reference 4.).

In Board order dated 5.9.75 which gave 4 advance increments with effect from 1.10.1974 stated that a candidate recruited as Junior Assistant/Typist in the minimum of time scale, who has acquired the qualification, prescribed in Col. 3 in the Table to the Board order, before the date of his appointment is entitled to 4 increments from the date of his joining the appointment. A Junior Assistant/Typist acquiring such qualification subsequent to his appointment is similarly entitled to 4 advance increments from the date of announcement of the results of the Examination concerned. This again become 2 advance increments to certain employees with effect from 1-4-1976 vide Board order of 25-10-1977 on revision of pay scales.

A question was raised before Hon'ble High Court of Karnataka whether the benefit of 4 advance increments to those who possessed or acquired higher qualification, on the date of or after the appointment continued to be available to such of those employees coming into Board service after 1-4-1976 but before 25-10-1977 (Reference 5). It is held by the Hon'ble High Court of Karnataka that such benefit of 4 advance increments in the said manner will continue to such of those employees possessing or acquiring higher qualification as on or after 1.4.1976 but before

25.10 1977. But, the relief in the form of arrears of benefit to such employees were restricted by the Hon'ble Court in different writ petitions differently.

The issue has therefore been considered in its generality and the Board has resolved to make this ruling of the Hon'ble High Court applicable to all the employees appointed with higher qualification and placed in similar situation in terms of High Court order. Hence this Board order.

Order No.KEB/B16/B15/5515/81-82,

Bangalore, Dated : 21-8-1991

Board is pleased to accord approval ;

1. To grant 4 (four) advance increments to the Junior Assistants Typists and such other employees covered under Board order of 5.9.75 who possess, as on or acquire after, 1.4.1976 but before 25-10.1977 additional/higher qualification as prescribed in the said Board order dated of 5.9.1975.
2. To give fixation benefits taking into account the 4 (four) advance increments (less 2 (two) advance increments already sanctioned if any) and restrict the payment of arrears to actuals or to maximum of three years only whichever is less prior to the date of this Board order.
3. This benefit is available to only such of those employees who were in employment as on or before 25-10-1977 and who possessed or acquired higher/additional qualification as on or after 1-4-1976 but before 25-10-1977 and to whom the benefit of advance increments were available.

4. All other conditions in the Board orders and provisions of KEBESRs relating to grant of advance increments remain unaltered except as specified above.
5. Necessary amendments to KEBESRs will be issued separately.

By Order  
*Secretary K.E.B.*

## **Karnataka Electricity Board**

**READ :**

- i] B.O. No. KEB/WLIC-18/74-75 dtd. 5-9-1975 Grant of four advance increments with effect from 1-10-1974 to Jr. Assistants/Typists, Assistants, Asst. Accounts Officers, Supervisors, Jr. Personal Assistants.
- ii] B.O. No. KEB/B14/3589/77-78 dtd. 25-10-1977 Grant of two advance increments with effect from 1-4-1976 to Jr. Assistants and Typists, Assistants, Supervisors, Anst. Store-Keepers and Jr. Personal Assistants on acquiring higher qualifications from the date of announcement of results or from the date of satisfactory completion of probation whichever is later.
- iii] B.O. No. KEB/B14/3591/77-78 dtd. 26-10-1977 Grant of four advance increments to those who had passed prescribed higher qualification during

1-3-1971 to 30-9-1974 or joined Board service holding relevant degrees between 1-3-1971 to 30-9-1974 and to allow benefits from 1-10-1974 - Extending the benefit to Second Division Clerk/Junior Assistant/Meter Reader/Typist, Supervisor, Stenographer/Jr. Personal Assistant, First Division Clerk/Assistant.

iv) IMC Resolution No. IMC. 84/179 dtd. 9-1-1991.

v) B.O. No. KEB/B16/B15/5515/81-82 dtd. 21-8-1991 Grant of four advance increments to Junior Assistants/Typists and such other employees covered under B.O. dtd. 5-9-1975 who possessed/acquired additional higher qualification as prescribed in B.O. dtd. 5-9-1875 on or after 1-4-1976 but before 25-10-77. The monetary benefit being restricted to the actuals or for a period of maximum of three years whichever is less prior to the date of 21-8-1991.

vi) Letter No, 3063/91 dtd. 26-9-1991 of the General Secretary, KEB Employees' Union stating that while issuing the Board Order dtd. 21-8-1991 one aspect of the cases decided by the Hon'ble High Court has been approved i..e. that of granting 4 advance increments to employees who have acquired higher qualification in between the period i.e. 1-4-1976 and 25-10-1977 while the other set of employees who entered service with higher qualification has been left-out.

Order No. KEB/B16/B15/5515/81-82.

Bangalore, Dated : 20-10-1992.

Board is pleased to accord approval to the grant of advance increments as noted below to the categories of employees mentioned in B.O. No. KEB/B14/3589/77-78 dtd. 25-10-1977.

- 1] To grant four advance increments (less two advance increments already sanctioned if any) to those who have entered into the Board service with higher/additional qualification on or after 1-4-1976 but prior to 25-10-1977,
- 2] To grant two advance increments to those who have entered into Board service with higher qualification on or after 25-10-1977 and also to those who acquired additional qualification after 25-10-1977 but entered service prior to that date.
- 3]
  - i) Grant of advance increments shall be without prejudice to normal increments.
  - ii) The benefit of advance increments shall be admissible only once during the entire service.
  - iii) Advance increments shall not be granted beyond the maximum of the existing time scale of the concerned employee.
  - iv) Advance increments shall not be granted during the period of probation. But the increments shall be granted from the date of satisfactory completion of probationary period or from the date of announcement of results of the prescribed higher qualification whichever is later. However, the monetary benefit of arrears for the back period shall be restricted to actuals or to a maximum period of three years from the date of this Board Order.
- 4] Necessary amendments to KEBESRs. will be issued separately.

By Order,

Secretary,  
K.E.B.

# KARNATAKA ELECTRICITY BOARD

## READ :

1. B.O.NO. KEB/B16/5320/79-80, dated : 28-3-1988 according approval for the grant of two advance increments to the Assistant Accounts Officers, who after joining Board Service acquire higher/additional qualification such as pass in the Final Examination conducted by the Institute of Cost and Works Accounts of India and Final Examination conducted by the Institute of Chartered Accounts of India.

2. Letter No. FA & CAO/CF/AO (A)/677 dated : 29-6-1994 of the Financial Advisor & Chief Accounts Officer, KEB, Bangalore proposing to consider granting of two advance increments to the Accounts Officers working in Board for acquiring higher/additional qualification such as pass in the Final Examination conducted by the Institute of Cost and Works Accounts of India and the Institute of Chartered Accounts of India.

3. Board Secretariat Note dated : 15-11-1994.

**ORDER NO. KEB/B16/3465/89-90,  
BANGALORE, DATED : 28-11-1994**

Board is pleased to accord approval for the grant of two Advance Increments to the Deputy Controller of Accounts/Accounts Officers who after joining Board Service acquire higher/additional qualifications such as -



Pass in the Final Examination conducted by the Institute of Cost and Works Accounts of India.

OR

Pass in the Final Examination conducted by the Institute of Chartered Accounts of India.

At their own cost subject to observing the other usual formalities for grant of Advance Increments.

This Order shall come in force with effect from 1st December 1991.

BY ORDER.

SECRETARY.  
K.E.B.

## **Karnataka Electricity Board**

### **READ :**

1. Board Order No.KEB/B16/5320/79-80, Dt. 26.06.1979 according approval for granting two advance increments to the Asst. Engineers, Elecl., who after joining into Board Service acquire post graduation or Doctorage in Electrical Engineering at their own cost from the date of passing such examination.
2. IMC Resolution No.114-IMC(A)/814, Dt : 13.03.1995

**BOARD ORDER NO.KEB/B16/5320/79-80,  
BANGALORE, DT : 24.4.95**

Approval is accorded for the sanction of ONE 'Advance Increment' to those Assistant Engineers, Elecl., who were/are deputed to undergo Higher Studies at Board's cost and acquired / acquire ME/M.Tech. Degree by passing the same in FIRST CLASS with distinction, i.e., Securing 70% of marks and above.

The sanction of 'Advance Increment' shall take effect from the date of passing M.E./M.Tech. Degree Examination. However the monetary benefit shall be restricted for a period of 3 years prior to the date of issue of this order or from the date of passing the said examination whichever is less.

Necessary amendments to the provisions of KEBESR will be issued separately.

**By Order,  
Secretary, K.E.B.**

- iv) Advance increments shall not be granted during the period of probation but shall be granted only from the date of satisfactory completion of probationary period;

However in respect of Asst.Engrs.Elec. who have entered into Board Service duly acquiring the Post-Graduate or Doctorate in Electrical Engineering the benefit of advance increments shall be extended from the date of this Board Order.

BY ORDER,

*M. Palani*  
SECRETARY, 9/12/97  
K.E.B.

To:

Shri.T.Hanumanthappa, Member(Labour), KEB., Bangalore.  
Shri.V.Nagaraju, Member, KEB., No.1262, Magadi Road,  
H.B.Colony, B'lore.  
The Chief Engineer Elec. (General), KEB., Bangalore.  
The Financial Adviser & Chief Accounts Officer, KEB., B'lore.  
All Chief Engineers Electricity, KEB.  
The Chief Controller of Accounts (I/A), KEB., Bangalore.  
The Chief Controller of Accounts, KEB., Bangalore.  
The Chief Law Officer, KEB., Bangalore.  
The Inspector General of Police (Vigilance), KEB., B'lore.  
The Chief Labour Officer, KEB., Bangalore.  
All Superintending Engineers Elec., KEB.  
All Controllers of Accounts/All Dy.Controllers of Accounts, KEB.  
All Executive Engineers Elec., KEB.  
All Accounts Officers, (I/A), KEB.  
The General Secretary, KEB Employees' Union (Reg.No.659),  
A.R.Circle, B'lore.  
The General Secretary, KEB Engineers' Assn., A.R.Circle, B'lore.  
The General Secretary, KEB Accounts Officers' Assn., K.R.Circle,  
B'lore.  
All Officers of Board Secretariat, KEB., Bangalore.  
PAs to CM/FM/TM/ Secretary/Addl.Secretary. KEB., Bangalore.  
SA-II Records, Board Secretariat, KEB., Bangalore.

KARNATAKA ELECTRICITY BOARD

READ:

- 1) B.O. No. KEB/B16/5320/79-80 Dt. 26th June 1979 according approval for the grant of Two advance increments to the Asst. Engrs. El., who after joining service acquire Post-Graduate or Doctorate in Electrical Engineering at their own cost.
- 2) B.O. No. KEB/B16/B15/5515/81-82 Dt. 20.10.1992 in the matter of sanction of advance increments to certain categories of employees who acquired higher qualification.
- 3) Order Dt. 09.07.1993 of the Division Bench of the Hon'ble High Court of Karnataka in W.A. No. 1656-57/91 between KEB and Sri. S. Bhaskar and another and Order Dt. 28.02.1994 of the Hon'ble High Court of Karnataka in W.P. No. 41836/93 - Ravindranath Vs KEB in the matter of granting advance increments to those who acquired Post-Graduation qualification prior to their entry into Board's service.
- 4) IMC (A) Resolution No. IMC(A)-133/1119 dated 7-11-97.

ORDER NO. KEB/B16/B15/5515/81-82,

BANGALORE, DATED: 9-12-1997.

Board is pleased to accord approval for the grant of TWO advance increments to the Asst. Engineers, Elecl., who had acquired Post-Graduate or Doctorate in Electrical Engineering even before their entry into Board Service, subject to the following conditions.

- i) Grant of advance increments shall be without prejudice to normal increments;
- ii) The benefit of advance increments shall be admissible only once during the entire service;
- iii) Advance increments shall not be granted beyond the maximum of the existing time scale held by the Official;

## ಕರ್ನಾಟಕ ವಿದ್ಯುಚ್ಛಕ್ತಿ ಮಂಡಳಿ

- ಓದಲಾಗಿದೆ:-**
1. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕ.ವಿ.ಮಂ. ಇಂಜಿನಿಯರುಗಳ ಸಂಘ, ಬೆಂಗಳೂರು, ಅವರ ಪತ್ರ ಸಂಖ್ಯೆ ಕೆ.ಇ.ಬಿ.ಎ/98-99 ದಿನಾಂಕ 29.09.1998 ರಲ್ಲಿ ಎಂ.ಬಿ.ಎ. ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದಿರುವವರಿಗೆ ಮುಂಗಡ ಬಡ್ಡಿ [Advance Increment] ಮಂಜೂರಾತಿಗೆ ಸಲಿಸಲಾಗಿದ್ದ ಕೋರಿಕೆ.
  2. ಅಂತರಿಕ ನಿರ್ವಹಣಾ ಸಮಿತಿ [ಆಡಳಿತ] ಸಂಖ್ಯೆ: ಐ.ಎಂ.ಸಿ.[ಎ]/142/1286 ದಿನಾಂಕ 25.03.1999

**ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/3605/98-99, ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 21-04-1999**


ಮಂಡಳಿಯ ಇಂಜಿನಿಯರಿಂಗ್ ಮತ್ತು ಅಕೌಂಟ್ಸ್ ಹುದ್ದೆಯಲ್ಲಿರುವ ಅಧಿಕಾರಿಗಳು ಎಂ.ಬಿ.ಎ. ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದಿದ್ದರೆ/ಹೊಂದಿದಾಗ ಈ ಕೆಳಗೆ ತಿಳಿಸಿರುವ ದರದಲ್ಲಿ ಮುಂಗಡ ಬಡ್ಡಿ [Advance Increment] ಯನ್ನು ಮಂಜೂರು ಮಾಡಿದೆ:-

- ಅ] ಅಧಿಕಾರಿಗಳು ಅವರ ಸ್ವಂತ ಖರ್ಚಿನಲ್ಲಿ ಎಂ.ಬಿ.ಎ. ವಿದ್ಯಾರ್ಹತೆಯನ್ನು ಹೊಂದಿದ್ದರೆ/ಹೊಂದಿದಾಗ ಎರಡು ಮುಂಗಡ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡುವುದು.
- ಆ] ಅಧಿಕಾರಿಗಳು ಮಂಡಳಿ ಖರ್ಚಿನಲ್ಲಿ ಎಂ.ಬಿ.ಎ. ವಿದ್ಯಾರ್ಹತೆಯನ್ನು ಹೊಂದಿದ್ದರೆ/ಹೊಂದಿದಾಗ ಒಂದು ಮುಂಗಡ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡುವುದು.

ಮುಂಗಡ ಬಡ್ಡಿ ಮಂಜೂರಾತಿ ಈ ಕೆಳಕಂಡ ಷರತ್ತಿಗೊಳಪಟ್ಟಿರುತ್ತದೆ.

- 1] ಮುಂಗಡ ಬಡ್ಡಿ ಮಂಜೂರಾತಿ ಸಾಮಾನ್ಯ ಬಡ್ಡಿಗಿ(normal increments) ಅಡಚಣೆಯಾಗಿರುವುದಿಲ್ಲ.
- 2] ಮುಂಗಡ ಬಡ್ಡಿ ಸೌಲಭ್ಯ ಅಧಿಕಾರಿಗಳ ಪೂರ್ತಿ ಸೇವಾ ಅವಧಿಯಲ್ಲಿ ಒಂದು ಬಾರಿ ಮಾತ್ರ ಮಂಜೂರು ಮಾಡುವುದು.
- 3] ಅಧಿಕಾರಿಗಳು ಅವರ ಕಾಲಿಕ ವೇತನ ಶ್ರೇಣಿಗಳಲ್ಲಿ ಪರಮಾವಧಿ ಹಂತ ತಲುಪಿದ್ದರೆ, ಮುಂಗಡ ಬಡ್ಡಿಗಿ ಅರ್ಹರಲ್ಲ.
- 4] ಪರಿಶೋಧಕ ಅವಧಿಯಲ್ಲಿರುವ ಅಧಿಕಾರಿಗಳು, ಮುಂಗಡ ಬಡ್ಡಿಗಿ ಅರ್ಹರಲ್ಲ. ಆದರೆ, ಈ ಸೌಲಭ್ಯ ವನ್ನು ಅವರು ಪರಿಶೋಧಕ ಅವಧಿಯನ್ನು ತ್ಯಜಿಸಿರುವಾಗ ಪೂರೈಸಿದ ದಿನಾಂಕದಿಂದ ವಿಸ್ತರಿಸ ಬೇಕಾಗಿರುತ್ತದೆ.
- 5] ಅಧಿಕಾರಿಗಳು ಈಗಾಗಲೇ ಎಂ.ಬಿ.ಎ. ವಿದ್ಯಾರ್ಹತೆಯನ್ನು ಹೊಂದಿದ್ದರೆ, ಅವರಿಗೆ ಈ ಆದೇಶದ ದಿನಾಂಕ ದಿಂದ ಮುಂಗಡ ಬಡ್ಡಿ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವುದು ಮತ್ತು ಅಧಿಕಾರಿಗಳು ಮುಂದೆ ಎಂ.ಬಿ.ಎ. ವಿದ್ಯಾರ್ಹತೆಯನ್ನು ಹೊಂದಿದಾಗ, ಎಂ.ಬಿ.ಎ. ಪರೀಕ್ಷೆಯಲ್ಲಿ ಉತ್ತೀರ್ಣರಾದ ದಿನಾಂಕದಿಂದ ಮುಂಗಡ ಬಡ್ಡಿ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವುದು.

ಆದೇಶದ ಮೇರೆಗೆ,

  
 ಕಾರ್ಯದರ್ಶಿ, 21.4.99  
 ಕ.ವಿ.ಮಂ.

- 2] ಪ್ರಧಾನ ಇಂಜಿನಿಯರ್ (ಎ), ಕವಿಮಂ, ಬೆಂಗಳೂರು
  - 3] ಮುಖ್ಯ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಮಂ, ಬೆಂಗಳೂರು
  - 4] ಮುಖ್ಯ ವಿದ್ಯುತ್ ಪರಿವೀಕ್ಷಕರು, ಕರ್ನಾಟಕ ಸರ್ಕಾರ, ಕೆ.ಆರ್.ವೃತ್ತ, ಬೆಂಗಳೂರು.
  - 5] ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ನಿಗಮ, ರೆಸ್ಟ್ ಟೋರ್ಸ್ ರಸ್ತೆ, ಬೆಂಗಳೂರು.
  - 6] ಎಲ್ಲ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್ ಗಳು[ಎ], ಕವಿಮಂ, / ಮುಖ್ಯ ಇನ್ವೆನ್ಟರಿ ಅಧಿಕಾರಿ, ಕವಿಮಂ, ಬೆಂಗಳೂರು
  - 7] ಮುಖ್ಯ ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಅಂತರಿಕ ಪರಿಶೋಧನೆ / ಲೆಕ್ಕಗಳು, ಕವಿಮಂ, ಬೆಂಗಳೂರು
  - 8] ಇನ್ ಸ್ಪೆಕ್ಟರ್ ಜನರಲ್ ಆಫ್ ಪಬ್ಲಿಕ್ ವರ್ಕ್ಸ್ (ಜಾಗೃತದಳ), ಕವಿಮಂ, ಬೆಂಗಳೂರು.
  - 9] ಎಲ್ಲಾ ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಮಂ/ ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರುಗಳು (ಎ), ಕವಿಮಂ
  - 10] ಎಲ್ಲಾ ಕಾರ್ಯ ನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರುಗಳು(ಎ), ಕವಿಮಂ/ ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಮಂ
  - 11] ಪ್ರಾಂಶುಪಾಲರು, ತರಬೇತಿ ಕೇಂದ್ರ, ಕವಿಮಂ, ಬೆಂಗಳೂರು. / ನಿರ್ದೇಶಕರು, ಐ.ಟಿ.ಸಿ., ಕವಿಮಂ, ಬೆಂಗಳೂರು
  - 12] ಎಲ್ಲಾ ಲೆಕ್ಕಾಧಿಕಾರಿಗಳು, ಕವಿಮಂ, / ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ಮಂಡಳಿ ಕಾರ್ಯಾಲಯ, ಕವಿಮಂ, ಬೆಂಗಳೂರು.
  - 13] ಅಧ್ಯಕ್ಷರು / ಆರ್ಥಿಕ ಸದಸ್ಯರು/ ತಾಂತ್ರಿಕ ಸದಸ್ಯರು/ ಕಾರ್ಯದರ್ಶಿ / ಅಧಿಕ ಕಾರ್ಯದರ್ಶಿಯವರ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಯವರಿಗೆ, ಕವಿಮಂ, ಬೆಂಗಳೂರು.
  - 14] ಮಹಾ ಕಡತಕ್ಕೆ
- ವ್ಯಕ್ತಿ ಈ ಕೆಳಕಂಡವರಿಗೆ ಮಾಹಿತಿಗಾಗಿ:
- 1] ಶ್ರೀ ಪಿ.ಹನುಮಂತಪ್ಪ, ಸದಸ್ಯರು, ಕವಿಮಂ, ಬೆಂಗಳೂರು
  - 2] ಶ್ರೀ ಎ.ನಾಗರಾಜು, ಸದಸ್ಯರು, ಕವಿಮಂ, ನಂ.1262, ಮಾಗಡಿ ರಸ್ತೆ, ಹೊಸಿಂಗ್ ಬೋರ್ಡ್ ಇಲಾಖೆ, ಬೆಂಗಳೂರು
  - 3] ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ ನೌಕರರ ಸಂಘ, (ರಿ.ನಂ.659), / ಕವಿಮಂ ಇಂಜಿನಿಯರುಗಳ ಸಂಘ, / ಕವಿಮಂ ಲೆಕ್ಕಾಧಿಕಾರಿಗಳ ಸಂಘ, / ಕವಿಮಂ ಪರಿಶಿಷ್ಟ ಜಾತಿ/ ಪರಿಶಿಷ್ಟ ವರ್ಗದಗಳ ಕಲ್ಯಾಣ ಸಂಘ.

## ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ಪ್ರಕ್ತಿ ಮಂಡಳಿ

- ಓದಲಾಗಿದೆ:-**
1. ಕಂಪ್ಯೂಟರ್ ಸಾಫ್ಟ್ ವೇರ್ ಸಿಸ್ಟಮ್‌ನಲ್ಲಿ ಎಂ.ಎಸ್. [ಮಾಸ್ಟರ್ ಆಫ್ ಸೈನ್ಸ್] ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದಿರುವ ಪ್ರಯುಕ್ತ ಎರಡು ಮುಂಗಡ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡಬೇಕಾಗಿ ದಿನಾಂಕ: 09.02.1998 ರಂದು ಶ್ರೀ ಕೆ.ಉಮಾಶಂಕರ್, ಸಹಾಯಕ ಕಾರ್ಯ ನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್ [ಎ] ಇವರು ಮಂಡಳಿಗೆ ಸಲ್ಲಿಸಿರುವ ಮನವಿ ಪತ್ರ.
  2. ದಿನಾಂಕ: 22.04.1999 ರಂದು ಸದರಿ ವಿಷಯದಲ್ಲಿ ಮಂಡಳಿಯ ಟಿಪ್ಪಣಿ.


**ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/3606/98-99, ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 12-05-1999**

ಮಂಡಳಿಯ ಇಂಜಿನಿಯರಿಂಗ್ ಮತ್ತು ಅಕೌಂಟ್ಸ್ ಹುದ್ದೆಯಲ್ಲಿರುವ ಅಧಿಕಾರಿಗಳು ತಮ್ಮ ಸ್ವಂತ ಖರ್ಚಿನಲ್ಲಿ ಕಂಪ್ಯೂಟರ್ ಸಾಫ್ಟ್ ವೇರ್ ಸಿಸ್ಟಮ್‌ನಲ್ಲಿ ಎಂ.ಎಸ್. [ಮಾಸ್ಟರ್ ಆಫ್ ಸೈನ್ಸ್] ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದಿದ್ದರೆ/ಹೊಂದಿದಾಗ ಎರಡು ಮುಂಗಡ ಬಡ್ಡಿ [Advance Increment] ಯನ್ನು ಮಂಡಳಿಯು ಈ ಆದೇಶದ ಮೂಲಕ ಮಂಜೂರು ಮಾಡಿದೆ.

ಮುಂಗಡ ಬಡ್ಡಿ ಮಂಜೂರಾತಿ ಈ ಕೆಳಕಂಡ ಷರತ್ತಿಗೊಳಪಟ್ಟಿರುತ್ತದೆ.

- 1] ಮುಂಗಡ ಬಡ್ಡಿ ಮಂಜೂರಾತಿ, ಸಾಮಾನ್ಯ ಬಡ್ಡಿಗಿ(normal increments) ಅಡಚಣೆಯಾಗಿರುವುದಿಲ್ಲ.
- 2] ಮುಂಗಡ ಬಡ್ಡಿ ಸೌಲಭ್ಯ ಅಧಿಕಾರಿಗಳ ಪೂರ್ತಿ ಸೇವಾ ಅವಧಿಯಲ್ಲಿ ಒಂದು ಬಾರಿ ಮಾತ್ರ ಮಂಜೂರು ಮಾಡುವುದು.
- 3] ಅಧಿಕಾರಿಗಳು ಅವರ ಕಾಲಿಕ ವೇತನ ಶ್ರೇಣಿಗಳಲ್ಲಿ ಪರಮಾವಧಿ ಹಂತ ತಲುಪಿದ್ದರೆ, ಮುಂಗಡ ಬಡ್ಡಿಗಿ ಅರ್ಹರಲ್ಲ.
- 4] ಪರಿಶೋಧಕ ಅವಧಿಯಲ್ಲಿರುವ ಅಧಿಕಾರಿಗಳು, ಮುಂಗಡ ಬಡ್ಡಿಗಿ ಅರ್ಹರಲ್ಲ. ಆದರೆ, ಈ ಸೌಲಭ್ಯ ವನ್ನು ಅವರು ಪರಿಶೋಧಕ ಅವಧಿಯನ್ನು ತ್ಯಜಿಸಿರಬಹುದಾದ ದಿನಾಂಕದಿಂದ ವಿಸ್ತರಿಸ ಬೇಕಾಗಿರುತ್ತದೆ.
- 5] ಅಧಿಕಾರಿಗಳು ಈಗಾಗಲೇ ಎಂ.ಎಸ್. [ಸಾಫ್ಟ್ ವೇರ್ ಸಿಸ್ಟಮ್‌ನಲ್ಲಿ] ವಿದ್ಯಾರ್ಹತೆಯನ್ನು ಹೊಂದಿದ್ದರೆ, ಅವರಿಗೆ ಈ ಆದೇಶದ ದಿನಾಂಕ ದಿಂದ ಮುಂಗಡ ಬಡ್ಡಿ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವುದು ಮತ್ತು ಅಧಿಕಾರಿಗಳು ಮುಂದೆ ಎಂ.ಎಸ್. [ಸಾಫ್ಟ್ ವೇರ್ ಸಿಸ್ಟಮ್‌ನಲ್ಲಿ] ವಿದ್ಯಾರ್ಹತೆಯನ್ನು ಹೊಂದಿದಾಗ, ಎಂ.ಎಸ್. [ಸಾಫ್ಟ್ ವೇರ್ ಸಿಸ್ಟಮ್‌ನಲ್ಲಿ] ಪರಿಶೋಧಕದಲ್ಲಿ ಉತ್ತೀರ್ಣರಾದ ದಿನಾಂಕದಿಂದ ಮುಂಗಡ ಬಡ್ಡಿ ಸೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವುದು.

ಆದೇಶದ ಮೇರೆಗೆ,

  
 ಕಾರ್ಯದರ್ಶಿ, 12.5.99  
 ಕ.ವಿ.ಮಂ.

ಗೆ,

- 1] ಪ್ರಧಾನ ಇಂಜಿನಿಯರ್ (ಎ), ಕವಿಮಂ, ಬೆಂಗಳೂರು
  - 2] ಮುಖ್ಯ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಮಂ, ಬೆಂಗಳೂರು
  - 3] ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್ ಗಳಿಗೆ(ಎ), ಕವಿಮಂ, / ಮುಖ್ಯ ಇಂಜಿನಿಯರ್ ಅಧಿಕಾರಿ, ಕವಿಮಂ, ಬೆಂಗಳೂರು
  - 4] ಮುಖ್ಯ ಬೌದ್ಧಿಕ ಬಾಂಧವ್ಯ ಅಧಿಕಾರಿ, ಕವಿಮಂ, ಬೆಂಗಳೂರು
  - 5] ಎಲ್ಲಾ ಮುಖ್ಯ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಮಂ, ಬೆಂಗಳೂರು
  - 6] ಇನ್ ಸ್ಪೆಕ್ಟರ್ ಜನರಲ್ ಆಫ್ ಫೋಲಿಸ್ (ಜಾಗೃತದಳ), ಕವಿಮಂ, ಬೆಂಗಳೂರು.
  - 7] ಎಲ್ಲಾ ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಮಂ/ ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರುಗಳು (ಎ), ಕವಿಮಂ
  - 8] ಎಲ್ಲಾ ಕಾರ್ಯ ನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರುಗಳು(ಎ), ಕವಿಮಂ/ ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಮಂ
  - 9] ಪ್ರಾಂಶುಪಾಲರು, ತರಬೇತಿ ಕೇಂದ್ರ, ಕವಿಮಂ, ಬೆಂಗಳೂರು. / ನಿರ್ದೇಶಕರು, ಎ.ಟಿ.ಸಿ., ಕವಿಮಂ, ಬೆಂಗಳೂರು
  - 10] ಎಲ್ಲಾ ಲೆಕ್ಕಾಧಿಕಾರಿಗಳು, ಕವಿಮಂ, / ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ಮಂಡಳಿ ಕಾರ್ಯಾಲಯ, ಕವಿಮಂ, ಬೆಂಗಳೂರು.
  - 11] ಅಧ್ಯಕ್ಷರು / ಆರ್ಥಿಕ ಸದಸ್ಯರು/ ಸದಸ್ಯರು(ಎ) / ಸದಸ್ಯರು(ಪ್ರ) / ಕಾರ್ಯದರ್ಶಿ / ಅಧಿಕ ಕಾರ್ಯದರ್ಶಿಯವರ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಯವರಿಗೆ, ಕವಿಮಂ, ಬೆಂಗಳೂರು.
- 12] ಮಹಾ ಕಡತಕ್ಕೆ

## KARNATAKA POWER TRANSMISSION CORPORATION LTD

### Read:

B.O. No. KEB/B16/5320/79-80 dated 24.4.95 according approval for the sanction of ONE Advance Increment to those Assistant Engineers(Elc), who were/are deputed to undergo Higher Studies at Board's Cost and acquired/acquire M.E/M.Tech. Degree by passing the same in FIRST CLASS with distinction, i.e., securing 70% of marks and above.

### Preamble:

The B.O. dated 24.4.95 provides for sanction of advance increment from the date of passing M.E/M.Tech. Degree Examination. However, some Assistant Engineers who were deputed for M.E/M.Tech. Degree Course got promoted to the cadre of Assistant Executive Engineer (Elc) before the completion of the course/announcement of results. As a consequence of promotion to the higher cadre of Assistant Executive Engineer (Elc), such Engineers became ineligible for advance increments under the said B.O. dated 24.4.95. With a view to extend the benefit of one advance increment in terms of the B.O. dated 24.4.95 to such Engineers who have been denied this benefit inspite of this higher academic qualification, the following order is made.

**Board Order No: KPTCL/B16/5320/79-80, Bangalore, Dated: 19.09.2000.**

Approval is accorded to extend the benefit of one advance increment to the Assistant Engineers who were deputed for M.E/M.Tech. Degree Course and got promoted to the cadre of Assistant Executive Engineer (Elc), before the completion of the course/announcement of results, allowing the benefit in the scale held by them as on the date of announcement of results. The other conditions stipulated in B.O. No. KEB/B16/5320/79-80, dated 24.4.95 shall apply mutatis-mutandis.

By Order,

  
Secretary,  
KPTCL

To:

Sri T. Hanumanthappa, Director, KPTCL, Bangalore.  
The Chief Engineer, Elc (General), KPTCL, Bangalore.  
The Chief Financial Adviser, KPTCL, Bangalore.  
AD Chief Engineers (Elc), KPTCL and VVNL/Chief Law Officer/Chief Industrial Relations Officer, KPTCL.  
All Chief Controllers, KPTCL and VVNL/Deputy Inspector General of Police (Vigilance), KPTCL, Bangalore.  
All Superintending Engineers (Elc), KPTCL/VVNL.  
All Controllers/Deputy Controllers of Accounts, KPTCL/VVNL.  
All Executive Engineer's (Elc), KPTCL/VVNL.  
All Accounts Officers (Internal Audit), KPTCL/VVNL.  
The General Secretary, KEB Engineers' Association, Bangalore.  
The General Secretary, KEB Employees' Union (Reg. No. 659), Bangalore.  
The General Secretary, KEB Accounts Officers' Association, Bangalore.  
The General Secretary, KEB SC/ST Welfare Association, Bangalore.  
All Officers of the Corporate Office, KPTCL, Bangalore.  
PS to CMD/Dir (F)/Dir (D)/Dir (T)/Dir (P&IT)/Secretary/Additional Secretary, KPTCL, Bangalore.



## ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ವಿಷಯ: ಎಂ.ಬಿ.ಎ. ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದಿರುವುದಕ್ಕಾಗಿ ನೀಡುತ್ತಿರುವ  
ಮುಂಗಡ ವೇತನ ಬಡ್ಡಿ ಸವಲತ್ತನ್ನು ನಿಲ್ಲಿಸುವ ಬಗ್ಗೆ.

### ಪೀಠಿಕೆ:

ನಿಗಮದ ಇಂಜಿನಿಯರಿಂಗ್ ಮತ್ತು ಅಕೌಂಟ್ಸ್ ಹುದ್ದೆಯಲ್ಲಿರುವ ಅಧಿಕಾರಿಗಳು ಎಂ.ಬಿ.ಎ. ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದಿದ್ದರೆ/ಹೊಂದಿದಾಗ ಮುಂಗಡ ವೇತನ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡಲು ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ ಕವಿಮಂ/ಬಿ16/3605/98-99 ದಿನಾಂಕ 21.4.1999 ರಲ್ಲಿ ಆದೇಶ ನೀಡಲಾಗಿರುತ್ತದೆ. ಸದರಿ ಫೌಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವುದರಿಂದ ವ್ಯಕ್ತಿತ್ವದ ವಿಕಾಸಕ್ಕಾಗಿ ಅಥವಾ ಸಂಸ್ಥೆಯ ನಿಜ ಏಳಿಗೆಗಾಗಿ ವಿಶೇಷ ಲಾಭ ಉಂಟಾಗುತ್ತಿಲ್ಲವೆಂಬುದನ್ನು ಇತ್ತೀಚಿನ ದಿನಗಳಲ್ಲಿ ಮನಗಂಡು, ಈ ಮೇಲೆ ತಿಳಿಸಿರುವ ಫೌಲಭ್ಯವನ್ನು ಕೂಡಲೆ ಜಾರಿಗೆ ಬರುವಂತೆ ನಿಲ್ಲಿಸಲು ತೀರ್ಮಾನಿಸಿ, ಈ ಕೆಳಕಂಡ ಆದೇಶವನ್ನು ಹೊರಡಿಸಿದೆ.

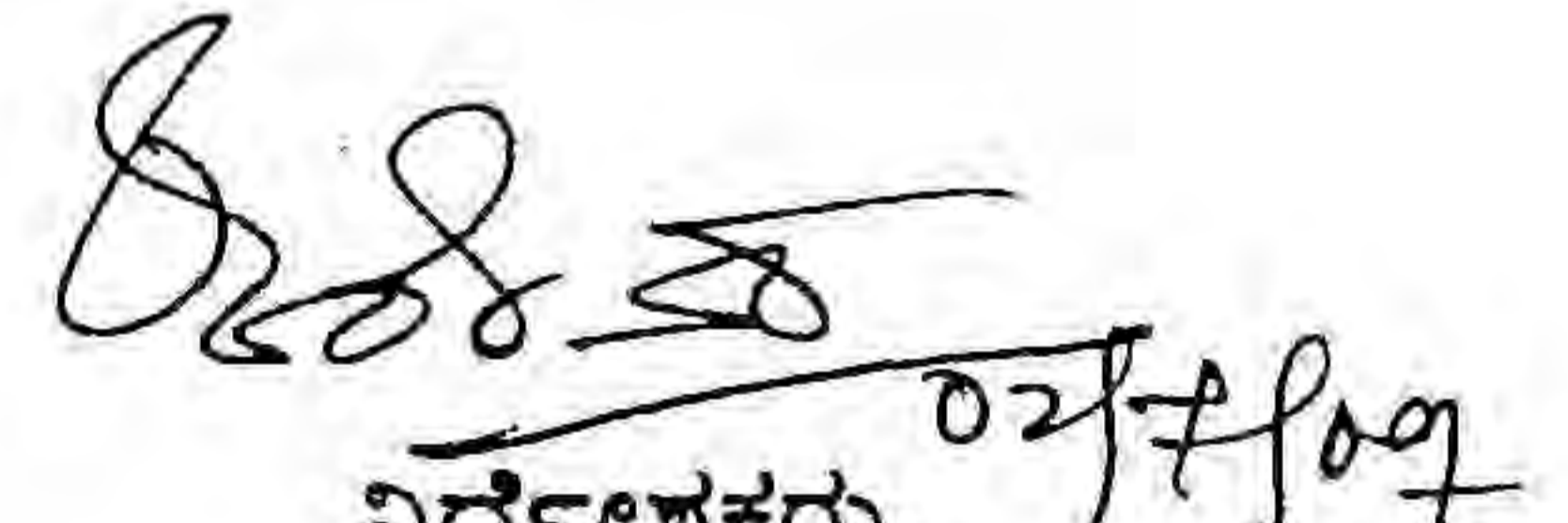
ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/3605/98-99, ಬೆಂಗಳೂರು

ದಿನಾಂಕ: 2 JUL 2009

ನಿಗಮದ ಇಂಜಿನಿಯರಿಂಗ್ ಮತ್ತು ಅಕೌಂಟ್ಸ್ ಹುದ್ದೆಯಲ್ಲಿರುವ ಅಧಿಕಾರಿಗಳು ಎಂ.ಬಿ.ಎ. ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದಿದ್ದರೆ/ಹೊಂದಿದಾಗ ಮುಂಗಡ ವೇತನ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡಲು ಹೊರಡಿಸಲಾಗಿರುವ ಆದೇಶ ಸಂಖ್ಯೆ ಕವಿಮಂ/ಬಿ16/3605/98-99 ದಿನಾಂಕ 21.4.1999 ನ್ನು ತಕ್ಷಣದಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ಹಿಂಪಡೆಯಲಾಗಿದೆ.

ಈ ಆದೇಶವನ್ನು ನಿಗಮದ ನಿರ್ದೇಶಕರುಗಳ ಮಂಡಳಿ ಸಭೆಯ ಅನುಸಮರ್ಥನೆಗೆ ಒಳಪಟ್ಟು ಹೊರಡಿಸಲಾಗಿದೆ.

ಆದೇಶದ ಮೇರೆಗೆ,

  
ನಿರ್ದೇಶಕರು,  
(ಆಡಳಿತ ಮತ್ತು ಮಾ.ಸಂ.)

### ಗೆ:

1. ಶ್ರೀ.ಪಿ.ಜಿ.ಅಮ್ಮಿನಬಾವಿ, ಅಧ್ಯಕ್ಷರು, ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ (ನೋಂದಣಿ ಸಂಖ್ಯೆ 659), ಬೆಂಗಳೂರು.
2. ಶ್ರೀ.ಎಲ್.ರವಿ, ಅಧ್ಯಕ್ಷರು, ಕವಿಮಂ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ, ಬೆಂಗಳೂರು ಹಾಗೂ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರನಿ/ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್ (ವಿ), ಕವಿಪ್ರನಿ/ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು/ಕೆಪಿಸಿ, ಜೋಗ್/ಯಲಹಂಕ.
4. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿ/ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
5. ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್, ಕವಿಪ್ರನಿ/ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
6. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್, ಕವಿಪ್ರನಿ/ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.





## KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

### READ:

1. Board Order No. KEB/B16/5320/79-80 dated: 26.06.1979 according approval for the grant of two advance increments to the Asst. Engineers (Elec) who after joining service acquire post-Graduate or Doctorate in Electrical Engineering at their own cost.
2. Board Order. No: KEB/B16/B15/5515/81-82 dated: 20.10.1992 in the matter of sanction of advance increments to certain categories of employees who acquired higher qualification.
3. Order Dated: 09.07.1993 of the Division Bench of the Hon'ble High Court of Karnataka in W.A No. 1656-57 between KEB and Sri.S.Bhaskar and another and Order dated: 28.02.1994 of the Hon'ble High Court of Karnataka in W.P NO. 41836/93- Ravindranath vs. KEB in the matter of granting advance increments to those who acquired Post-Graduation qualification prior to their entry into Board's service.
4. Board Order No. KEB/B16/B15/5515/81-82 dated: 09.12.1997 according approval for the grant of two advance increments to the Asst. Engineers (Elec) who had acquired Post-Graduate or Doctorate in Electrical Engineering even before their entry into Board Service, subject to the earlier conditions.
5. Board Resolution No.75/15 dated: 19.06.2010.

22-SEP-2010

ORDER No: KPTCL/B16//B59/9792/2009-10, BANGALORE Date: 22 SEP 2010.

Corporation is pleased to accord approval for the grant of two advance increments to such of those directly recruited as Assistant Executive Engineers (Elec)/Assistant Engineers (Elec) and who acquires/acquired Post-Graduate/Doctorate Degrees in the field of Engineering after joining the service in KPTCL/ESCOMs and to those recruited as Assistant Accounts Officer who acquires/acquired Doctorate Degrees in the field of Finance or Accounts after joining the service in KPTCL/ESCOMs, subject to the following conditions:-

- i. Grant of advance increments shall be without prejudice to the normal increments.
- ii. The benefit of advance increments shall be admissibly only once during the entire service.
- iii. Advance increments shall not be granted beyond the maximum of the existing time scale held by the official.

The benefit of advance increments shall be extended from the date of announcement of result of the said examinations.

By Order,

  
DIRECTOR  
(ADMN & HR)

### Copy to:

1. Sri.P.G.Ameen Bhavi, President, KPTC Employees' Union (Reg. No.659), Bangalore.

2. Sri.L.Ravi, President, KEB Engineers Association, Bangalore and Director, KPTCL/ ESCOMs.
3. All Managing Directors, KPTCL/ESCOMs/PCKL.
4. All Chief Engineers Elecy, KPTCL/ESCOMs.
5. All Financial Advisors, KPTCL/ESCOMs.
6. All Superintending Engineer (Elec.), KPTCL/ESCOMs.
7. All Controllers, KPTCL/ESCOMs.
8. All Executive Engineers, KPTCL/ESCOMs.
9. All Deputy Controllers, KPTCL/ESCOMs.
10. P.S. to MD, KPTCL, Director (Finance), Director (Transmission), Company Secretary, KPTCL.
11. All Officers, Corporate Office.
12. SA-2, Records/ Website.

**Copy for information to:**

1. General Secretary, KPTC Employees' Union (Reg. No.659).
2. General Secretary, KEB Engineers Association.
3. General Secretary, KPTCL Accounts Officers Association.
4. General Secretary, KEB SC and ST Welfare Association (Reg.), Central Committee.

**READ :** Board Order No. KEB/WLIC-3/74-75 dt. 5-8-75 sanctioning one additional increment to the employees who have passed the prescribed Departmental Examinations and Kannada Language Test as detailed therein with effect from 1-10-1974,

2. B. O. No. KEB/WLIC-3/74-75 dt. 4-3-76 sanctioning, in partial modification of Board Order dated 5-8-75, the said additional Increment as detailed in the Annexure thereto, with effect from 1-4-1974.

3. B. O. No. KEB/BPO-5/76-77 dt. 12-3-1977 approving revision of pay scales for the Workmen of Karnataka Electricity Board with effect from 1-4-1976.

4. B. O. No. KEB/BPO-7/76-77 dt. 9-7-1977 approving revision of pay scales of the Officers/Officials of the Karnataka Electricity Board with effect from 1-4-1976.

5. G. O. No FD 68 SRP 78 dt. 31-1-1979 ordering that the basic pay of the Senior Government Servant who had passed the prescribed Departmental Tests prior to 1-1-1977 and who was granted an additional increment in the pre-revised scale should be stepped up to that of the Junior Government Servant who passed the prescribed Departmental tests on or after 1-1-1977 and was granted an additional increment in the revised scale of pay, subject to the conditions stipulated therein.

6. Letter No. A/AOE/38670 dt. 2-3-79 from the Chief Engineer, Electricity, (General) requesting for the adoption of the said Government Order.

7. Letter No. DCA/Sn. 8/AAOI/5552-53 dt. 20-2-1979 from the Chief Controller of Accounts in the matter.

8. Board Resolution No. 12885 dt. 11-6-1979

Order No. B5/6458/78-79

Bangalore, Dated 2-7-1979.

Approval is accorded for the adoption of Government Order No. FD/68 SRP 78 dt. 31-1-1979 (copy enclosed) with effect from 1-4-1976 in the matter of stepping up the pay of the Senior Employees to that of Juniors.

Proposals for stepping up of the pay of the employees in accordance with the Government Order should be sent to the Board for sanction along with the information in the prescribed proforma (Form appended to the G.O.) and Service Register duly verified by the Chief Controller of Accounts, K.E B , Bangalore.

By Order,  
Sd/- Secretary:

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#### FINANCE SECRETARIAT

Subject : Disparity in pay of the Senior Govt. Servant and the Junior Govt. Servant consequent on grant of an additional increment in the revised scale of Pay for passing the prescribed departmental tests to the Junior Govt. servant - Stepping up of the basic pay of the Senior Govt. Servant.

Order No FD. 68 SRP 78,

Bangalore, Dated 31st January 1979.

Under Rule 6 of the Karnataka Civil Services (Service and Kannada Language Examinations) Rules 1974, a Government servant who passes the prescribed depart-

mental tests is entitled to an additional increment in the Scale of pay applicable to his post, consequent on the revision of pay scales, with effect from 1st January 1977, a Junior Govt. Servant who passes the prescribed test on or after 1st January 1977 and who is granted an additional increment in the revised scale of pay, may in some cases, draw higher pay than that of the Senior Govt. Servant who had passed the prescribed tests prior to 1st January 1977 and who was granted an additional increment in the pre-revised scale of pay. A number of representations have been received in this behalf requesting Govt. to remove this anomaly.

2. Govt. after careful consideration of the question, are pleased to order that the basic pay of the Senior Govt. Servant who had passed the prescribed departmental tests prior to 1st January 1977 and who was granted an additional increment in the pre-revised Scale should be stepped up to that of the Junior Government servant who passed the prescribed departmental tests on or after 1st January 1977 and was granted an additional increment in the revised scale of pay, subject to the following conditions :

- i) Both the Senior and Junior Govt. servants should belong to the same cadre. As on 31st December 1976, the Senior Govt. Servant should have been drawing in the pre-revised pay scale, a basic pay not less than that drawn by the Junior Govt. servant.
- ii) The Junior Govt. servant should be getting more pay than the Senior Govt. servant only on account of grant of an additional increment in the revised scales of pay for passing the prescribed departmental tests.

3. Proposals for stepping up of the basic pay in accordance with these orders may be sent to the Finance Department through the concerned Administrative Department of the Secretariat along with the information in the prescribed proforma (Form appended to the Government Order) and Service Register.

By Order;  
Sd/- Secretary

KARNATAKA ELECTRICITY BOARD

R E A D:

Government Official Memorandum No. DPAR 68 SSR 76 dated 8.5.79 issuing clarifications regarding grant of additional increments to the Government Servants who have reached the maximum of the time scale.

2. Chief Engineer, Electricity, (General) in his letter No. A/AOE/AAC-III/16277 dated 30.7.79, enclosing a copy of the above official memorandum, has stated that the KEB employees who have stagnated at the maximum of the time scale as on 1.4.1974 or on the date of passing the last of such prescribed examinations (whichever is later) may be considered for grant of additional increment equal to the last stage of increment in the time scale and therefore requested that similar benefits be extended to KEB Employees also.

3. Government letter No. PWD 133 EBS 79 dated 19.9.80 clarifying that it is admissible to grant an additional increment under Rule 6 of the Examination rules in addition to the stagnation increment and to take further necessary action in the matter.

4. U.O. Note No. FA/CAO/405 dated 27.10.80, of the Financial Adviser and Chief Accounts Officer, K.E.B., stating that since clarification has been received from Government, the KEB Employees at the maximum of the time scale as on 1.4.1974 who have passed all the examinations prescribed for the post are eligible for one additional increment at the rate corresponding to their position in the time scale i.e., the rate of last increment drawn.

5. Board Resolution No. 14078 dated 29.11.80.

ORDER NO. KEB/B5-1075/78-79

BANGALORE DATED: 11th December 1980.

Approval is accorded for the following:-

(a) Adoption of Government Official Memorandum No. DPAR 68 SSR 76 dated 8.5.79 clarifying the question of sanction of additional increment to a government servant where he has reached the maximum of the time scale, for applicable to K.E.B., employees (copy enclosed)

(b) Sanction of additional increment to the eligible K.E.B., Employees in addition to the stagnation increment.

BY ORDER,

*[Handwritten Signature]*

(Y. KRISHNA MURTHY),  
SECRETARY.

To

All the Chief Engineers Electricity, K.E.B.  
The Financial Adviser and Chief Accounts Officer, KEB., Bangalore.  
The Accountant General Karnataka, Bangalore.  
The Chief Electrical Inspector to Government of Karnataka, W'lore.  
The Economist-Cum-Statistician, K.E.B., Bangalore.  
All the Superintending Engineers, Electrical, K.E.B.,  
The Directors, ITC/Research, K.E.B., Bangalore.  
The Superintending Engineer, Electrical, TBES, T.B.Dam.  
All the Controllers of Accounts, K.E.B.,  
The Superintendent of Police, (Vig), K.E.B., Bangalore.  
All the Executive Engineers, Electrical, (including Addl EEs(EI), KEB.  
All the Deputy Controllers of Accounts, K.E.B.,  
The Principal, Training Institute(M), K.E.B., Bangalore.  
All the Accounts Officers, O&M Division/M.W.Circles/Internal Audit,  
K.E.B.  
All the Officers/AOs/Case Workers/SPAs/JPAs/Typists, Boar Secrett.  
PAs to CM/EM/M(M)/Secretary/Addl. Secretary.  
M.F.

Annexure-II

GOVERNMENT OF KARNATAKA  
PERSONNEL AND ADMINISTRATIVE REFORMS DEPARTMENT  
Clarification regarding Departmental Examinations.

OFFICIAL MEMORANDUM

No. DPAR 68 SBR 76, B'lore, dated the 8th May 1979

The accountant General has sought clarification on certain points with regard to the admissibility of additional increment under Rule 6 of the Karnataka Civil Services (Service & Kannada Language Examinations) Rules, 1974. The points raised by him are extracted below:

(i) "This office has come across a case where the Govt. servant has not been given the advance increment in a post for the reasons that no service examination has been prescribed for the post and when such a Govt. servant consequent on his promotion to a higher post, retains the lower scale of pay under rule 42(b)(2) of Karnataka Civil Service Rules till the date of next increment, it is presumed that the advance increment if admissible in the higher post should be released from the date from which he draws pay in the higher scale. This presumption may please be confirmed to deal with the cases of the type cited above".

(ii) "It is presumed that if a local candidate who had passed the prescribed examination is regularly appointed to a post, he would be entitled to the advance increments from the date of such regular appointment."

(iii) "It is seen that in some departments examinations prescribed for both the higher and the lower posts are the same. (For instance in K.A.S. Senior and Junior Class-I Posts; Shirestardars and 1st Divn. Clerks in the Revenue Dept; Head Clerks and 1st Divn. Clerks in the Land Records Dept., ACTOs, CTOs, and Asst. Commissioners in the Commercial Taxes Dept.). In those and similar cases it is presumed that only one advance increment would be admitted in the entire service according to the Proviso to Rule 6 and the Officers would not be entitled to advance increments in respect of each post."

(iv) "It is presumed that in such cases the entitlement of advance increments would have to be decided with reference to the facts on the date of passing the examination and the officer would not have any option to get the advance increments in whichever post he chooses. For instance, if an officer has passed all the examinations as 1st Divn. Clerk and if he is not eligible for advance increments as he has reached the maximum, he cannot choose to get it when he is appointed as a Shirestardar. This may please be confirmed."



(v) " according to Rule 6 (1)(b) as introduced in the amendment rule cited above advance increment is admissible from the date of passing the last of such examinations if he passes there subsequent to the date of examinations.

It is presumed that the date of passing of the last of such examinations is to be determined in accordance with the provisions of Note 3 to Rule 53(a) of Karnataka Civil Service Rules. This may also please be confirmed."

The points raised by the Accountant General and were clarified as under:-

- Point: (i) The presumption of Accountant General is confirmed.
- Point: (ii) A local candidate appointed regularly will be eligible to get the additional increment from the date he is appointed regularly if he has, on that date, passed the Kannada Language Examination and the prescribed examinations.
- Point: (iii) The officers are entitled to the additional increment only once in their entire service. Hence, increments cannot be allowed in both the Higher and the lower posts. The entitlement of advance increment should be decided with reference to the facts on the date of passing the examination and the Govt. Servants have no option to get the advance increments in whichever post they choose. In the case mentioned by Accountant General at item No. (iv) if the officer has passed all the examinations prescribed for the post of 1st Divn. Clerk and if he has reached the maximum of the pay scale of the post of 1st Divn. Clerk, he would be entitled to one additional increment at the rate corresponding to his position in the time scale of I Divn. Clerk i.e. the value of the last increment drawn where he has reached the maximum of the time scale.

Point: (v) The date of passing the examination should be determined in accordance with the provisions of Note-3 below Rule 53(a) of the K.C.S.Rs.

The above clarifications may please be noted for guidance by all the concerned authorities.

Sd/- H.P. Dharamendranath,  
 Dy. Secretary to Govt. Dept. of  
 Personnel & Admn. Reforms.  
 (Service Rules).

Copy/ R. Srinivasan  
 for Secretary

- READ :** Board order No. KEB/WLIC.3/74-75 dated 5-8-1975.
2. Board Order No. KEB/WLIC.3/74-75 dated 4-3-1976.
  3. Board Order No. KEB/B16,B5 3416/75 76 dated 23-9-1978.
  4. Letter No. A/AOE/AAO II/EA. 8/23265 dated 8-2-1984 from the Chief Engineer, Electricity (G1) requesting the Board to adopt the Government Notification No. DPAR 3 SSR 81 dated 29-3-1983.
  5. Board Resolution No. 16788 dated 3-8-1984.

Board Order No KEB/B16.B5/7982/83-84.

Bangalore, Dated 13-8-1984

Approval is accorded for the adoption of Government Notification No. DPAR 3 SSR 81 dated 29-3-1983 (as in Annexures I and II) in the matter of granting one additional increment for employees who have passed the group of examinations prescribed for each category including Kannada Language Test.

By Order,  
Sd/- Secretary, KEB.

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No. DPAR 3 SSR 81

Annexure-I to B. O. No. B16/B6/7982/83-84  
Dated 13-8-1984

Karnataka Government Secretariat, Vidhana Soudha,  
Bangalore, Dated 29th March, 83

#### NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Karnataka hereby make the following rules further to amend the Karnataka Civil Services (Service and Kannada Language Examinations) Rules, 1974, namely,

1. Title and commencement :- (1) These rules may be called the Karnataka Civil Services (Service and Kannada Language Examinations) (first amendment) Rules, 1983.

2. They shall come into force on the date of their publication in the official gazettee.

3. Amendment of rule 6 :- In sub-rule (1) of rule 6 of the Karnataka Civil Services (Service and Kannada Language Examinations) Rules 1974, after the proviso the following further proviso shall be and shall be deemed always to have been inserted, namely ;

“Provided further that, notwithstanding anything contained in this rule, where a Government servant who has earned an additional increment under these rules is,

- (a) promoted to a higher Post, or
- (b) appointed to a higher Ex cadre post, or

- (c) appointed by direct recruitment to a post which was promotional to him; or  
(d) appointed by direct recruitment to any other post or service,

He shall be allowed one additional increment in such post or service if his initial pay in such post or service does not reflect such additional increment or a part thereof and he has passed, passes or is deemed to have passed the examinations prescribed to such post or service.''

By Order and in the Name of  
Governor of Karnataka  
Sd/- Under Secretary to Govt.  
D P.A.R. (Service of Rules)

No. DPAR 142 ASB 83

Annexure II to Board Order  
No. KEB/B16 B5.7982/83-84, Dated 13-8-1984  
Karnataka Government Secretariat, Vidhana Soudha,  
Bangalore, Dated Nov, 1983

#### OFFICIAL MEMORANDUM

Sub : Sanction of additional increment to  
Shri N. Nanjundappa, Senior Assistant.

- Ref. : 1. Notification No. DPAR 3 SSR 81  
dated 29-3-1983.  
2. Representation dated 25-8-1983 from the official.

Shri N. Nanjundappa, presently working as Senior Assistant in K.G.S. has requested to grant one additional increment for having passed the service Examinations prescribed to Assistant Cadre in the K.G.S. under the provisions of Notification dated 29-3-83 cited (i) above.

2. Shri N. Nanjundappa was appointed as a Junior Assistant in the K.G.S. as per O. M. No. GAD 22 AJA 66 dated 6-4-1966 and reported for duty on 11-4-1966 in the pay scale of Rs. 80 - 150. He was granted one additional increment raising his pay from Rs. 120+1 PP to Rs. 125 + 1 PP with effect from 10-10-74 for having passed the service examination prescribed to the Junior Assistant cadre in the K.G.S. He was promoted as Assistant in the scale of Rs. 160 - 350 as per O. M. No. GAD 88 ASA 75 dated 20-10-75 and reported for duty on 20-10-75 (AN) His initial pay was fixed at Rs. 160 w.e.f. 21-10-75 in the pay scale of Rs. 160-350. The said fixation of pay does not reflect additional increment sanctioned to him in the Junior Assistant cadre.

3. Therefore in accordance with the second proviso (a) to sub-rule (1) of Rule 6 of K.C.S. (S & KLE) Rules 1974 Shri N. Nanjundappa Assistant, K G.S. is granted one additional increment for having passed the service examinations prescribed to the post of

Asst. in the K.G.S. w.e.f. 21-10-75. being the date of promotion to the Assistant Cadre without prejudice to his normal increment. Consequently the pay of the official is regulated as follows :-

Pay as on 20-10-75 is	Rs. 160/- in the pay scale of Rs. 160-350.
Rs. 170/- w.e.f. 21-10-75	due to grant of Addl. increment in the Assistant cadre clause (e) of the second proviso to sub-rule (1) of Rule 6 of K.C.S. (S & KLE) Rules, 1974.
Rs. 180/- w.e.f. 1-10-76	Due to grant of annual increment,
Rs. 500/- w.e.f. 1-10-77	Pay fixed under Rule-8 of KCS (Revised Pay) Rules, 1976.
Rs. 525/- w e.f. 1-10-77	Pay refixed as per Rule-9 of KCS (Revised Pay) Rules, 1976.
Rs. 550/- w.e.f. 1-10-78	Due to grant of annual increment.
Rs. 575/- w.ef. 1-10-79	Due to grant of increment.
Rs. 600/- w.e.f. 1-10-80	- do -
Rs. 630/- w.e.f. 1-10-81	- do -

Promoted as Senior Assistant on 30-10-1983.

Note :- This cancels fixation of pay of the official made right from 20-10-75.

Sd/-

K. T. Thimma Reddy  
Under Secretary of Government

## **KARNATAKA ELECTRICITY BOARD**

**Board Secretariat  
'Cauvery Bhavan'  
District Office Road  
Bangalore-560 009**

**No. KEB/B16/5816/82-83**

**Date : 6-11-87**

**The Executive Engineer, Elecl.,  
O&M Division,  
Karnataka Electricity Board,  
Sagar**

**Sir,**

**Sub : Sanction of Advance Increments and  
Additional Increments to workmen who  
have moved on to the next higher scale-  
clarification - regarding.**

**Ref : 1) Board Order No. KEB/B16/5816/82-83  
dated 27-7-87**

**2) Your Letter No. AO/AAO. 1/EAG/  
F.27/10284 dated 26-8-87**

With reference to the above, I am directed to clarify that the benefit of Advance Increment and Additional Increment to the Workmen who have moved on to the next higher scale of pay, sanctioned vide Board Order of even No. dt. 27-7-87 may be extended to the eligible workmen with retrospective effect, i.e. from the respective date the workmen have become eligible for these Increments after movemnt to the next higher scale of pay as per Board Order of even No. dated 24-6-82.

**Yours faithfully,**

**Sd/-**

**Secretary, K.E.B.**

# KARNATAKA ELECTRICITY BOARD

*Read :*

1. Board Order No. KEB/B16/3416/75-76 dt. 7-10-78 according approval for grant of one additional increment to Senior Personal Assistants/Jr. Personal Assistants/Typists who have attained the age of 45 years as on 30-9-78 and passed or deemed to have passed Kannada Language Test, and prescribing the Departmental Examinations to the above categories of employees, Who were below 45 years of age as on 30th September 78 and also permitting them to take up the said departmental examinations and pass the same for the additional increment.
2. Joint Representation dated 24-7-85 from the Senior personal Assistants requesting for sanction of additional increment to them without insisting on passing the SAS or other Departmental Examinations.
3. IMC Resolution No. IMC-51 (Admn.)/29-9-87 according approval for sanction of additional increment only to Senior Personal Assistants who have crossed 45 years of age as on 1-10-87 and have passed the Kannada Language Test/deemed to have passed Kannada Language Test without insisting on passing the Departmental Examinations, with effect from 1-10-87, as a special case.

Order No. KEB/B16/3416/75-76

Bangalore, Dated : 9-11-87



Approval is accorded for the following :—

i) to extend the benefit of additional increment as per Rules only to the Senior Personal Assistants who have crossed 45 years of age as on 1st October 87, and who have passed Kannada Language Test/who are deemed to have passed Kannada Language Test, with effect from 1-10-87, without insisting on passing of Departmental examinations, as a special case.

ii) to prescribe a simpler Test to the Senior Personal Assistants instead of the present Examinations prescribed for this cadre and sanction additional increment to them only after passing such Tests, in future.

iii) The Chief Engineer, Electricity (General), shall send necessary proposals to the Board prescribing simpler Tests to the Senior Personal Assistants instead of the present Departmental Examinations prescribed vide Board Order No. KEB/B16/3416/75-76 dated 7-10-78, within a month.

By Order

Sd/-

Secretary, KEB

## KARNATAKA ELECTRICITY BOARD

*Read :*

- Board Order No. KEB/B16/5816/82-83 dated 7-9-82 sanctioning scheme of granting next higher scale of pay for Asst. Engineers (Electrical/Civil) (graduates/Non-graduates) and Assistant Accounts Officers of the Board as detailed therein.
2. Board Order No. KEB/B16/5816/82-83 dt. 16-12-82 sanctioning the scheme of granting next higher scale of pay to the Senior Personal Assistants/Labour Welfare Officers of the Board as detailed therein.
  3. Board Order No. KEB/B16/5816/82-83 dt. 27-7-87 according approval to allow advance increments/Additional increments as per the existing provisions even to the workmen of the Board who have moved on to the next higher scale of pay.

4. Board letter No. B16/5816/82-83 dated 6-11-87 extending the above benefit with retrospective effect, i.e., from the respective date the workmen have become eligible for these increments after movement to the next higher scale of pay as per B.O. of even No. dated 24-6-82.
5. Board Order No. KEB/B16/3416/75-76 dt. 9-11-87 according approval to extend the benefit of additional increment as per rules only to the Senior Personal Assistants who have crossed 45 years of age as on 1st October 1987 and who have passed Kannada Language test without insisting on Passing of the Departmental examinations etc.,
6. Board Secretariat Note dated 4-12-87 in the matter.

Order No. KEB/B16/5816/82-83.

Bangalore Dated : 28-1-88

Approval is accorded for the following :

- i) To allow Advance Increment as per the existing provisions even to the Board employees of Non-Workmen category who have moved on to the next higher scale of pay and subsequently acquire higher qualifications, in the time scale of pay applicable to such employees (Non-Workmen category) at the time of acquiring higher qualifications, subject to observing the other formalities.
- ii) To allow additional increment as per the existing provisions even to the Board employees of non-workmen category who have moved on to the next

higher scale of pay and subsequently pass the prescribed departmental examinations in the time scale of pay applicable to such employees (non-workmen category) at the time of passing the prescribed. Departmental examinations subject to observing the other usual formalities required to be observed for granting the additional increment.

- iii) to extend the above benefits to the Board employees of non-workmen category with retrospective effect i.e., from the respective date the employees have become eligible for these increments after movement to the next higher scale of pay as per the existing Board Orders.

By Order

Sd/-

*Secretary, KEB*

**READ :** Board Order No. KEB/WLIC-3/74-75, dated 5-8-75 sanctioning one additional increment to the employees who have passed the prescribed Departmental Examinations and Kannada Language Test as detailed therein with effect from 1-10-1974.

2. Board Order No. KEB/WLIC-3/74-75, dated 4-3-76 in partial modification of Board Order dated 5-8-75 sanctioning the said additional increment as detailed in the Annexure thereto with effect from 1-4-74.

3. Board Order No. KEB/BPO-5/76-77, dated 12-3-77, approving revision of pay Scales for the workmen of KEB with effect from 1-4-76.

4. Board Order No. KEB/BPO-7/76-77, dated 9-7-77, approving Revision of pay Scales of the Officers/Officials of the KEB with effect from 1-4-76.

5. Board Order No. B5/6458/78-79, dated 2-7-79, according approval for adoption of Government Order No. SRP 78 dated 31-1-79, with effect from 1-4-79, with effect from 1-4-76, in the matter of stepping up of the pay of Senior Employees to that of Juniors.

6. Board Order No. B5/6458/78-79, dated 17-8-81, according approval to withdraw the benefits conferred to the employees vide Government Order No. 68 SRP 78 dated 31-1-79, adopted in Board Order No. B5/6458/78-79' dated 2-7-79.

7. Order dated 24/25-11-81, of the Hon'ble High Court of Karnataka in Writ Petition No. 7512 to 7524 of 1980, and other similar writ petitions.

8, Order dated 16-1-86 of the Hon'ble High Court of Karnataka in writ Appeals Nos. 652, 653 etc., filed by the KEB.

9. Order dated 9-2-88 of the Hon'ble Supreme Court in SLP No.13912-82 of of 1986, filed by KEB.

10. Board Secretariat Note dated 2-5-88.

Order No. KEB/B5/6458/78-79

Bangalore, Dated 10-6-88

Approval is accorded for the following :

- a) To treat the Board Order No. B5/6458/78-79, dated 17-8-81, deemed to have been withdrawn from the date of its issue consequent to its being quashed by the Hon'ble Court.
- b) To extend the benefit of Board Order No. B5/6458/78-79, dated 2-7-79, to the employees entitled without reference to Board Order No. B5/6458/78-79, dated 17-8-81.
- c) To regulate the payments that are due to the employees who have approached the Court in pursuance of Board Order dated 2-7-79 and extend such benefits to which they are entitled immediately and also to refund the recoveries, if any, made with reference to order dated 17-8-81.

By Order,  
Sd/- Secretary.

No. KEB/B16/5816/82-83.

Dated : 4-5-1991

**CORRIGENDUM**

**Sub :** Extending the benefit of additional increment and Timebound advancement in between 10 years and 14 years reg.

**Ref :** 1. Board Order No. KEB/B16/5816/82-83 dated 1-4-91.

2. Ltr. No. KEBEU. 1093-4/91 dt. 5-4-1991 of the General Secretary, KEBEU.

3. Board Resolution No. 606-BM/18142 dated 23-4-91.

The wordings appearing in the last line in the Board Order No. KEB/B16/5816/82-83 dated 1-4-91 "with effect from 27-7-87" shall be deleted and the following be inserted.

"from the date the employees have become eligible for the same.

By Order,  
Sd/- Secretary, KEB.

## Karnataka Electricity Board

READ :

1. Board Order No. KEB/B16/5816/82-83 dtd. 7-9-1982 extending the benefit of next higher time scale of pay to the Assistant Engineers, Elecl./Civil(Graduates/ Non-graduates) who have completed ten years of continuous service in the cadre/post and passed all the required prescribed departmental examinations.
2. Letter No. A/AOE/AAO. I/EA-7/4048 dtd. 15-6-92 of the Chief Engineer Elec. [general] KEB, Bangalore, requesting the Board to clarify in the matter of extending the benefit of next higher time scales to the Assistant Engineers, Elecl./Civil [graduates] who have (i) passed departmental examinations between 10 & 14 years of their service, (ii) not passed departmental examinations even after the completion of 14 years of service.
2. I. M. C. Resolution No. 102/IMC [A]/412 dtd. 20-2-1993.

Order No. KEB/B16/5816/82-83,

Bangalore Dated : 19-03-93

Board is pleased to accord approval to extend the benefit of both additional increment and next higher time scale from the date of passing the prescribed departmental examinations to such of the Assistant Engineers, Elecl./Civil (Graduates) who have passed/pass the prescribed departmental examinations between ten and fourteen years of their service, subject to fulfilment of other terms and conditions stipulated in B. O. No. KEB/B16/5816/32-83 dtd. 7-9-1982.

By Order,  
Secretary, KEB.



## **Karnataka Electricity Board**

### **READ :**

1. Board Orders No.KEB/WLIC 3/74-75 dated 5.8.1975 and 4.3.1976, sanctioning one additional increment to the - employees who have passed the prescribed departmental - examinations and Kannada Language test as detailed therein.
2. Board Order No.KEB/B14/3590/77-78 dated 25.10.1977 granting one additional increment to certain categories of employees who pass in addition to the Kannada Language test, the prescribed departmental examinations, subject to the conditions stipulated therein.
3. Board Order No.KEB/B16/B5/3416/75-76 dated 23.9.78 sanctioning one additional increment to the Officers working in the cadre of Executive Engineers, Deputy Controller of Accounts and Accounts Officers.
4. Board Order No.KEB/B16/3416/75-76 dated 7.10.1978 sanctioning one additional increment to SPAs/JPs and Typists who have attained the age of 45 years as on 30.9.1978.
5. Board Order No.KEB/B16/B5/3416/75-76 dated 26.10.1978 extending the benefit of one additional increment granted to the employees upto the inclusive of Executive Engineers on the Executive side and upto and inclusive of Deputy Controller of Accounts, on the Ministerial side in respect of the cases referred therein.

**ORDER No.KEB/B16/5816/82-83 (E)**

**BANGALORE, DATED : 25.5.1995**

Board is pleased to accord approval to delete the following mentioned portion appearing in 9th, 10th, 11th and 12th lines of

the regulation 47-J of the KEB Employees' Service Regulation in the matter of the sanction of additional increment to the Board employees for passing the prescribed departmental examinations :

'Subject to the condition that the concerned employee is not promoted within one month from the date of - announcement of the results of the examinations'.

Necessary amendments to the relevant provisions of the KEB Employees' Service Regulations will be issued separately.

By Order,  
Secretary, K.E.B.

## KARNATAKA ELECTRICITY BOARD

KEB/B16/B5/7982/83-84

Board Secretariat,  
Cauvery Bhavan,  
Bangalore-9  
Date 20.09.1999

### CIRCULAR

Read:-

1. G.O.No.DPAR3 SSR81 dated 29.03.1983 in the matter of fixing the pay of an employee whose additional increment sanctioned to him for having passed a departmental examination earlier, has not been reflected in the higher pay scale consequent to his promotion/in-service appointment.
2. OM No.DPAR142 ASB83 dated November 1983 of the Karnataka Government Secretariat in the matter of fixing the pay of a Government Servant on the basis of the G.O.dated 29.03.1983.
3. B.O.No.KEB/B16/B5/7982/83-84 dated 13.08.1984 adopting the G.O dated 29.03.1983 and O.M dated Nov 1983.
4. Note of the CFA., No. CF/AO(A)/Sn-II/EA4/476 dated 20.07.1999.

When a serving employee who has earned an additional increment for passing a prescribed departmental examination required for promotion is promoted to a promotional post or is appointed to a higher post, he gets his pay fixed in the next higher stage of pay in the relevant promoted/higher time scale of pay. However, where such stage of pay happens to be the minimum of the time scale of pay of the new post, the additional increment he had earlier earned gets lost/merged below the minimum of the new time scale and is therefore not reflected in the new pay of the employee. This fixation of pay causes the employee to draw equal and sometimes less pay than an employee who is promoted /appointed later. This type of anomaly/situation has been remedied in GO dated 28.03.1983 and KGS OM dated Nov 1983, adopted by the Board vide its order dated 13.08.1984. The order (amendment to Rule 6 of the KCSR) specifically refers to such situations of promotion/appointment for the purpose of fixing the pay in the higher post.

Pursuant to the recent revision of pay scales in Board, some of the AAOs promoted in the recent years have represented that the additional increment earned by them earlier as Assistants, has not been reflected in the pay fixed on their promotion as AAO. The CFA has forwarded their representations to the Board on 01.03.1999 requesting the Board to consider fixing the pay of these AAOs by granting the additional (one) increment above the minimum of the time scale of pay in order to follow the spirit of the order dated 13.08.1984 and to avoid anomaly between such junior and senior employees. The CFA in her note dated 20.07.1999 has referred to the KGS OM dated Nov 83 (also adopted by the Board) wherein the additional increment of the concerned government employee which got merged in the minimum of the revised time scale of pay has been restored at the time of revision of pay scales in 1978.

In this behalf, the subject has been examined and it is hereby clarified that the principles in G.O dated 29.03.1983 (adopted in BO No., KEB/ B16 / B5/7982/83/84 dated 13.08.1984) can be made applicable to above such cases of pay fixation of employees/Officers whose additional increment is not reflected upon revision of pay scales w.e.f. 01.04.1998. In other words their pay may be fixed at one stage above the minimum of the revised time scale of pay with effect from 01.04.1998. The following illustration may be used as guidance.

Pay of an Assistant as on	01.06.95	Rs.2210/-	In scale Rs.1450-50-1700-60-2060-75-2510-100-3110-125-4110.
Pay on Promotion as AAO on (Rs.2435 i.e. min. of Time scale of AAO, + Rs.75/-)	01.09.95	Rs.2510/-	In scale Rs.2435-75-2510-100-3110-125-3860-150-4910-175-5085.
Pay after Annual increment in AAO scale on	01.09.96	Rs.2610/-	-do-
Pay after Annual increment in AAO scale on	01.09.97	Rs.2710/-	-do-
Pay in the Revised Pay scale of AAO on (i.e. min of Time scale of AAO)	01.04.98	Rs.7800/-	In scale Rs.7800-250-8800-300-10600-350-12000-400-13600.
Pay on protection of Additional increment in the RPS	01.04.98	Rs.8050/-	-do-
Pay after Annual increment on	01.09.98	Rs.8300/-	-do-

Note:- Next date of Annual Increment 01.09.1999.

*T. H. D.*  
Secretary, 20.9.99  
KEB.

Copy to:

1. The Chief Engineer, Electricity (General), KEB., Bangalore.
2. The Chief Financial Adviser, KEB., Bangalore.
3. The Chief Industrial Relations Officer, KEB, Bangalore.
4. The Chief Law Officer, KEB, Bangalore.
5. All Chief Engineers, Electricity, KEB.,
6. All Chief Controllers, KEB., Bangalore.
7. All Controllers, KEB.,
8. All Superintending Engineers, Electrical, KEB.,
9. All Deputy Controllers, KEB.,
10. All Executive Engineers, Electrical, KEB.,
11. All Accounts Officers, (Internal Audit), KEB.,
12. All Officers of Board Secretariat, KEB., Bangalore.
13. PS., to Chairman/Member(Finance)/Member (Distribution)/Member(Transmission)/Secretary/Addl. Secretary, KEB., Bangalore.
14. SA-II - Records

Copy for information to:

1. Sri. T.Hamimanthappa, Member, KEB., Bangalore.
2. The General Secretary, KEBEU (659), KEB Engineers' Association, KEB Accounts Officers' Association, KEB SC/ST Employees Welfare Assn., Bangalore.

ಟೆಲೆಫನ್: 845-2435 ಕೆಇಬಿಇನ್  
ಗ್ರಾಂಪ್ : ಕೆಪ್ರಾನ್ಸ್



# ಕರ್ನಾಟಕ ಬಿಡ್ಡುತ್ ಪ್ರಸರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್, "ಕಾವೇರಿ ಭವನ",  
ಬೆಂಗಳೂರು - 560 009

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿಬಿ16:8040:81-82.

ದಿನಾಂಕ: 24 APR 2002

## ಸುತ್ತೋಲೆ

- ವಿಷಯ: ತಾಂತ್ರಿಕ ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದದೇ ಇರುವ ಆಪರೇಟರ್ : ಓವರ್ ಸಿಯರ್  
: ಮೀಟರ್ ರೀಡರ್ : ಸಹಾಯಕ ಉಗ್ರಾಣ ಪಾಲಕರಿಗೆ ಹೆಚ್ಚುವರಿ ವೇತನ  
ಬಡ್ಡಿ (Additional Increment) ಮಂಜೂರು ಮಾಡುವ ಬಗ್ಗೆ.
- ಉಲ್ಲೇಖ: i) ಕ.ಎ.ಮಂಡಳಿ ನೌಕರರ ಸೇವಾ ನಿಬಂಧನೆಯ ನಿಬಂಧನೆ 47 (b).  
ii) ಈ ಕಚೇರಿ ಪತ್ರ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿಬಿ16:8040:81-82, ದಿನಾಂಕ:  
21.03.2000.  
iii) ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕ.ಎ.ಪ್ರ.ನಿ. ನೌಕರರ ಸಂಘ (ನೋಂ. ಸಂಖ್ಯೆ:  
659), ಇವರ ಪತ್ರ ದಿನಾಂಕ: 07.12.2001.  
iv) ಐ.ಎಂ.ಸಿ. (ಎ) ಶೀರ್ಷಿಕೆ ದಿನಾಂಕ: 02.04.2002.


ಕ.ಎ ಮಂಡಳಿ ನೌಕರರ ಸೇವಾ ನಿಬಂಧನೆ 47 (b) ಪ್ರಕಾರ ಕೆಲವು ಪದವ್ಯದಗಳಲ್ಲಿ ಕಾರ್ಯ ನಿರ್ವಹಿಸುತ್ತಿರುವ ನೌಕರರು ಅರ್ಹತಾ ಪರೀಕ್ಷಾ ಅವಧಿಯ ಪೂರೈಕೆ ಅಥವಾ ಮುಂದಿನ ಉನ್ನತ ಹುದ್ದೆಯ ಬಡ್ಡಿಯ ಅರ್ಹತೆಗಾಗಿ ನಿಗದಿಪಡಿಸಿರುವ ಇಲಾಖಾ ಪರೀಕ್ಷೆಗಳಲ್ಲಿ ಉತ್ತೀರ್ಣರಾದರೆ ಅವರಿಗೆ ಒಂದು ಹೆಚ್ಚುವರಿ ವೇತನ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡಲು ಅವಕಾಶವಿರುತ್ತದೆ. ಸದರಿ ನಿಬಂಧನೆಯ ಪ್ರಕಾರ ಆಪರೇಟರ್ : ಓವರ್ ಸಿಯರ್ : ಮೀಟರ್ ರೀಡರ್ : ಸಹಾಯಕ ಉಗ್ರಾಣ ಪಾಲಕರು ಕಾರ್ಯನಿರ್ವಾಹಕ ಕಿರಿಯ ಪರೀಕ್ಷೆಯಲ್ಲಿ ಉತ್ತೀರ್ಣರಾದರೆ ಅವರಿಗೆ ಒಂದು ಹೆಚ್ಚುವರಿ ವೇತನ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡಬಹುದಾಗಿರುತ್ತದೆ.

ಕ.ಎ.ಮಂಡಳಿ ನೌಕರ ಭರ್ತಿ ಮತ್ತು ಬಡಡಿ ನಿಯಮಗಳಲ್ಲಿ ತಾಂತ್ರಿಕ ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದಿರುವ ಆಪರೇಟರ್ : ಓವರ್ ಸಿಯರ್ : ಮೀಟರ್ ರೀಡರ್ : ಸಹಾಯಕ ಉಗ್ರಾಣ ಪಾಲಕರಿಗೆ ಕಿರಿಯ ಇಂಜಿನಿಯರ್ (ಎ) ಹುದ್ದೆಯ ಬಡ್ಡಿಯ ಅರ್ಹತೆಗಾಗಿ ಕಾರ್ಯ ನಿರ್ವಾಹಕ ಕಿರಿಯ ಪರೀಕ್ಷೆಯಲ್ಲಿ ಉತ್ತೀರ್ಣರಾಗುವುದನ್ನು ಕಡ್ಡಾಯಗೊಳಿಸಲಾಗಿರುತ್ತದೆ. ಆದರೆ ತಾಂತ್ರಿಕ ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದದೆ ಇರುವ ಆಪರೇಟರ್ : ಓವರ್ ಸಿಯರ್ : ಮೀಟರ್ ರೀಡರ್ : ಸಹಾಯಕ ಉಗ್ರಾಣ ಪಾಲಕರಿಗೆ ಕಿರಿಯ ಇಂಜಿನಿಯರ್ (ಎ) ಹುದ್ದೆಯ ಬಡ್ಡಿಗಾಗಿ ಅರ್ಹತೆ ಹೊಂದಲು ಕಾರ್ಯನಿರ್ವಾಹಕ ಕಿರಿಯ ಪರೀಕ್ಷೆಯಲ್ಲಿನ ಉತ್ತೀರ್ಣತೆಯನ್ನು ಕಡ್ಡಾಯಗೊಳಿಸಿರುವುದಿಲ್ಲ. ಆದಾಗ್ಯೂ ತಾಂತ್ರಿಕ ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದದೆ ಇರುವ ಕೆಲವು ಆಪರೇಟರ್ : ಓವರ್ ಸಿಯರ್ : ಮೀಟರ್ ರೀಡರ್ : ಸಹಾಯಕ ಉಗ್ರಾಣ ಪಾಲಕರು ಕಾರ್ಯನಿರ್ವಾಹಕ ಕಿರಿಯ ಪರೀಕ್ಷೆಯಲ್ಲಿ ಉತ್ತೀರ್ಣರಾಗಿರುವುದರಿಂದ ಇವರಿಗೆ ಒಂದು ಹೆಚ್ಚುವರಿ ವೇತನ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡಲಾಗಿರುತ್ತದೆ. ಈ ವಿಷಯವನ್ನು ನಿಗಮದಲ್ಲಿ ಕೂಲಂಕುಶವಾಗಿ ಪರಿಶೀಲಿಸಲಾಯಿತು. ತಾಂತ್ರಿಕವಲ್ಲದ ಆಪರೇಟರ್ : ಓವರ್ ಸಿಯರ್ : ಮೀಟರ್ ರೀಡರ್ : ಸಹಾಯಕ ಉಗ್ರಾಣ ಪಾಲಕರಿಗೆ ಕಿರಿಯ ಇಂಜಿನಿಯರ್ (ಎ) ಹುದ್ದೆಯ ಬಡ್ಡಿಗಾಗಿ ಕಾರ್ಯ ನಿರ್ವಾಹಕ ಕಿರಿಯ ಪರೀಕ್ಷೆಯ ಉತ್ತೀರ್ಣತೆಯನ್ನು ಕಡ್ಡಾಯಗೊಳಿಸದೇ ಇರುವುದರಿಂದ ಇವರು ಹೆಚ್ಚುವರಿ ವೇತನ ಬಡ್ಡಿಗಾಗಿ ಅರ್ಹರಾಗುವುದಿಲ್ಲವೆಂದು ಈ ಕಚೇರಿಯ ಪತ್ರ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿಬಿ16:8040:81-82 ದಿನಾಂಕ: 21.03.2000 ದ ಪತ್ರದಲ್ಲಿ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್ (ಎ), ಮಂಗಳೂರು ವಲಯ ಇವರಿಗೆ ಸ್ಪಷ್ಟೀಕರಣ ನೀಡಲಾಗಿರುತ್ತದೆ.

ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕ.ವಿ.ಪ್ರ.ನಿ. ನೌಕರರ ಸಂಘ (ನೋಂ.ಸಂಖ್ಯೆ 659) ಇವರು ದಿನಾಂಕ: 07.12.2001 ರಲ್ಲಿ ನಿಗಮಕ್ಕೆ ವತ್ರ ಬರೆದು ನೌಕರರನ್ನು ಉತ್ತೇಜಿಸುವ ದೃಷ್ಟಿಯಿಂದ ತಾಂತ್ರಿಕ ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದಿರದ ಆಪರೇಟರ್ : ಓವರ್ ಸಿಯರ್ : ಮೀಟರ್ ರೀಡರ್ : ಸಹಾಯಕ ಉಗ್ರಾಣ ಪಾಲಕರಿಗೂ ಸಹ ಕಾರ್ಯ ನಿರ್ವಾಹಕ ಕಿರಿಯ ಪರಿಶೀಲನೆಯಲ್ಲಿ ಉತ್ತೀರ್ಣರಾಗುವುದಕ್ಕೆ ಹೆಚ್ಚುವರಿ ವೇತನ ಬಡ್ಡಿಯ ಸೇಲ್ಚ್‌ವನ್ನು ವಿಸ್ತರಿಸುವಂತೆ ಕೋರಿದ್ದರು. ವಿಷಯವನ್ನು ಪರಿಶೀಲನೆ ಹಾಗೂ ತೀರ್ಮಾನಕ್ಕಾಗಿ ದಿನಾಂಕ: 02.04.2002 ರಂದು ನಡೆದ ಐ.ಎಂ.ಸಿ. (ಆ) ಸಭೆಯ ಮುಂದೆ ಮಂಡಿಸಲಾಗಿತ್ತು. ಕೂಲಂಕುಶವಾಗಿ ಪರಿಶೀಲನೆಯ ನಂತರ ಐ.ಎಂ.ಸಿ. (ಆ) ಸಭೆಯು ಸದರಿ ವಿಷಯದಲ್ಲಿ ಈ ಕೆಳಕಂಡಂತೆ ತೀರ್ಮಾನಿಸಿರುತ್ತದೆ:

- (i) ಕಿರಿಯ ಇಂಜಿನಿಯರ್ (ಎ) ಹುದ್ದೆಯ ಬಡ್ಡಿಗೆ ತಾಂತ್ರಿಕ ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದಿರದ ಆಪರೇಟರ್ : ಓವರ್ ಸಿಯರ್ : ಮೀಟರ್ ರೀಡರ್ : ಸಹಾಯಕ ಉಗ್ರಾಣ ಪಾಲಕರಿಗೆ ಕಾರ್ಯನಿರ್ವಾಹಕ ಕಿರಿಯ ಪರಿಶೀಲನೆಯ ಉತ್ತೀರ್ಣತೆ ಕಡ್ಡಾಯವಲ್ಲದೇ ಇರುವುದರಿಂದ ಸದರಿ ನೌಕರರು ಹೆಚ್ಚುವರಿ ವೇತನ ಬಡ್ಡಿಗೆ ಅರ್ಹರಾಗಿರುವುದಿಲ್ಲ.
- (ii) ತಾಂತ್ರಿಕ ವಿದ್ಯಾರ್ಹತೆ ಹೊಂದಿರದ ಆಪರೇಟರ್ : ಓವರ್ ಸಿಯರ್ : ಮೀಟರ್ ರೀಡರ್ : ಸಹಾಯಕ ಉಗ್ರಾಣ ಪಾಲಕರಿಗೆ ಕಾರ್ಯನಿರ್ವಾಹಕ ಕಿರಿಯ ಪರಿಶೀಲನೆಯಲ್ಲಿ ಉತ್ತೀರ್ಣರಾಗಿರುವುದಕ್ಕೆ ಮಂಜೂರು ಮಾಡಿರುವ ಹೆಚ್ಚುವರಿ ವೇತನವನ್ನು ಹಿಂದಕ್ಕೆ ಪಡೆಯುವುದು ಮತ್ತು ಈಗಾಗಲೇ ಪಾವತಿ ಮಾಡಿರುವ ಮೊತ್ತದ ವಸೂಲಾತಿಯನ್ನು ಮನ್ನಾ ಮಾಡುವುದು.

ಎಲ್ಲಾ ಬಟವಾಡೆ ಅಧಿಕಾರಿಗಳು ಮೇಲಿನಂತೆ ಕ್ರಮ ಕೈಗೊಳ್ಳುವುದು.

  
ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು.

(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ).

ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ.

ಗೆ:

1. ಪ್ರಧಾನ ಇಂಜಿನಿಯರ್ (ಎ), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ.: ಬೆಂಗಳೂರು.
2. ಮುಖ್ಯ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., ಬೆಂಗಳೂರು.
3. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್‌ಗಳು (ಎ), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ./ ಎ.ವಿ.ನಿ.ನಿ.
4. ಎಲ್ಲಾ ಮುಖ್ಯ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ.
5. ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ./ ಎ.ವಿ.ನಿ.ನಿ.
6. ಎಲ್ಲಾ ಆಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್‌ಗಳು (ಎ), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ./ ಎ.ವಿ.ನಿ.ನಿ.
7. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್‌ಗಳು (ಎ), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ./ ಎ.ವಿ.ನಿ.ನಿ.
8. ಎಲ್ಲಾ ಉಪಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ.
9. ಎಲ್ಲಾ ಲೆಕ್ಕಾಧಿಕಾರಿಗಳು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ.
10. ನಿಗಮದ ಕಾರ್ಯಾಲಯದ ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., ಬೆಂಗಳೂರು.
11. ಹಿ.ಸ.2. ದಾಖಲೆಗಳು, ನಿಗಮ ಕಾರ್ಯಾಲಯ, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., ಬೆಂಗಳೂರು.

## KARNATAKA POWER TRANSMISSION CORPORATION LTD.

Sub: Grant of additional increment to the employees who continue in the same post for 20 years without a single promotion in the entire service.

- Read:
1. Government Order No. FD13 SRP 2002 dated: 09.05.2002 granting one additional increment to the Government Servants who continue in the same post for 20 years without a single promotion in the entire service.
  2. Decision of the IMC(A) meeting held on 15.06.2002.
  3. Letter dated 07.08.2002 of the President, KPTC Employees' Union (Reg No.659), Bangalore.

**ORDER No: KPTCL/B16/2106/2002-03, BANGALORE DATED: 26.12.2002.**

Corporation is pleased to order that an employee other than those specified in para 6(ii) holding a post in any of the first eleven State scales of pay specified below who has continued or who continues in the same post for a period of twenty years without a single promotion in the entire service shall be granted an additional increment in the scale of pay of the post held by him/her or in the next higher time scale of pay as the case may be with effect from 01.04.2002 or from the date from which he/she completes 20 years of service whichever is later.

Sl. No.	Scale of Pay
1.	2
1.	3125-6575
2.	3365-7025
3.	3425-7925
4.	3800-9700
5.	3900-9700
6.	4300-10,600
7.	4550-10,600
8.	4925-12,000
9.	5075-12,000
10.	7550-13,600
11.	7800-13,600

### Grant of additional increment and conditions of eligibility:

4. The Appointing Authority is the authority competent to sanction Additional increment under this order, if

- a) he/she has satisfactory record of service, the satisfactory record of service shall be determined in the same manner as merit is determined for promotion on the basis of seniority -cum-merit;
- b) he/she is qualified and eligible for promotion in accordance with the rules of recruitment applicable to the post where there is avenue of promotion. However, the following relaxations are made:
  - i) Where the acquisition of academic or professional qualifications are prescribed for promotion to the higher post, the same shall not be insisted upon for grant of additional increment. The passing of the Kannada Language examination and service examination prescribed for the post held by the employee should however be insisted upon for grant of additional increment.
  - ii) In respect of Group-D employee possession of an academic qualification or the passing of Kannada Language or any service examination prescribed for promotion shall not be insisted upon.
  - iii) In respect of Drivers the academic qualification prescribed for the promotional post shall not be insisted upon.

**Computation of service for the purpose of grant of Additional Increment:**

3. An employee must have put in a continuous service of not less than 20 years of service in the post held by him excluding his service:-

- i) as local candidate,
- ii) in work charged establishment,
- iii) rendered in the former post or cadre in a Department or service consequence on the change in the post or cadre in a Department or service which does not count for the purpose of determining seniority for promotion, and
- iv) in any other service which does not count for the purpose of determining seniority for promotion in computing the period of 20 years service in the same post.

Only service which will be taken into account for the purpose of determination of seniority under KEB, R&P Regulations, Employees' (Probation) Regulations and Employees' (Seniority) Regulations as in force from time to time, shall be counted in computing the service prescribed for grant of additional increment.

**The rate of additional increment:**

4. The payment of additional increment admissible shall be regulated as follows:

- i) The additional increment shall be granted at the rate of next increment admissible in the scale of pay held by the employee.
- ii) Where an employee has reached the maximum of the time scale of pay or has been sanctioned Stagnation/Elongation increments, an Additional increment at the rate of Annual increment last drawn shall be sanctioned



beyond the maximum of the time scale of pay and the same shall be treated as "Personal Pay".

- iii) Where an employee has reached the maximum of the time scale of pay consequent on grant of additional increment under this order, he shall be entitled to annual increment on the date on which it is due and the additional increment granted shall be treated as "Personal Pay".

**Note:**

The "personal Pay" arising out of grant of Additional increment under this order shall be reckoned as basic pay for all purposes including fixation of pay on promotion and on revision of pay Scales.

**One time sanction of Additional increment:**

5(i). No employee shall be eligible for sanction of Additional increment under this order more than once during the entire service.

5(ii). However, consequent to granting such additional increment, if a junior employee gets higher pay than the senior employee (who is already promoted, but has not been granted next stage on promotion) then pay of such senior employee may be stepped up to that of his junior employee who is granted one additional increment under this scheme provided both senior and junior employees are holding the same scale of pay.

**Application:**

6(i). Subject to the provision of para 2, these orders shall be applicable to all employees whose service conditions are governed by the provisions of the KEB, Employees' Service Regulations.

**6(ii). These orders shall not be applicable to:**

- a) Employees who have already got atleast one promotion.
- b) persons borne on work charged establishments;
- c) persons paid out of contingencies;
- d) persons appointed as local candidates;
- e) persons appointed on consolidated pay or on part-time basis;
- f) employees who have voluntarily forgone their promotion;
- g) any other class or category of persons whom the Corporation by order, specifically exclude from the operation of these orders.

7. These orders shall come into force with effect from 1<sup>st</sup> April 2002.

By order,

  
General Manager  
(Admn. & HRD)  
KPTCL.

**copy to:**

Sri. V.Narayana Gowda, President, KPTC Employees' Union (Reg. No. 659) & Director, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
The Chief Legal Adviser, KPTCL, BESCOM, MESCOM, HESCOM, GESCOM.

The Executive Director, KPTCL., Bangalore.  
The Financial Advisers, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
The Chief Industrial Relations Officer, KPTCL., Bangalore.  
All Chief Engineers, Electricity, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
All Controllers, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
All Superintending Engineers, Electrical, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
All Deputy Controllers, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
All Executive Engineers, Electrical, KPTCL, BESCOM, MESCOM, HESCOM, and GESCOM.  
All Officers of Corporate Office, KPTCL., Bangalore.  
P.S. to Chairman/MD/D(F) D(DYD(T)/ D(P&IT)/GM (Admn. & HRD)/GM (Tech.)/Company Secretary,  
KPTCL., B'lore.  
P.S. to M.D. and Director Technical, BESCOM, MESCOM, HESCOM, GESCOM and VVNL.  
SA-II - Records

Copy for information to:

The General Secretary, KPTC EU (Reg. No. 659), A.R.Circle, Bangalore.  
The General Secretary, KPTC Engineers' Association, A.R.Circle, Bangalore.  
The General Secretary, KPTC Accounts Officers' Association, K.R.Circle, Bangalore.  
The General Secretary, KPTC SC/ST Employees Welfare Assn., K.R.Circle, Bangalore.

ಟೆಲೆಫನ್: 845-2435 ಕೆಎಬಿಎನ್  
ಗ್ರಾಂಪ್: ಕೆಪ್ಪುನ್



# ಕರ್ನಾಟಕ ಖದ್ಯುತ್ ತ್ತನರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್ ಕಾವೇರಿ ಭವನ  
ಬೆಂಗಳೂರು - 560 009

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/2106/2002-03

ದಿನಾಂಕ: 27 MAY 2004

## ಕುವೆಂಪು ಜನ್ಮ ಶತಮಾನೋತ್ಸವ ವರ್ಷ

ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ವಿ),  
ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು,  
ಎಲ್ಲಾ ಆರ್ಥಿಕ ಇಂಜಿನಿಯರ್(ವಿ),  
ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು  
ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ವಿ),  
ಎಲ್ಲಾ ಉಪಲಕ್ಷನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು,  
ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.

ಮಾನ್ಯರೆ,

ವಿಷಯ: ಪೂರ್ಣ ಸೇವಾವಧಿಯಲ್ಲಿ ಒಂಡೂ ಬಡ್ಡಿಯಲ್ಲದೆ ಒಂದೇ ಹುದ್ದೆಯಲ್ಲಿ  
20 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸಿರುವ ಬೆರಳಚ್ಚುಗಾರರಿಗೆ ಒಂದು ಅಧಿಕ  
ವೇತನ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡುವ ಬಗ್ಗೆ.

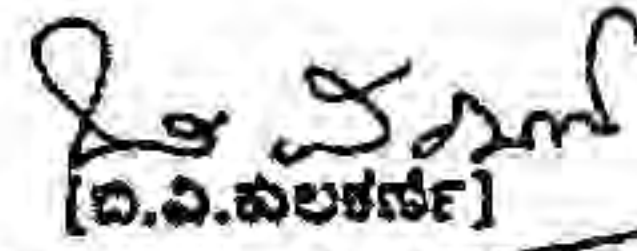
ಉಲ್ಲೇಖ: ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/2106/2002-03 ದಿನಾಂಕ:  
26.12.2002 ಹಾಗೂ ಸುತ್ತೋಲೆ ದಿನಾಂಕ: 24.07.2003

ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/2106/2002-03 ದಿನಾಂಕ: 26.12.2002 ರ ಪ್ರಕಾರ  
ಪೂರ್ಣ ಸೇವಾವಧಿಯಲ್ಲಿ ಒಂಡೂ ಬಡ್ಡಿಯಲ್ಲದೆ ಒಂದೇ ಹುದ್ದೆಯಲ್ಲಿ 20 ವರ್ಷಗಳ ಸೇವೆ ಪೂರೈಸಿರುವ  
ಬೆರಳಚ್ಚುಗಾರರಿಗೆ ಒಂದು ಅಧಿಕ ವೇತನ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡುವ ಬಗ್ಗೆ ನಿಗಮ/ ಎಸ್ಕಾಂಗಳ  
ಹಲವಾರು ಅಧಿಕಾರಿಗಳು ಸ್ಪಷ್ಟೀಕರಣವನ್ನು ಕೇಳಿರುತ್ತಾರೆ.

ಕ.ವಿ.ಮಂಡಳಿ ನೌಕರಿ ಭರ್ತಿ ಮತ್ತು ಬಡ್ಡಿ ನಿಯಮಗಳ ಪ್ರಕಾರ ಬೆರಳಚ್ಚುಗಾರರಿಗೆ ಕಿರಿಯ ಆಪ್ತ  
ಸಹಾಯಕ ಹಾಗೂ ಕಿರಿಯ ದರ್ಜೆ ಬೆರಳಚ್ಚುಗಾರ ಈ ಎರಡು ಹುದ್ದೆಗಳಿಗೆ ಬಡ್ಡಿ ನೀಡಲು ಅವಕಾಶವಿರುತ್ತದೆ.  
ಕಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹುದ್ದೆಗೆ ಬಡ್ಡಿ ಹೊಂದಲು ಬೆರಳಚ್ಚುಗಾರರು ಕನ್ನಡ ಕಿರಿಯ ದರ್ಜೆ ಬೆರಳಚ್ಚು ಮತ್ತು  
ಶೀಘ್ರಲಿಪಿ ಅಥವಾ ತತ್ಸಮಾನ ಅರ್ಹತೆ ಹಾಗೂ ಅಂಗ್ಲ ಕಿರಿಯ ದರ್ಜೆ ಬೆರಳಚ್ಚು ಮತ್ತು ಶೀಘ್ರಲಿಪಿ ಅಥವಾ  
ತತ್ಸಮಾನ ಅರ್ಹತೆಯನ್ನು ಹೊಂದಿರಬೇಕಾಗಿರುತ್ತದೆ. ಕಿರಿಯ ದರ್ಜೆ ಬೆರಳಚ್ಚುಗಾರ ಹುದ್ದೆಗೆ ಬಡ್ಡಿ ಹೊಂದಲು  
ಬೆರಳಚ್ಚುಗಾರರಾಗಿ ಕನಿಷ್ಠ 8 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಸಲ್ಲಿಸಬೇಕಾಗಿರುತ್ತದೆ.

ನಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರಸಿ/ಬಿ16/2106/2002-03 ದಿನಾಂಕ: 26.12.2002 ರ ಪ್ರಕಾರ ಒಂದು ಅಧಿಕ ವೇತನ ಬಡ್ಡಿಯನ್ನು ಪಡೆಯಲು ಗ್ರೂಪ್-ಡಿ ನೌಕರರನ್ನು ಹೊರತುಪಡಿಸಿ ಇತರೆ ನೌಕರರು ಕನ್ನಡ ಭಾಷಾ ಪರೀಕ್ಷೆ ಹಾಗೂ ನಿಗದಿತ ಸೇವಾ ಪರೀಕ್ಷೆಗಳಲ್ಲಿ ಉತ್ತೀರ್ಣರಾಗಬೇಕಿರುತ್ತದೆ. ಆದರೆ ಮುಂದಿನ ಹುದ್ದೆಯ ಬಡ್ಡಿಗೇ ಪ್ರೋಫೆಷನಲ್ ಅಥವಾ ಅಸ್ಟಾಂಡ್‌ಮಿಟ್ ವಿದ್ಯಾರ್ಹತೆಯನ್ನು ನಿಗದಿಪಡಿಸಿದ್ದರೆ ಅಧಿಕ ವೇತನ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡಲು ಸದರಿ ವಿದ್ಯಾರ್ಹತೆಯಿಂದ ವಿನಾಯಿತಿಯನ್ನು ನೀಡಲಾಗಿರುತ್ತದೆ. ಆದ್ದರಿಂದ ಬೆರಳಚ್ಚುಗಾರರಾಗಿ ನೇಮಕ ಹೊಂದಿ ಅವರ ಪ್ರೋಫೆಷನರಿ ಅವಧಿಯು ತೃಪ್ತಿಕರವಾಗಿ ಪೂರೈಸಲ್ಪಟ್ಟಿದೆ ಎಂದು ಘೋಷಣೆಯಾಗಿದ್ದು ಸದರಿ ಬೆರಳಚ್ಚುಗಾರರು ಹಿರಿಯ ದರ್ಜೆ ಬೆರಳಚ್ಚುಗಾರ ಹುದ್ದೆಗೆ ಬಡ್ಡಿಯನ್ನು ಹೊಂದದೆ ಬೆರಳಚ್ಚುಗಾರ ಹುದ್ದೆಯಲ್ಲಿ 20 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸಿದ್ದರೆ ನಗಮದ ದಿನಾಂಕ: 26.12.2002 ರ ಆದೇಶದ ಪ್ರಕಾರ ಇವರಿಗೆ ಒಂದು ಅಧಿಕ ವೇತನ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡಬಹುದು ಎಂದು ಸ್ಪಷ್ಟೀಕರಣ ನೀಡಲಾಗಿದೆ. ಒಂದು ಅಧಿಕ ವೇತನ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡಲು ಬೆರಳಚ್ಚುಗಾರರು ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹುದ್ದೆಯ ಬಡ್ಡಿಗೇ ನಿಗದಿಪಡಿಸಿರುವ ವಿದ್ಯಾರ್ಹತೆಯನ್ನು ಹೊಂದಬೇಕಿರುವ ಅವಶ್ಯಕತೆಯಿರುವುದಿಲ್ಲ.

ತಮ್ಮ ವಿಶ್ವಾಸಿ,

  
[ಡಿ.ವಿ.ಸುಬ್ಬರಾವ್]

ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು

(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಧಿವೃದ್ಧಿ)

**ಪ್ರತಿ:**

ಶ್ರೀ.ಎ.ನಾರಾಯಣಗೌಡ, ಅಧ್ಯಕ್ಷರು, ಕವಿಪ್ರಸಿ ನೌಕರರ ಸಂಘ (ನೋ. ಸಂಖ್ಯೆ: 659) ಹಾಗೂ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರಸಿ ಮತ್ತು ಎಲ್ಲಾ ಎಸ್ಸಾಂಗಳು, ಕಾರ್ಯನಿರ್ವಾಹಕ ನಿರ್ದೇಶಕರು (ಕಾನೂನು ಮತ್ತು ಔಪಚಾರಿಕ ಖಾತೆ), ಕವಿಪ್ರಸಿ, ಹಾಗೂ ಎಲ್ಲಾ ಎಸ್ಸಾಂಗಳು, ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು. ಎಲ್ಲಾ ಲೆಕ್ಕಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸಿ/ ಎಸ್ಸಾಂಗಳು. ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ನಗಮದ ಕಾರ್ಯಾಲಯ, ಕವಿಪ್ರಸಿ, ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು. ಎಸ್.ಎ-2, ದುಬಲ ವಿಭಾಗ, ಕವಿಪ್ರಸಿ, ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.

**ಪ್ರತಿಯನ್ನು ಮುಖಾಂತಿ:**

ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರಸಿ ನೌಕರರ ಸಂಘ (ನೋ. ಸಂಖ್ಯೆ: 659).  
ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ ಪರಿಶಿಷ್ಟ ಹಾತಿ ಮತ್ತು ಪರಿಶಿಷ್ಟ ವರ್ಗಗಳ ಕಲ್ಯಾಣ ಸಂಸ್ಥೆ (ರಿ), ಕೇಂದ್ರ, ಸಿಪಿತಿ.

ದೀಕ್ಷೆಯ ತೊಡು ಇಂದೇ ಕಂಕಣ ಕಟ್ಟಂದೇ  
ಕನ್ನಡನಾಡೊಂದೇ ಇನ್ನೆಂದೂ ತಾನೊಂದೇ

Change of Name

Procedure

MYSORE STATE ELECTRICITY BOARD

M E A D:

Board Order No. MBER/A1.4885/67-68 dated 1.4.1968 according approval for the adoption of Government Order No. GAD I DCN 66 dated 8.3.1967 issuing the rules viz., Mysore Government Servants (Procedure for change of names) Rule 1967, with the modification that the Notification relating to the change of name of an employee should be got advertised in the Gazette.

Letter No. A/AOE/2159 dated 19.4.1968 from the Chief Engineer, Electricity (General) stating the compiler, Mysore Gazette who was contacted in the matter has intimated that the Notification relating to change of name of a private person is not published in the Mysore Gazette at present and that the Board should seek their own legal advice as to the procedure to be adopted in the matter of change of name of their employees. He has therefore requested for the modified orders to the effect that the change of name of an employee should be got advertised in the local English news paper at the cost of the employee concerned and extra copies of the news paper should be purchased by the employee and supplied to the Chief Engineer, Electricity (General).

ORDER NO. MBER/A1.4885/67-68

BANGLORE DATED 4TH SEPTEMBER 1969

The question of making rules providing for the procedure to be followed by the Board employees desiring to change their names has been considered by the Board in the light of the practice prevailing in Government.

In supersession of Board Order No. A1.4885/67-68 dated 1.4.1968 Board hereby direct that the procedure shall be as indicated in the rules annexed to this Board Order.

Board have also considered the question whether consequent upon the change of name of a Board employee any change in the Certificates, Diplomas or Degrees of such employees should also be made. As any change of name can be effective only prospectively it is hereby directed that no change in Certificates/Diplomas/Degrees etc., held by the employees concerned should be made, but that copies of the Notification evidencing the change of name be filed in the service record of the employees concerned.

BY ORDER,

Sd/-  
S. Narayanaswamy,  
for Secretary.

*S. Narayanaswamy*  
Secretary  
Mysore State Electricity Board  
Mysore  
Bangalore 5, 1969

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A N N E X U R E

RULES FOR THE CHANGE OF NAME OF EMPLOYEES OF MYSORE STATE ELECTRICITY BOARD

- I (a) These rules may be called as Mysore State Electricity Board Employees (Procedure for change of name) Rules, 1969.  
(b) They shall come into force at once.
2. In these rules the terms "Appointing authority" and "Board Employees" shall have the same meaning as in the Mysore Civil Services (Classification, Control and Appeal) Rules, 1957 as adopted by the Board and Mysore State Electricity Board Employees Service Regulations.
3. A Board Employee desiring to change his/her name shall make an application to the Appointing Authority in triplicate indicating the reason necessitating the change of name and requesting for permission to do so.
4. The application shall specify in block letters the applicant's present name and the name he/she desired to assume, it shall also furnish particulars relating to the applicant's ordinary place of the residence and the places, if any, where he/she owns immovable property. Every application shall be accompanied by a Board Revenue Receipt for having paid fee of Rupees FIFTEEN under the head "Miscellaneous Revenue-fees for changing the name".
5. The fees once paid shall not be refunded for any reason.
6. The Appointing authority shall, after making such enquiry as it may consider necessary grant the permission. Permission shall not be ordinarily be refused except where the Appointing authority has reasons to believe that the assumption of the new name is calculated to deceive or to inflict pecuniary loss. For this purpose the Appointing authority may call for reports from the Superintendent of Police or other authorities of the place where the Board employee is working or where the Board Employee owns immovable property and may also make any enquiry which it considers necessary.
7. Where permission is refused, the Appointing authority shall inform the applicant the reasons for the refusal.
8. *no appeal shall lie against the decision of appointing authority -  
refusing permission*
9. Where permission is granted the Appointing authority shall issue a Notification in Form No.1 appended to these rules and forward the copies of the same to the officers of the Board concerned and two copies of the same to be issued to the employee concerned. Additional copy of the Notification may be supplied to the applicant on payment of charge of Re. 0.50 for each additional copy.
10. On receipt of the Notification under Rule 9 the employee concerned arranges at his/her own cost for publication of the Notification

regarding his/her change of name in a news paper having wide circulation in the State of Mysore.

11. After the Notification has been published in the news paper as under Rule 10, the Board employee shall make a declaration in Form II appended to these rules and get the same registered in accordance with the provisions of the Indian Registration Act at his/her own cost.

12. When the formalities specified in Rule 3 to II have been complied with, the Board employee concerned shall, for all official purposes, be known by the new name, assumed by him/her.

13. Two copies of the declaration made under Rule II shall be furnished by the Board employee to the appointing authority who shall file them in the service records of the Board employee.

.....

sd/-

S. Murighenirawany,  
for Secretary.

.....

FORM I  
(See Rule 9)  
MYSORE STATE ELECTRICITY BOARD

(.....Circle)

Office of the .....

.....

Dated . . . . .

NOTIFICATION

Shri/Smt . . . . .

working as . . . . . in the . . . . .

Circle/Office of . . . . . is permitted

to change his/her name to . . . . .

Signature and designation  
of the Appointing authority.

FORM - II

By this Declaration I, . . . . .  
the undersigned (assumed name) son of . . . . . *aged* . . . . .  
residing at . . . . .  
(occupation) . . . . . do hereby absolutely  
*renounce and abandon the use of my former name*  
(original name) and in lieu thereof do assume ( as from the date hereof )  
the name of . . . . . (assumed name).

AND in pursuance of such change of name as aforesaid, I HEREBY  
*instruments now to go and in all acts and proceedings*  
DECLARE that I shall at all times hereafter in all records, deed and in  
*whatsoever use and sign the said name*  
all dealings and transactions and upon all occasions (assumed name) as  
my name in lieu of the said name of . . . . .  
. . . . . (Original name) so renounced as aforesaid

AND I HEREBY AUTHORISE and request all persons to designate and  
address me by such assumed name of . . . . .  
(assumed name) only.

IN WITNESS WHEREOF I Have hereunder signed my assumed name of  
. . . . . (assumed name) and my relin-  
quished name of . . . . . (original name) this  
. . . . . day of . . . . . 19*15* . . . .

Signed by the abovesaid (assumed name)  
in the presence of  
  
(Signature with assumed name)  
formerly known as

.....  
(Signature with original name)

Witnesses:

- 1.
- 2.

.....



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KARNATAKA ELECTRICITY BOARD

READ:

Board order No.MSEB/A1.6435/69-70 dated 15th Jan.1970 revising the pay scales of Class III and Class IV employees of the Board as per the Annexure thereto with effect from 1.4.1969.

2. Board order No.MSEB/BPO.261/72-73 dated 20.3.73 according approval to grant adhoc increase in pay with effect from 1.4.1972, as per the annexure thereto.

3. Board order No.MSEB/BPO.86/73-74 dated 8.3.74 according approval for the payment of interim relief at Rs.30/- per month to the employees drawing basic pay upto Rs.750/- per month with effect from 1st Oct.1973.

4. Board order No.MSEB/BPO.B16.753/76-77 dated 26.4.76 according approval for the payment of interim relief as per the Annexure thereto to all the employees of the Board with effect from 1.4.1976.

5. Board order No.KEB/B16.5295/76-77 dated 8th Dec.1976 according approval for the payment of half month's salary as on 1.12.76 subject to maximum of Rs.250/- to the employees in service on 1.12.76, treating as an advance which will be adjusted against the dues, if any, that may become payable on the conclusion of the Wage revision Settlement.

6. Board order No.KEB/B16.5584/76-77 dated 9th Dec.76 according approval for the payment of half month's salary as on 1.12.76 subject to maximum of Rs.250/- to the Junior Engineers, treating as an advance which will be adjusted against the dues, if any, that may become payable after the finalisation of the wage revision.

7. Memorandum of Settlement dated 8.3.1977 entered into between the KEB and KEB Employees' Union(Reg No.659) regarding revision of pay scales etc.,

ORDER NO.KEB/BPO.5/76-77

BANGALORE, DATED:12th MARCH,1977

The Board is pleased to approve the revision of Pay Scales of the workmen who have been appointed to the various posts against the promotion quota or who have successfully completed the probationary period in cases of appointment against direct recruitment quota as per Annexure-I subject to the following conditions:

Date of effect: The revised pay scales shall come into force with effect from 1st April,1976.

2. The revised pay scales shall not apply in cases of the employees of the ex-licensee undertakings acquired by the Karnataka State Government under the Karnataka Electricity Supply Undertakings (Acquisition) Act, 1974 the management of which has been entrusted to the Karnataka Electricity Board under Government Notification No. PWD 17 EIG 73 dated 18.12.74.

3. Pay fixation and service weightage:

The initial pay of the workman to whom the revised scale of pay applies shall be fixed in that scale on 1st April, 1976 in the following manner:

- 1) To the basic pay inclusive of personal pay, if any, which arose during the fixation of pay on revised scales of pay vide Board order No. Al. 4276/71-72 dated 26.4.72 and the personal pay, if any, given to men borne on Workcharged establishment on their absorption to maintenance establishment and which is continued as a separate element as on 1.4.76 (inclusive of increment, if any, due on that date) in the existing scale, add the dearness allowance admissible as on 1st April, 76, the adhoc increase granted vide Board order No. BPO. 261/72-73 dated 20.3.73 the interim relief granted vide Board order No. BPO. 86/73.74 dated 8.3.74 and the interim relief in pay granted from 1.4.76 vide Board order No. BPO. 816.753/76-77 dated 26.4.76 and the amount thus arrived at constitutes the "existing basic pay".

Note: For determining the 'existing basic pay' the quantum of D.A. and interim relief in pay to be merged in respect of workmen who are in receipt of special pay shall be the quantum of D.A. and interim relief in pay admissible on the basic pay including the adhoc increase but excluding the special pay.

(ii) To this "existing basic pay" add the following weightage benefit.

- a) To those workmen who have put in less than 5 years of service in Regular/Maintenance/Workcharged cadres as on 1.4.76. Rs. 15/-  
(Fifteen)
- b) To those workmen who have put in not less than 5 years of service but below 10 years of service in Regular/Maintenance/Workcharged cadres as on 1.4.1976. Rs. 20/-  
(Twenty)

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READ:

Board order No.KEB/BPO.5/76-77 dated 12.3.1977 approving the revision of pay scales of the Workmen etc.

ORDER NO.KEB/BPO.5/76-77  
BANGALORE, DATED: 22nd April, 1977

The Board is pleased to clarify that the revision of pay scales, allowances etc., ordered in the above Board order shall be extended to the workmen on probation as indicated below:-

1. Post Award candidates who were regularised under the Award and subsequently held to have been wrongly absorbed will be allowed the benefits contemplated in the above Board order. They will not however be allowed to draw increment in the revised scale unless they are otherwise eligible;
2. Employees appointed against direct recruitment quota and continued in service by granting annual increments to the end of December 1975 and who have not passed the Departmental Examinations for completion of the probation, will be allowed the benefits contemplated in the above Board order. They will not however be allowed to draw increment in the revised scale unless they are otherwise eligible.
3. Employees appointed against direct recruitment quota and continued in service by granting increments till the end of December, 1975 and who have passed the temporary scheme of probationary examinations conducted during 1976 will be allowed the benefits contemplated in the above Board order.
4. Employees appointed against direct recruitment quota and continued in service by granting increments till the end of December, 1975 and who have passed Departmental Examinations but not the Kannada Language test, will be allowed the benefits contemplated in the above Board order. They will not however be allowed to draw increment in the revised scale unless they are otherwise eligible.

M/P

5. Employees who have passed all the examinations but who have not been declared to have completed the probation, will be allowed the benefits contemplated in the above Board order. They will be allowed to draw the increments in the revised scale, if otherwise eligible.
6. Employees appointed prior to 1.4.1976 but after 1.10.1974 and awaiting training to complete the probation, will be allowed the benefits contemplated in the above Board order. They will not however be allowed to draw increment in the revised scale unless they are otherwise eligible.
7. Employees who while working in the lower posts were appointed in the higher posts on the same line of promotion before 1.4.1976 against direct recruitment quota will be allowed the benefits contemplated in the above Board order except the benefit of weightage contemplated in Para 3 (Fixation) of the Board order dated 12.3.1977, as the service in the lower scale is not<sup>to</sup> be reckoned for the purposes of weightage. They will not however be allowed to draw increment in the revised scale unless they are otherwise eligible.
8. Employees appointed on or after 1.4.1976 but before 8.3.1977 against direct recruitment quota will continue to draw provisionally the emoluments as on the date of this Board order. This is purely an interim arrangement pending determination of the pay to be allowed during probation, and adjustments, if necessary.
9. In respect of employees appointed on or after 8.3.1977 against direct recruitment quota wherever probation is prescribed, their pay will be as per Annexure to this order.

By Order.

*A. R. Chinnappa*  
SECRETARY. *22/11/77*

To  
All the Chief Engineers, Electricity, KEB  
The Chief Controller of Accounts, KES, Bangalore  
The Controller of Accounts (South) & (North) KES  
All the Superintending Engineers, El. Enl., KES  
All the Executive Engineers, El. Enl., KES.,  
All the Dy. Controller of Accounts, KES  
All the Accounts Officers, KES  
The Managing Director, NPC Limited, Bangalore  
The Electrical Inspector to Government, Bangalore  
The Secretary, IEMES, TO Govt  
The Accountant General Karnataka, Bangalore  
The Superintendent of Railways, KES, Bangalore  
All Officers, El. Enl.,  
The General Secretary, PCB Imp. & M. Unit, Bangalore.

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ANNEXURE TO BOARD ORDER NO. KEB/BPO.5/76-77  
DATED: 22-4-1977

S.No.	Designation	Pay during probation
1.	Office Attendant Gr. II	Rs. 275/-
2.	Daftary	Rs. 310/-
3.	Tracer (Civil), Tracer/ Blue Printer	Rs. 370/-
4.	Junior Assistants, Typists	Rs. 370/-
5.	Operators/Overseers/ Meter-reader Asst. Store Keeper	Rs. 400/-
6.	Assistants/Jr. Personal Assistants.	Rs. 450/-
7.	Store Keeper Grade II	Rs. 490/-
8.	Supervisor (Elect) Supervisor (Civil)	Rs. 580/-

NOTE: In cases where pay during probation are not mentioned in the above statement it should be taken that whenever probation is prescribed for a post, then the pay during probation for such a post should be fixed at one increment below the minimum of the scale. This order is deemed to have come into effect from 8.3.77

A. R. Chund  
SECRETARY  
K. E. B.  
22/4/77

KARNATAKA ELECTRICITY BOARD 204

READ:-

Board Order No. KEB/BS/6730/76-77 dated 18-3-77 according approval for the adoption of the revised pension rules sanctioned by Government of Karnataka in their order No. FD (Spl) 326 PSI 76 dated 24-12-1976 with effect from 1-1-1977.

(2) Government Order No. FD 57 SRF 77 Dated 2-3-1978 ordering discontinuance of the deduction of two months emoluments from the DCRG of a Government employee to whom the Karnataka Government Servants (Family Pension) Rules 1964 are applicable. These orders take effect from 1-1-1978 and shall apply to Government employees who are in service on 1-1-1978 or enter service thereafter.

(3) Letter No. A/ACE/32542 dated 20-1-1978 from the Chief Engineer, Elec (Genl) forwarding a copy of the Government Order dated 2-3-1978 and requesting approval of the Board for adoption of the same by the Board.

(4) Board Resolution No. 12294 dated 10-3-1978.

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ORDER NO. KEB/BS/4770/77-78,


BANGALORE, DATED: 5-5-1978

In pursuance to Government Order No. FD 57 SRF 77 dated 2-3-1978, the Karnataka Electricity Board is pleased to order discontinuance of the deduction of two months emoluments from the D.C.R.G. of a Karnataka Electricity Board employee to whom the Karnataka Government Servants (Family Pension) Rules 1964 are applicable.

These orders shall take effect from 1-1-1978 and shall apply to Karnataka Electricity Board Employees who are in service on 1-1-1978 or enter service thereafter.

Necessary amendments to K.E.B. ESAs are issued separately.

By Order,

  
(A.R. CHANDRAHASA GUPTA) 5/5/78  
SECRETARY

To

All the Chief Engineers, Elec, K.E.B.  
The Chief Controller of Accounts, KEB, Bangalore  
The Accountant General, Karnataka Bangalore  
The Controller of Accounts (Bi. Qrs), (South) & (North)  
All the Superintending Engineers (Elec)  
All the Deputy Controller of Accounts, The Supdt. of Police (Vig)  
The Managing Director, Mysore Power Corporation Ltd, Bangalore  
The Chief Engineer, Elec, MPC Bangalore/Jog.  
All the Executive Engineers (Elec) K.E.B.  
The Superintending Engineer (El) TBELS, T.B. Dam  
All the Accounts Officers (Internal Audit)  
All Officers/Asst. Accounts Officers/Cass Workers of Board Sectt.  
SA I and SA II  
PAs to CM/RM/SM/Secretary/Addl. Secy.

R E A D:-

Government of Karnataka Circular No. IPAR 29 SBC 77 (2T) dated 30-3-1978 directing all the authorities competent to make appointments to promotional vacancies not to effect any such promotions with immediate effect and until further orders as the Government have taken a decision to provide for reservation in promotional vacancies also, for Scheduled Castes and Scheduled Tribes to the extent of 15% and 3% respectively.

2) Government Order No. IPAR 29 SBC 77 dated 27-4-1978 ordering reservations in favour of persons belonging to Scheduled Castes and Scheduled Tribes in promotional vacancies also, to the extent indicated therein.

3) Circular No. C1 59 PUM 78 dated 1-5-1978 from the Director, Public Undertaking Cell and Ex-Officio Deputy Secretary, C & I Department, Government of Karnataka forwarding a copy of the Government Order dated 27-4-1978 and directing that the guide lines enumerated in the said Government Order may be strictly adhered to by all Government Companies, Statutory Boards, Corporations, etc., while filling up all promotional vacancies.

4) Letter No. PWD 67 EBS 78 dated 10-5-1978 from the Commissioner and Secretary to Government, Public Works & Electricity Department, Bangalore stating that in exercise of the powers conferred by Section 78(A) of the Electricity, (Supply) Act, 1948, Government hereby direct the Karnataka Electricity Board to make immediate necessary action to make reservations in favour of persons belonging to Scheduled Castes and Scheduled Tribes in promotional vacancies also, in Karnataka Electricity Board Services on the lines of the Government Order.

5) Board Secretariat Note dated 9-5-1978 in the matter of adoption of the Government Order dated 27-4-1978 by the Karnataka Electricity Board.

ORDER No. KEH/B6/1302/78-79,

BANGALORE, DATED: 16TH MAY, 1978.

Government Order No. IPAR 29 SBC 77 dated 27-4-1978 (copy enclosed) in the matter of reservations for persons belonging to Scheduled Castes and Scheduled Tribes in promotional vacancies also, to the extent as indicated therein, is adopted by the Board.

The provisions of the said Government Order are applicable for promotion to the cadres of Assistant Engineer, (Elect)/(Civil) now re-designated as Assistant Executive Engineer, (Elect)/(Civil) and below on the Executive side and for promotion to the cadres of Accounts Officer and below on the Ministerial side and also for promotion in all the cadres in Maintenance Establishment, in which there is no element of direct recruitment and if there is an element of direct recruitment, such/element of direct recruitment does not exceed 66-2/3%.

The other conditions shown under Column "Minimum Qualification" in Karnataka Electricity Board Recruitment and Promotion Regulations for purpose of promotions in respect of the above mentioned cadres, shall remain unchanged.

This will come into force with immediate effect.

-: 2 :-

Necessary amendments to Karnataka Electricity Board Recruitment and Promotions Regulations are issued separately.

By Order,

*A. R. Chandrasa Gupta*  
(A. R. CHANDRAHASA GUPTA) 16/5/78  
Secretary.

To:

All the Chief Engineers, Electricity, K.E.B.  
The Chief Controller of Accounts, K.E.B., Bangalore.  
The Accountant General, Karnataka, Bangalore.  
The Managing Director, M.P.C.Ltd., Bangalore.  
The Chief Engineer, Elec., M.P.C.Ltd., Bangalore/Jog.

All the Controllers of Accounts, K.E.B.  
All the Superintending Engineers, (Elect), KEB.  
All the Dy. Controllers of Accounts, K.E.B.  
All the Executive Engineers, (Elect), K.E.B.  
The Electrical Inspector to Government, Bangalore.  
The Superintending Engr. (El), T.B.H.E.S., T.B. Dam.  
The Superintendent of Police, (Vigilance), KEB., Bangalore.

All the Accounts Officers, (Internal Audit), KEB.  
All the Officers, Board Secretariat, KEB., Bangalore.  
All the Asst. Accts. Officers/Case Workers, Board Sectt. B'lore.  
The Senior Assistants - I, II, and III, Board Sectt., KEB., B'lore.  
PAS to CM/FM/TM/Secy./Addl. Secretary.

(SUBJECT TO RATIFICATION)

gc/16/5



KARNATAKA ELECTRICITY BOARD 30

READ:-

Board in Resolution No. 10981 dated 21-10-1974 resolved that where an employee of the Board dies in harness rendering the entire family a destitute and without a wage earner, the Board may appoint the Wife/Husband of the employee or any one of his/her children in the service of the Board in relaxation of normal procedure of recruitment and upper age limit.

2) Board in Resolution No. 11445 dated 20-12-1975 resolved that appointment of the Children of permanently disabled employees including children of employees permanently invalidated on medical grounds be considered on merits of each case.

3) Board in Resolution No. 12152 dated 20-9-1977 resolved among other things, that in partial supersession of the Board decision vide Resolution No. 10981 dated 21-10-1974, the Chairman be authorised, in cases where an employee of the Board dies in harness while in service under indigent circumstances, to appoint the wife/husband of the employee or any one of his/her children in the service of the Board in relaxation of normal procedure of recruitment and upperage limit, provided there is no wage earner in the family and the applicant possesses the prescribed minimum qualification for appointment to the post.

4) Board Resolution No. 12493, dated 10-7-1978.

ORDER No. KEB/B5/1854/77-78,

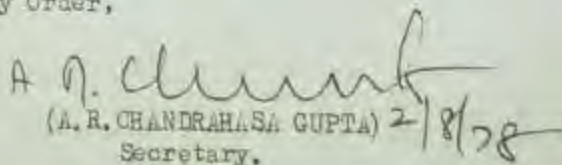
BANGALORE, DATED: 4.8.1978

Approval is accorded to prescribe a time limit of 3 years from the date of death of the Board employee/from the date of permanent disablement of the Board employee and to consider the request of the dependent member of the deceased employee/dependent member of the permanently disabled employee, as the case may be, for appointment in Karnataka Electricity Board in relaxation of normal procedure of recruitment and upperage limit, if they apply within the period of 3 years from the date of death of the employee/ from the date of permanent disablement of the employee, provided there is no wage earner in the family.

The other conditions stipulated in Board Resolution No. 12152 dated 20-9-1977, 11445 dated 20-12-1975 respectively shall however, remain unchanged.

This shall come into effect from 12-7-1978.

By Order,

  
(A. R. CHANDRAHASA GUPTA) 2/8/78  
Secretary.

To:

All the Chief Engineers, Elec. ., K.E.B.  
The Chief Controller of Accounts, K.E.B., Bangalore.  
The Accountant General, Karnataka, Bangalore.  
All the Controllers of Accounts, K.E.B.  
All the Superintending Engineers, (Elec), K.E.B.  
All the Executive Engineers, (Elec), K.E.B.  
All the Dy. Controllers of Accounts, K.E.B.  
All the Accounts Officers, (Internal Audit), KEB.

KARNATAKA ELECTRICITY BOARD

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READ:

Government Order No. FD 24 SRP(3) Dated 14.9.76 ordering that with effect from 1.7.1976 the procedure as laid down therein, be adopted in calculating the entitlement to Earned of Government servants who are governed by the provisions of Part - III of the Karnataka Civil Service Rules and who are serving in a Department other than a vacation Department.

2. Government Order No. FD 9 SRS 77 Dated 27.5.1978 laying down the simplification and rationalisation of the rules and procedure relating to the leave entitlements in partial modification of the Government Order dated 14.9.76.

3. Letter No. A/AOE/AO.I/21222 dated 27.9.1978 of the Chief Engineer, Electy. (General) requesting for the adoption of the above two Government Orders by the Board.

4. U.O. Note No. 311 dated 18.1.1979 of the Chief Controller of Accounts in the matter.

5. Board Resolution No. 12797 Dated 18.4.1979.

ORDER NO. SA.III/4846/78-79,

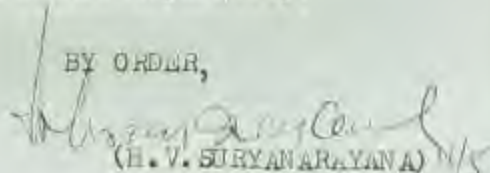
BANGALORE, DATED, 4th MAY, 1979.

Approval is accorded for the adoption of the following Government Orders with effect from 1-1-1979.

- (1) FD 24 SRP(3) 76 Dated 14.9.1976 1 Copy
- (2) FD 9 SRS 77 Dated 27.5.1978 & enclosed.

Necessary amendments to KESRSs on the lines of the above Government Orders restricting the amendments only to changes wherever required will be issued separately.

BY ORDER,

  
(H. V. SURYANARAYANA) M/S  
SECRETARY I/c  
KEB

To  
All the Chief Engineers, Electricity, KEB.  
The Chief Controller of Accounts, KEB Bangalore.  
All the Controller of Accounts, KEB.  
The Accountant General, Karnataka, Bangalore.  
The Managing Director, Mysore Power Corpn. Ltd., B'lore.  
All the Chief Engineers (Elect) MPC Ltd.  
The Chief Electrical Inspector, Govt. of Karnataka, Bangalore.  
All the Superintending Engineers, Elec., KEB.  
All the Executive Engineers, Elec., KEB.  
All the Deputy Controllers of Accounts, KEB.  
All the Accounts Officers, Internal Audit, KEB.  
The Superintending Engineer, El. THS Scheme, T.B. Dam.  
The Superintendent of Police, KEB Vigilance, Bangalore.  
All the Officers/Ast. Accounts Officers/Case Workers, Bd. Sectt.  
Paa to OM/PM/Secy./Asst. Secy.

Mgrao.

GOVERNMENT OF KARNATAKA

Finance Department

Simplification in the rate of calculating entitlement to Earned Leave in respect of State Govt. Servants.

Preamble:

The question of simplifying the procedure for calculating entitlement to Earned Leave for State Govt. servants on the lines of the procedure obtaining in the Govt. of India has been under consideration of the Govt. for some time past. The Karnataka Pay Commission has also recommended, with certain modifications, the simplified procedure introduced by the Government of India, for being adopted by the State Govt. Accordingly the following orders are issued.

ORDER NO. FD 24 SRP(3) 76, BANGALORE, DATED THE 14TH SEPTEMBER 1976

Government are pleased to direct that with effect from 1st July, 1976 the following procedure should be adopted in calculating the entitlement to Earned Leave of Govt. servants who are governed by the provisions of Part III of the Karnataka Civil Services Rules and who are serving in a Department other than a vacation Department.

(a) Each employee's account of leave should be credited with 30 days and 31 days earned leave in alternate calendar years. This should be done in two instalments, 15 days on the first of January and July every year except that on the first of July of an even year (ending with 2, 4, 6, 8 or 0) wherein credit shall be 16 days. Thus, the credit on the first of Jany. and first of July, 1977 will be 15 days while it will be 15 days on 1st of Jan. 1978 and 16 days on 1st of July, 1978 and so on. Accordingly, the credit for the half year commencing from 1st July 1976 should be sixteen days;

(b) The leave at the credit of the employee at the close of the previous half-year, shall be carried forward to the next half-year, subject to the leave so carried forward plus the credit for that half-year not exceeding the maximum limits of 180 days.

2. When a Govt. servant is appointed on or after 1st July 1976, earned leave should be credited to his leave account at the rate of  $2\frac{1}{2}$  days for each completed month of service which he is likely to render in the calendar half-year in which he is appointed, e.g., if he is appointed on 13th March, the number of complete months of his service in that half year will be 3 and the credit will be  $3 \times 5/2 = 7\frac{1}{2}$  days, rounded to 8 days. If he is appointed on 20th April, the number of complete months will be only 2 and the credit will be  $2 \times 5/2 = 5$  days.

3. The credit for the half year in which a Govt. servant is due to retire or resigns from the service shall be afforded only at the rate of  $2\frac{1}{2}$  days per completed month in that half year upto the date of retirement/resignation. If, in the case of a Govt. servant who resigns from the service, the leave already availed of is more than the credit as due to him, necessary adjustment should be made in respect of leave salary overdrawn, if any.

4) If a Govt. servant has taken any leave other than earned leave in a half-year, the credit to be afforded to his leave account at the commencement of the next half-year, shall be reduced by  $1/11$ th of such leave, e.g., if a Govt. servant has taken 11 days half pay leave or 11 days commuted leave or 11 days extra ordinary leave, the credit to his leave account will be reduced by 1 day i.e.,  $1/11$ th of the 11 days half-pay leave or commuted leave or extra-ordinary leave.

5) While affording credit under the above method, fractions of a day will be rounded off to the nearest day.

6) If a Govt. servant is on leave on the last day of any particular half of a calendar year, he shall be entitled to earned leave credited on the first of the succeeding half year provided the authority competent to grant leave has reason to believe that the Govt. servant will return to duty on its expiry.

7) From 1st July 1976, the leave account shall be maintained in the enclosed form. While the earned leave shall be credit in advance in the manner stated above, there will be no change in respect of other kinds of leave. The entries in respect of such leave shall be made as and when occasion for doing so arises. In the case of existing Govt. servants, the old leave account may be closed and the credit of leave as on 30th June 1976 may be carried forward to the new leave account. While doing so, fractions of a day will be rounded off to the nearest day.

8) The above procedure will apply to both temporary and permanent employees.

9) Necessary amendments to the Karnataka Civil Service Rules will issue separately.

By Order and in the name of the  
Governor of Karnataka,

S.B.Muddappa,

Joint Secretary to Govt. Finance Dept.

" C o p y "

S.M.  
4/11/76

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KARNATAKA ELECTRICITY BOARD

S.A.D.  
Government Order No. FD 6 SRP 78 Dated 28.12.1978 extending the leave travel concession to Government Servants to visit any place in India once in a block period of 4 calendar years commencing from 1978 - 1981 subject to the conditions mentioned therein. Government have also liberalised the Home Travel Concession Scheme, according to which the Home Travel Concession once in block period of two calendar years will be admissible not only during regular leave but also on Casual leave without restriction of a spell of 15 days.

2. Letter No. A/AOE/AO.1/32766 dated 5.1.1979 from the Chief Engineer, Electy. (General) requesting approval of the Board for adoption of the above Government Order.

3. Letter No. AOA/Sn.II/5678 dated 24.2.1979 from the Chief Controller of Accounts furnishing his remarks in the matter.

4. Board Resolution No. 12839 dated 14.5.1979.

ORDER NO. B5/6361/78-79

DATED. 26th MAY 1979.

Approval is accorded for the adoption of Government Order No. FD 6 SRP 78 dated 28.12.1978 (copy enclosed) for extending the concession to the employees of the Board.

Necessary amendments to Karnataka Electricity Board Employees' Service Regulations will be issued separately.

BY ORDER,

*J. K. Narayana*  
26.5.79  
SECRETARY, KEB.

To  
All the Chief Engineers, Electricity, KEB.  
The Chief Controller of Accounts, KEB.  
The Accountant General, Karnataka, Bangalore.  
All the Controller of Accounts, KEB.  
All the Superintending Engineers, Elect., KEB.  
All the Executive Engineers, Elect., KEB.  
All the Dy. Controller of Accounts, KEB.  
All the Accounts Officers, Internal Audit, KEB.  
The Superintendent of Police, Vigilance, KEB Bangalore.  
The Director, Training Institute (Executive) KEB Bangalore.  
The Principal, Training Institute (Ministerial), KEB Bangalore.  
All Asst. Accounts Officers/Case Workers, Bd. Sectt.  
The Managing Director, M.P.C. Ltd., Bangalore.  
The Superintending Engineer, Elect., T.B.H.E.S., T.B. Dam.  
All Officers, Bd. Sectt.  
The Chief Electrical Inspector to Govt., Karnataka, Bangalore.  
PAs to GM/BM/Secretary/Adml. Secretary.

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KARNATAKA ELECTRICITY BOARD

Nr.KEB.85/6361/78-79

Board Secretariat,  
P.B.No.5324,  
Cauvery Bhavan,  
Bangalore-9.

DATED: 5.6.1979.

All Chief Engineers, Electricity,  
The Chief Controller of Accounts,  
All Controller of Accounts,  
All Superintending Engineers, & Executive  
Engineers, K.E.B.,  
All Deputy Controller of Accounts,  
All Accounts Officers, Int.Audit,  
The Director, I.T.C.,  
The Principal, Training Institute (Ministerial).  
The Superintendent of Police,(Vigilance).

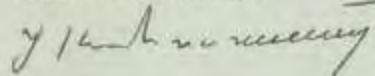
Sirs,

Sub: Leave Travel concession for journey to  
any place in India.

In continuation of Board Order No.85/6361/78-79 dated 26-5-79,  
I am directed to forward herewith for information and guidance, a  
copy of the following Government Orders issuing instructions in  
regard to the availment of leave travel concession for journey to  
any place in India.

1. Order No.FD 6 SRP 78 dated 5-1-79.
2. Order No.FD 6 SRP 78 dated 11-4-79
3. O.M.No.FD 6 SRP 78 dated 12-4-79.

Yours faithfully,



(Y.KRISHNA MURTHY),  
Secretary.

Copy for information to:-

- The Managing Director, MPC.Ltd., )
- The Superintending Engineer,(EI),TBHES, TB.Dam. )
- The Chief Electrical Inspector to Govt., )
- The Accountant General, Karnataka, )
- All Officers, Board Secretariat. )
- All Asst.Accounts Officers/Casa Workers of Bd.Office. )
- See to CW/PM/Secretary/Adul.Secretary. )

along with a copy  
of the above Govt.  
orders.

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KARNATAKA ELECTRICITY BOARD

- READ:-
1. Government Order No. ED.170 PID 74 dated 19th May 1975 framing rules called the KARNATAKA STATE EMPLOYEES' FAMILY BENEFIT SCHEME RULES, 1975.
  2. Letter No. A/AOE/AADI/14553 dated 9th August 1975 from the Chief Engineer, Electricity (General) KEB Bangalore proposing adoption of the above by the Board.
  3. H.O.No. dated 13-4-1978 from the Chief Controller of Accounts, Bangalore in the matter.
  4. Correspondence ending with letter No. KE/EE/11-4/75 dated 11-4-1975 from the General Secretary, KEB Employees' Union (659) Bangalore in support of adoption of the KARNATAKA STATE EMPLOYEES' FAMILY BENEFIT SCHEME RULES, 1975 and suggesting the constitution of a Joint Committee or a Board of Trustees for the administration of the Scheme.

ORDER NO. CLO/B4/2900/75-76,

BANGALORE, this 30th June 1979.

The Board is pleased to approve the following:-

- 1) Adoption of the Karnataka State Employees' Family Benefit Rules, 1975 with modification if any, to suit the administrative conveniences of the Board with effect from 1-7-78 and applicable in the case of monthly paid employees only (copy of G.O.No. ED.170 PID 74 dated 19-5-75 enclosed)
- 2) To constitute a Committee consisting of five members with Chief Engr. Electricity (General) as Chairman and Chief Controller of Accounts and Secretary as Members and 2 Members to be nominated by the Union, the function of the Committee being to suggest ways and means of operating the surplus funds for the employees welfare measures like building of houses, accommodation etc., and also to work out a formula as in Government for regulating payment of accumulated benefit fund to the employee at the time of retirement and also ascertain from the Income tax authorities whether the lumpsum payment of welfare fund would attract payment of income tax, if any.
- 3) To pay the employees' portion of contribution at Rs.10/- per month towards the fund out of Board funds from 1-7-1978 to 30-6-79 and to effect recovery of employees contribution towards the fund from 1-7-1979 payable on 31-7-1979 and onwards.

BY ORDER,

*Y. Krishna Murthy*  
( Y. KRISHNA MURTHY )  
Secretary

To:

- All the Chief Engineers, Electricity, KEB
- The Chief Controller of Accounts, KEB
- The Accountant General, Karnataka, Bangalore.
- All the Controllers of Accounts, KEB
- All the Superintending Engineers (Elect) / Executive Engineers (Elect) / KEB
- All the Deputy Controllers of Accounts, KEB
- All the Accounts Officers, Internal Audit, KEB
- The Superintendent of Police, Vigilance, KEB Bangalore
- The Director, Training Institute (Executive) KEB Bangalore
- The Principal, Training Institute (Ministerial) KEB Bangalore
- The Managing Director, M.F.C.Ltd., Bangalore
- The Superintending Engr, Elect, T.B.S.S.T.B. Dam.
- The Chief Electrical Inspector to Govt. Karnataka, Bangalore
- The General Secretary, KEB Employees' Union (659) Bangalore
- The Secretary, KEB Engineers' Association, Bangalore.
- All the Officers of Board Secretariat
- File to CM/Secy/Secretary/Asst. Secretary.

(RES.No.12900 dt.11-6-79)

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KARNATAKA ELECTRICITY BOARD

No. KEB/ELG/BA/2900/75-76

Board Secretariat,  
"CAUVESI BHAVAN",  
Bangalore-9,

Dated: 21-12-1979.

All the Chief Engineers, Electricity/ K.E.B.  
The Chief Controller of Accounts, KEB, Bangalore.  
All Superintending Engineers (Electrical) K.E.B.  
All Executive Engineers (Eled.), K.E.B.  
All Deputy Controllers of Accounts, K.E.B.  
All Accounts Officers of O&M Divisions, KEB.  
All Accounts Officers of Internal Audit, KEB.  
The Managing Director, WPC.Ltd., Bangalore.  
The Chief Electrical Inspector to Government,  
Electrical Inspectorate, Bangalore-1.

Sir,

Sub: Framing of Karnataka Electricity Board Employees'  
Family Benefit Fund Regulations- Settlement of Claims  
arising after 1.7.78 under the Fund.

Ref: B.O.No. BA/2900/75-76 dated 20-6-79.

The Family Benefit Fund Scheme has come into effect from 1.7.1978. The Rules to regulate the Fund is under the consideration of the Board. In the meanwhile, the Divisional and Circle Officers are requesting this office to issue instructions for settlement of the claims of the deceased/retired employees due from 1.7.1978 onwards.

I am directed to inform you that the Board has been pleased to order that claims may be settled as per the instructions given below. This settlement may be deemed as provisional and the claimants informed accordingly.

I. PAYMENTS

(a) On superannuation/quitting office for any reason:-

In the case of employees whose pay is drawn on the monthly common salary bill, 80% of the actual amount contributed by the employee with the Board's contribution at the rates indicated in Col.4 in Schedule II appended herewith, shall be arranged to be paid immediately by the Drawing Officers and the balance 20% shall be paid after verifying the periods if any, for which contributions have not been made by the employee.

In the case of self-drawing officers the Chief Controller of Accounts shall draw <sup>80%</sup> of the actual amount contributed by the employee together with the Board's portion of contribution at the rate indicated in Col.4 of Schedule II immediately and pay to the concerned and the balance 20% shall be paid after verifying the period, if any, for which contributions have not been made by the employee.

NOTE In cases where the services of the employee is not in completed years but includes a fraction of a year, the Board's portion of contribution in Col.5 of schedule II applicable for part of the year shall be calculated by adopting the calculations indicated in Annexure 'A'. ...2



(b) On Death while in service:-

In the cases of death while in service the nominee/legal heirs as the case may be shall be paid Rs.10,000/- in lumpsum within one week from the date of preferring the claim in Form 'B' (Copy enclosed). In the case of employees whose salary is drawn on the monthly common salary bills the above payment shall be made by the Drawing Officers. In the case of self drawing employees the payment shall be made by next higher authority and in the case of Heads of Departments, payment shall be arranged to be paid by the Board.

II. NOMINATION

Nomination has to be obtained in Form 'A'. In the case of employees who have died while in service after 1.7.78, the lumpsum payment of Rs.10,000/- will have to be made to the wife/husband as the case may be. If there is no wife/husband, the nomination already made by the deceased employee for receiving the family pension may be deemed as the nomination and payment arranged to such nominee. However, in the case of there being no wife/husband and also nomination for the family pension the entitlement for payment shall be in the following order.

" In favour of his/her sons/daughters/unmarried/widowed (including adopted children) Father/Mother brothers below the age of 18 years and unmarried and widowed sisters/ wife and children of pre-deceased son(in that order)"

Where there is more than one nominee, the amount shall be distributed to them in equal shares.

III HEAD OF ACCOUNT

Credit and Debit transaction relating to the above shall be accommodated under the Head of account "P.II KEB Employees' Family Benefit Fund".

It is hereby directed that action may be taken to settle the claims of the employees due from 1.7.78 onwards immediately by following the procedure as indicated above. If any clarifications are required the undersigned may be addressed semi-officially to avoid any delay in settlement.

Yours faithfully,

*J. Krishna Murthy*  
(Y. KRISHNA MURTHY)  
SECRETARY.

Copy to the General Secretary, KEB Employees Union (Reg.No 659)  
Copy to All Asst. Secretaries, Board Secretariat, KEB, Bangalore.

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FORM 'A'

Nomination for Karnataka Electricity Board Employees' Family  
Rep. Mt. Fund.

Name and Address of Nominee	Relationship with the employee.	Date of birth/ Age of Nominee.
-----------------------------	---------------------------------------	--------------------------------------

Dated this \_\_\_\_\_ day of \_\_\_\_\_

Witness to Signature	Signature of Employee.
1. . . . .	
2. . . . .	

NOTE: Nomination shall be in favour of his wife/her husband/  
sons/un-married and widowed daughters (including adopted  
children) either/Mother/brothers below the age of 18 years  
and unmarried and widowed sisters/wife and children of  
pre-deceased son (in that order). If subsequent to  
nomination the employee gets married he/she shall in-  
variably nominate his wife/her husband and the previous  
nomination shall become null and void.

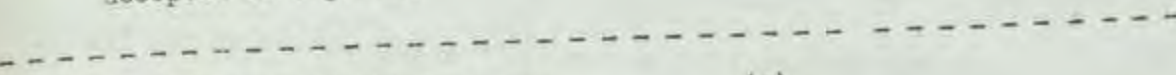
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FORM 'B'

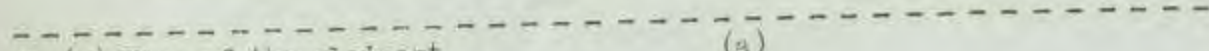
Karnataka Electricity Board Employees' Family Benefit Fund  
Claim Application Form

Form of application to be filled in by the nominee to receive the payment under Karnataka Electricity Board Employees' Family Benefit Fund Regulations.

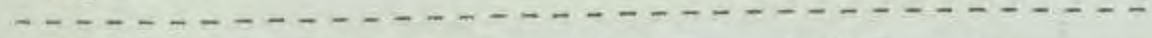
Note: All answers to be filled in legibly. Answers must be given in words stroke of the pen or dots or dashes cannot be accepted as accepted as replies.



- 1. (a) (i) Name of the deceased employee. (i)
- (ii) Designation (ii)
- (iii) Name of the office in which deceased official was working at the time of death. (iii)
- (b) (i) Place of death (i)
- (ii) Date of death (ii)
- (iii) Cause of death (iii)
- (iv) Age at death (iv)



- 2. (a) Name of the claimant (a)
- (b) Age/date of birth (b)
- (c) Relationship with the deceased employee (c)
- (d) Occupation (d)
- (e) Address (e)



3. Name/s and age of the surviving relatives of the deceased.	Name	Marital status	Age
i) Husband/wife	(i)		
ii) Sons	(ii)		
iii) Daughters/s	(iii)	M/W/S	
iv) Mother	(iv)		
v) Father	(v)		
vi) Brother/s	(vi)		
vii) Sister/s	(vii)	M/W/S	
viii) Wife and children of predeceased son	(viii)		



- 4. (a) The nature of title under which the amount is claimed e.g. as nominee or legal heir or executor of administrator. (a)
- (b) If the claim is made on behalf of a minor, the name and exact nature of his/her title and how the claimant is preferring a claim on his/her behalf. (b)

DECLARATION OF THE CLAIMANT

I, \_\_\_\_\_ hereby  
Solemnly declare that the answers to all the above are true  
to the best of my knowledge and belief.

Signature of the Claimant.

Signature of the Competent/  
sanctioning authority with  
office seal.

Designation and Address.

Official  
Address

A N N E X U R E 'A'

In cases where the service of the employee is not in completed years of service and includes a fraction of a year, the Board's portion of contribution on Col(3) of the Schedule II payable for part of the year shall be calculated by applying the following formula:-

$$A = X + Y/12 (Z-X)$$

- where:- A = the amount of Board's contribution payable on retirement.
- " X = The amount of Board contribution payable according to Col.(3) of the Schedule II for the actually completed years from the date of admission to the fund.
- " Y = The part of the year (in completed months)
- " Z = The amount of Board contribution payable according to Schedule II for the actually completed years plus one year.

NOTE: Calculation shall be made only for completed months, fraction of a month, irrespective of the number of days to be ignored.

A few illustrations are given below:-

Illustration No.1

For retirement after a period of 3 months and 9 days from the date of admission to the Fund, the Board's contribution will be=

$$A = 0 + 3/12(4-0) = Re.1/-$$

Illustration No.2

For retirement after a period of 2 years 5 months and 12 days from the date of admission to the Fund, the Board's Contribution will be

$$A = 16 + 5/12 (36-16) = Rs. 24.33 .$$

Illustration No.3

For retirement after a period of 9 years 9 months and 14 days from the date of admission to the Fund, the Board's contribution will be

$$A = 324 + 9/12 (400-324) = 381/-$$

SCHEDULE - II

Table of benefits payable at the time of retirement (No. of completed years to be calculated with reference to the inception of the scheme or the date of entry whichever is later).

No. of years of completed service at the time of retirement.	Contribution of the official.	Board Contribution.	TOTAL
1. 1 Year.	120	4	124
2. 2 "	240	16	256
3 "	360	36	396
4 "	480	64	544
5 "	600	100	700
6 "	720	144	864
7 "	840	196	1,036
8 "	960	256	1,216
9 "	1,080	324	1,404
10 "	1,200	400	1,600
11 "	1,320	484	1,804
12 "	1,440	576	2,016
13 "	1,560	676	2,236
14 "	1,680	784	2,464
15 "	1,800	900	2,700
16 "	1,920	1,024	2,944
17 "	2,040	1,156	3,196
18 "	2,160	1,296	3,456
19 "	2,280	1,444	3,724
20 "	2,400	1,600	4,000
21 "	2,520	1,764	4,284
22 "	2,640	1,936	4,576
23 "	2,760	2,116	4,876
24 "	2,880	2,304	5,184
25 "	3,000	2,500	5,500
26 "	3,120	2,704	5,824
27 "	3,240	2,916	6,156
28 "	3,360	3,136	6,496
29 "	3,480	3,364	6,844
30 "	3,600	3,600	7,200

Board order No. C.O. 34/2900/75-76 dated 20-6-1979 conveying approval for the following:-

- (1) Adoption of the Karnataka State Employees' Family Benefit Fund Rules, 1975 with modification if any, to suit the administrative convenience of the Board with effect from 1-7-78 and applicable in the case of monthly paid employees only. ( vide G.O.No. ED.170 PID 74 dated 19-5-1975).
- (2) To constitute a Committee consisting of five members with Chief Engineer Electricity (General) as Chairman and Chief Controller of Accounts and Secretary as Members and 2 Members to be nominated by the Union, the function of the Committee being to suggest ways and means of operating the surplus funds for the employees welfare measures like building of houses, accommodation etc., and also to work out a formula as in Government for regarding payment of accumulated benefit fund to the employees at the time of retirement and also ascertain from the Incometax authorities whether the lumpsum payment of welfare fund would attract payment of incometax, if any.
- (3) To pay the employees' portion of contribution at Rs.10/- per month towards the fund out of Board funds from 1-7-1978 to 30-6-1979 and to effect recovery of employees contribution towards the fund from 1-7-1979 payable on 31-7-1979 and onwards.

- 2. Board letter No. C.O.B 4/2900/75-76 dated 21-12-1979 issuing instructions in the matter of settlement of the claims arising after 1-7-78 under the Family Benefit Fund pending framing of the KEB. Employees Family benefit Fund regulations.
- 3. U.O. Note No. CCA,496 dated 5-1-80 from the Chief Controller of Accounts offering his remarks on the draft of KEB. Employees Family Benefit Fund Regulations 1978.

ORDER No. C.O/34/2900/75-76, BANGALORE, DATED: 30 JUN 1980

The Board is pleased to direct that a Family Benefit Fund called the KARNATAKA ELECTRICITY BOARD EMPLOYEES FAMILY BENEFIT FUND shall be established with effect from 1-7-1978. The Board is further pleased to approve the regulations appended to this order for administering the said fund. ( vide Annexure - 'A' )

The Fund shall be administered by a committee consisting of the following members under the supervision and control of the Board and the account shall be audited by the Chief Controller of Accounts, KEB.

<u>Representatives of the Management.</u>	<u>Representatives of Union.</u>
1) Chief Engineer Electricity (General) KEB.	1) President, KEB Employees' Union, (Reg. No. 659)
2) Chief Controller of Accounts, KEB.	2) General Secretary, K.E.B. Employees' Union (Reg. No. 659)
3) Secretary, KEB, (General)	

*[Handwritten signature]*

The duties of the committee shall be:-

- (1) to suggest ways and means of utilising the fund for the welfare of the employees;
- (2) to work-out a formula as in Government for paying the accumulated fund to the employees at the time of retirement.

BY ORDER,

*Y. Krishna Murthy*  
17/6/80  
( Y. KRISHNA MURTHY )  
Secretary.

( Res. No.13613 dt. 30-5-80 )

To:

- All the Chief Engineers, Electricity, KEB.
- The Chief Controller of Accounts, KEB.
- The Accountant General, Karnataka, Bangalore.
- All the Controllers of Accounts, KEB.
- All the Superintending Engineers (El) / Executive Engineers (E)
- All the Deputy Controllers of Accounts, KEB.
- All the Accounts Officers, Internal Audit, KEB.
- The Superintendent of Police, Vigilance, KEB., Bangalore.
- The Director, Training Institute (Executive) KEB., Bangalore.
- The Principal, Training Institute (Ministerial) KEB., Bangalore.
- The Managing Director, M.F.C., Ltd., Bangalore.
- The Superintending Engineer (El) T.B.H.E.S., T.B.Dam.
- The Chief Electrical Inspector to Govt. of Karnataka, Bangalore.
- The General Secretary, KEB Employees' Union (Reg.No.659), Bangalore.
- The Secretary, KEB Engineers' Association, Bangalore.
- All the Officers of Board Secretariat.

PA. to C.M. / F.M. / M.M. / Secretary / Addl. Secretary.



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KARNATAKA ELECTRICITY BOARD EMPLOYEES'  
FAMILY BENEFIT FUND REGULATIONS, 1978.

1. These Regulations shall be called the Karnataka Electricity Board Employees' Family Benefit Fund Regulations. The Family Benefit Fund Scheme shall be administered in terms of these Regulations.
2. These Regulations shall come into force on the 1st day of July 1978.
3. The Scheme is compulsory to all the Board employees. However, the scheme is not applicable to the following category of employees:-
  - i) Those reemployed in the service of the Board.
  - ii) Those employed in the service of the Board on contract basis.
  - iii) Those employees deputed to K.E.B., from other Departments of Government or Organisations and
  - iv) Employees borne on P.T. Rolls and Casual Labourers.

RATES OF CONTRIBUTION:-

4. A monthly contribution of Rs.10/- (Rupees ten only) shall be paid by each employee by way of deductions in his monthly salary bills.
  - i) Contributions for a period of 12 months from 1-7-1978 to 30-6-79 shall be paid by the Board on behalf of the employees towards the Fund irrespective whether any employee was on leave without allowances for more than one month. For such of those employees who joined the Board service after 1-7-1978 and for whom the scheme is compulsory the contribution shall be made for full months reckoned from the 1st of the month in which the employee joined duty.
  - ii) From 1-7-1979 and onwards the employee shall pay the contribution at the rate of Rs.10/- p.m. through deductions in the monthly salary bills upto the month of retirement. In the case of those who quit service before superannuation, deductions shall be made only upto the months for which salary for the full month is drawn.
 

No deduction shall be made in the event of the employee being on L.W.A./ Extra-ordinary leave for more than a month when for such reason no salary is due for the said month.
  - iii) In case of employees who are on suspension, deductions shall be made out of subsistence allowance.
  - iv) The Board's contribution shall be at the rate indicated in Col.3 of Schedule II.

ACCOUNT OF CONTRIBUTION:

5. A separate column shall be opened in the Register for Pay and allowance and the contributions deducted shall be recorded. A statement in the following form shall accompany the monthly accounts every month:-

Month	No. of employees for whom salary is drawn in the bill.	No. of employees for whom recovery is made.	Total amount of recovery	Reasons for recovery if any.

6. RECOVERIES/RESPONSIBILITY OF DRAWING OFFICERS:-

- i) In the case of employees whose salaries are drawn in a combined pay bill the drawing officers shall be responsible for regular recoveries of the contributions.
- ii) In the case of self-drawing officers, the drawer shall be responsible for deductions of this contribution. Such recoveries shall be watched by the authority paying these self drawn pay bills.
- iii) In the case of employees on deputation on foreign service, the foreign employer will effect the recoveries and remit the amount so recovered to the Chief Controller of Accounts, K.E.B., Bangalore by way of Demand Drafts drawn in his favour. The concerned employees also shall watch and ensure regular recovery of the contributions.

The Demand Drafts shall be credited to K.E.B. funds promptly and incorporated in the monthly accounts in the office of the Chief Controller of Accounts.

7. CONTRIBUTION CARD:

- i) In the case of employees whose salary is drawn on establishment pay bills, a card in the prescribed form in Schedule I shall be maintained in duplicate for each employee indicating the date of commencement of contribution to the fund and the period of extra-ordinary leave or leave without allowances during which period contributions towards the fund were not recovered, and a copy of the card should be given to the subscriber and the other copy maintained by the Head of office after making necessary entries in the service register regarding the opening of the fund.
- ii) In the case of self drawing officers one copy of the card should be given to the concerned officer and the other copy will be maintained by the Chief Controller of Accounts who will note the periods of extra ordinary leave or leave without allowances for which period, contributions to the fund were not made.

8. NOMINATION:

Each contributor, on admission to the Scheme, shall make a nomination in Form 'A' as soon as possible.

- i) In the case of employees whose salary is drawn in a combined pay bill, the nomination shall be submitted by the employee to the Head of office who shall countersign the same and arrange for pasting the same in the Service Register of the employee concerned and make an entry to that effect in the Service Register. The same procedure shall be followed in the event of re-nomination also. The nomination details shall also be entered in the Card of Contribution.
- ii) In the case of self drawing officers, nomination should be sent to the Chief Controller of Accounts who will make an entry in the History of service to that effect. Nominations shall be in the personal custody of the Chief Controller of Accounts or with an officer authorised by him in his behalf.

8. NOMINATIONS: c. to

- iii) It shall be the duty of the drawing officers/Chief Controller of Accounts also to get the nominations and they shall also ensure that all employees furnish their nominations.
- iv) Nominee shall be WIFE/HUSBAND.
- v) In the event of there being no Wife/Husband, the order shall be in the following order:-  
In favour of his/her sons/daughters/unmarried/ adopted (i.e. adopted children) Father/Mother/Brothers below the age of 25 years and unmarried and widowed sisters/wife and children pre-deceased son (in that order).
- vi) If subsequent to nomination, the employee gets married he/she shall nominate his wife/her husband and the previous nomination shall become null and void.
- vii) The employee can change the nomination whenever so required.
- viii) If no nomination is made by the employee, the wife/husband shall be eligible to receive the amount.
- ix) If there is no wife/husband, payment shall be made to the legal heirs of the deceased employee in equal proportion and in the case of minors to the legal/natural guardian.

9. PAYMENTS:-

a) ON SUPERANNUATION/DEMITTING OFFICE FOR ANY REASON:

- i) In the case of employees whose pay is drawn on the monthly common salary bill, 80% of the actual amount contributed by the employee and the Board's contribution at the rate indicated in Col. (4) in Schedule II shall be paid within one week of retirement /demitting office by the drawing Officer.
- ii) In the case of self-drawing officers, the Chief Controller of Accounts shall draw 80% of the actual amount contributed by the Officer and the Board's contribution at the rate of indicated in Col. (4) in Schedule II within one week of retirement /demitting office and pay to the concerned.
- iii) The balance 20% in the above cases shall be paid after verifying the period for which contributions have not been made by the employee.
- iv) In cases where the service of the employee is not in completed years of service and includes a fraction of a year, the Board's portion of contribution in Col. (3) of the Schedule II payable for part of the year shall be calculated by applying the following formula:-

$$A = X + Y/12 (2-X)$$

Where - A = The amount of Board's contribution payable on retirement.

X = The amount of Board contribution payable according to column 3 of the Schedule II for the actually completed years from the date of admission to the Jind.

### 9. PAYMENTS:-

Y = The part of the year (in completed months)

A = The amount of Board contribution payable according to Schedule II for the number of completed years plus one year.

NOTE:- Calculation shall be made only for completed months. Fraction of a month, irrespective of the number of days to be ignored.

A few illustrations are given below:-

#### Illustration No. 1

For retirement after a period of 3 months and 9 days from the date of admission to the Fund, the Board's contribution will be =

$$A = 0 + 3/12 (0) = Rs. 1/-$$

#### Illustration No. 2

For retirement after a period of 2 years 5 months and 12 days from the date of admission to the Fund, the Board's contribution will be =

$$A = 16 + 5/12 (36-16) = Rs. 24.33$$

#### Illustration No. 3

For retirement after a period of 3 years 9 months and 14 days from the date of admission to the Fund, the Board's contribution will be =

$$A = 324 + 9/12 (400-324) = Rs. 381/-$$

NOTE:- Where the last payment made is for part of a month no contribution should be recovered. A manuscript application may be obtained for record purposes only.

#### (b) DEATH WHILE IN SERVICE:

- i) For death while in service the nominee shall be paid Rs. 10,000/- (Rupees ten thousand only) in lumpsum within a period of one week from the date of preferring the claim.
- ii) The claims shall be preferred by the claimant in Form 'B'. In the event there is no nomination made by the employee, Form 'B' shall be submitted by the legal heirs/wife/husband as the case may be of the deceased.
- iii) (a) In the case of employees who have died while in service during the period between 1.7.78 to 30.6.79 the claims shall be preferred as at (ii) above, and settled as at (i) above.  
(b) In the case of employees who have retired from service during the period between 1.7.78 to 30.6.79, payment shall be made as under Regulation 9 (a).

9. PAYMENTS:-

(b) iv) The head of office on whose establishment the subscriber was borne/next higher authority shall draw the amount of Rs.10,000/- on receipt of application in Form 'B' from the claimants and pay the amount to the claimant. The payment of Rs.10,000/- shall be made within one week from the date of preferring the claim without waiting for 'NO DUE' certificate nor deducting dues if any out of this amount.

10. ADMINISTRATION AND AUDIT:

The Fund shall be administered by the Committee consisting of the following members under the supervision and control of the Board and the accounts shall be audited by the Chief Controller of Accounts, KEB.

Representatives of the Management

Representatives of the Union.

- 1. Chief Engineer Electy. (General)
- 2. Chief Controller of Accounts.
- 3. Secretary, KEB (Convener)

- 1. President, K.E.B.E.U.
- 2. General Secretary, KESEU.

The duties of the Committee shall be:-

- 1. To suggest ways and means of utilising the funds for the welfare of the employees.
- 2. To work out a formula as in Government for paying the accumulated benefit to the employees at the time of retirement.

11. HEAD OF ACCOUNT:-

- i) The Credit and Debit transactions relating to this fund shall be accommodated under the new Head of Account " P.II KEB Employees' Family Benefit Fund".
- ii) Deductions under this Head will be accounted under Sundry Creditors by adjustments. Payments made out of this fund shall be debited to this Head of Account.
- iii) The amount under this head shall be kept distinct.

12. SANCTIONING AUTHORITY:

I. In the case of retirement/leaving office for any reasons:-

Non-Gazetted employees (Employees whose salary is drawn on common pay bill).	...	Head of Office.
Gazetted Officers (Self-drawing officers other than Heads of Departments).	...	Chief Controller of Accounts.
Heads of Departments	...	Board.

II In the case of death of employees while in service:

Heads of Departments	...	Board.
In all other cases	...	Head of office/ next higher authority.

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SCHEDULE - I

(See Regulation 7)

KARNATAKA ELECTRICITY BOARD EMPLOYEES' FAMILY BENEFIT FUND

1. Name of the employee ...
2. Designation ...
3. Department/office ...
4. Date of commencement of contribution ...
5. Period of extra-ordinary leave during which the contribution was not made ...
6. Date of exit:-  
by retirement / by death ...
7. Name of the nominee and relationship ...

(to be attached to the Service Register)

*[Signature]*  
For Secretary,  
K.E.B.

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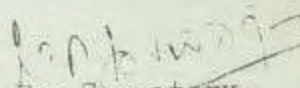
SCHEDULE - I

(See Regulation 7)

KARNATAKA ELECTRICITY BOARD EMPLOYEES' FAMILY BENEFIT FUND

1. Name of the employee ...
2. Designation ...
3. Department/office ...
4. Date of commencement of contribution ...
5. Period of extra-ordinary leave during which the contribution was not made ...
6. Date of exit:-  
by retirement / by death ...
7. Name of the nominee and relationship ...

(to be attached to the Service Register)

  
For Secretary,  
K.E.B.

(See Regulations 4 & 7)

Table of benefits payable at the time of retirement (No. of completed years to be calculated with reference to the inception of the scheme or the date of entry whichever is later).

No. of years of completed service at the time of retirement.	Contribution of the official.	Board Contribution.	TOTAL
1 year	120	4	124
2 years	240	16	256
3 "	360	36	396
4 "	480	64	544
5 "	600	100	700
6 "	720	144	864
7 "	840	196	1,036
8 "	960	256	1,216
9 "	1,080	324	1,404
10 "	1,200	400	1,600
11 "	1,320	484	1,804
12 "	1,440	576	2,016
13 "	1,560	676	2,236
14 "	1,680	784	2,464
15 "	1,800	900	2,700
16 "	1,920	1,024	2,944
17 "	2,040	1,156	3,196
18 "	2,160	1,296	3,456
19 "	2,280	1,444	3,724
20 "	2,400	1,600	4,000
21 "	2,520	1,764	4,284
22 "	2,640	1,936	4,576
23 "	2,760	2,116	4,876
24 "	2,880	2,304	5,184
25 "	3,000	2,500	5,500
26 "	3,120	2,704	5,824
27 "	3,240	2,916	6,156
28 "	3,360	3,136	6,496
29 "	3,480	3,364	6,844
30 "	3,600	3,600	7,200



( See Regulation 3 )

Nomination for Karnataka Electricity Board Employees' Family Benefit Fund

Name & Address of Nominee	Relationship with the employee.	Date of birth / Age of Nominee.
---------------------------	---------------------------------	---------------------------------

Dated this \_\_\_\_\_ day of \_\_\_\_\_

Witness to Signature

1 . . . . .

2 . . . . .

Signature of Employee

NOTE: Nomination shall be in favour of his wife/her husband/ sons/un-married and widowed daughters (including adopted children) Father/mother/brothers below the age of 10 years and unmarried and widowed sisters/wife and children of pre-deceased son ( in that order). If subsequent to nomination the employee gets married he/she shall invariably nominate his wife/her husband and the previous nomination shall become null and void.

For Secretary,  
K. E. B.

Karnataka Electricity Board Employees' Family Benefit FundClaim Application Form

Form of application to be filled in by the nominee to receive the payment under Karnataka Electricity Board Employees' Family Benefit Fund Regulations.

NOTE:- All answers to be filled in legibly. Answers must be given in words stroke of the pen or dots or dashes cannot be accepted as replies.

1. (a) i) Name of the deceased employee ...  
 ii) Designation ...  
 iii) Name of the office in which deceased official was working at the time of death:

- (b) i) Place of death ...  
 ii) Date of death ...  
 iii) Cause of death  
 (to be supported by the Death certificate issued by the Registrar of Births & Deaths)  
 iv) Age at death ...

2. (a) Name of the claimant ...  
 (b) Age/Date of birth ...  
 (c) Relationship with the deceased employee....  
 (d) Occupation ...  
 (e) Address ...

3. Name/s and age of the surviving relatives of the deceased. (To be supported by the Survivorship certificate issued by the Tahsildar)
- |  | Name   | Marital status | Age |
|--|--------|----------------|-----|
| i) Husband/wife                            | (i)    |                |     |
| ii) Sons                                   | (ii)   |                |     |
| iii) Daughter/s M/W/S                      | (iii)  |                |     |
| iv) Mother                                 | (iv)   |                |     |
| v) Father                                  | (v)    |                |     |
| vi) Brother/s                              | (vi)   |                |     |
| vii) Sister/s M/W/S                        | (vii)  |                |     |
| viii) Wife and children of predeceased son | (viii) |                |     |

4. (a) The nature of title under which the (a)  
amount is claimed e.g. as nominee  
or legal heir or executor or  
administrator. ( To be supported by  
nomination/Legal heirship certificate/  
succession certificate/award issued by the  
appropriate authorities as the case  
may be )

(b) If the claim is made on behalf of (b)  
a minor, the name and exact nature  
of his/her title and how the claimant  
is preferring a claim on his/her  
behalf. ( To be supported by guardianship  
certificate issued by competent Court.)

I, . . . . . hereby  
solemnly declare that the answers to all the above are true to the  
best of my knowledge and belief.

Signature of the Claimant.

Signature of the competent/  
sanctioning authority with  
office seal.

Designation and address.

Documents to be produced

- (1) Death Certificate
- (2) Pre-receipt.

*6/10/2013*  
for Secretary,  
KEB.

KARNATAKA ELECTRICITY BOARD

READ:

Board Resolution No.10981 dt.21.10.1974 resolving that where an employee of the Board dies in harness rendering the entire family a destitute and without a wage earner, the Board may appoint the wife/husband of the employee or any one of his/her children in the service of the Board in relaxation of normal procedure of recruitment and upper age limit.

2) Board in Resolution No.11445 dt.20.12.1975 resolving that appointment of the children of permanently disabled employees including children of employees permanently invalidated on medical grounds be considered on merits of each case.

3) Board Resolution No.12152 dt.20.9.1977 resolving among other things, that in partial supersession of the Board decision vide Resolution No.10981 dt.21.10.1974, the Chairman be authorised, in cases where an employee of the Board dies in harness while in service under indigent circumstances, to appoint the wife/husband of the employee or any one of his/her children in the service of the Board in relaxation of normal procedure of recruitment and upper age limit provided there is no wage earner in the family and the applicant possesses the prescribed minimum qualification for appointment to the post.

4) Board Order No.KEB/85/1854/77-78 dt.4.8.1978 according approval to prescribe a time limit of 3 years from the date of death of the Board Employee/ from the date of permanent disablement of the Board Employee and to consider the request of the dependent member of the deceased employee/dependent member of the permanently disabled employee as the case may be for appointment in Karnataka Electricity Board in relaxation of normal procedure of recruitment and upper age limit, if they apply within the period of 3 years from the date of death of the employee/from the date of permanent disablement of the employee, provided there is no wage earner in the family, effective from 12.7.1978, and the other conditions stipulated in the Board Resolutions said above remain unchanged.

5) The following Government Official Memorandums issuing instructions in the matter of appointment of a son/daughter or near relative of a Government servant who dies in harness, i.e. while in service, leaving the family in indigent circumstances.

- (i) O.M.No.CAD 100 SRR 65 dt.4.2.1966
- (ii) O.M.No.CAD 9 SRR 73 dated 17.4.1973
- (iii) O.M.No.CAD 42 SRR 73 dt.26.7.1973
- (iv) O.M.No.CAD 50 SRR 75 dt.25.9.1975

6) U.O.No. No.CCA/287 dt.4.7.1980 from the Financial Advisor and Chief Accounts Officer, Karnataka Electricity Board in the matter.

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7) Board Resolution No.13746 dated 15.7.1980.

ORDER NO.KEB/B.5/721/80-81

BANGALORE, DATED: 19th JULY 1980

Board is pleased to direct to follow the existing Board Orders stipulating the conditions with regard to appointment of the Wife/Husband of the deceased employee or any one of his/her children in the service of the Board.

BY ORDER,

*Y. Krishna Murthy*  
19/7  
(Y. KRISHNA MURTHY),  
SECRETARY.

To

All the Chief Engineers, Elacy., K.E.B.

The Financial Adviser and Chief Accounts Officer, KEB., Bangalore.

All the Officers and Assistant Accounts Officers of Board Secretariat, K.E.B., Bangalore.

Pls to CM/FM/M(M)/Secretary/Addl. Secy.

M/F.

vss/18780.

*Revised*

KARNATAKA ELECTRICITY BOARD

READ:

Government Order No.FD 6 SRP 78 dt.28.12.1978 extending the Leave Travel Concession to Government Servants to visit any place in India once in a Block period of 4 Calendar Years commencing from 1978-1981 subject to the conditions mentioned therein. Government have also liberalised the Home Travel Concession Scheme, according to which the Home Travel Concession once in Block period of two Calendar years will be admissible not only during regular leave but also on Casual Leave without restriction of a spell of 15 days.

2) Board Order No.B5/6361/78-79 dated 26.5.1979 according approval for the adoption of Government Order No.FD 6 - SRP 78 dt.28.12.1978 extending the Leave Travel Concession to Government Servants to visit any place in India once in a Block period of 4 Calendar years etc.

3) Board Letter No.KEB/B5-6361/78-79 dt.5.6.1979 forwarding copies of the following Government Orders issuing instructions with regard to availment of Leave Travel - Concession.

- (a) Government Order No.FD 6 SRP 78 dt.5.1.1979
- (b) Government Order No.FD 6 SRP 78 dt.11.4.1979.
- (c) O.M.No.FD 6 SRP 78 dated 12.4.1979.

4) Government O.M.No.FD 6 SRP 78 dt.28.5.1979 publishing the list of Travel Agents approved by the Department of Tourism, Government of India.

5) Government Order No.FD 81 SRP 79 dt.31.7.1980 issuing directions with regard to regulation of claims in respect of journeys performed under Leave Travel Concession.

6) Letter No.DCA/Sn.8/AAD.1/2220 dt.27.8.1980 of the - Financial Adviser and Chief Accounts Officer, Karnataka Electricity Board enclosing copies of the Government Orders referred to in Para 4 and 5 in the preamble for adoption of the same by the Board.

7) Board Resolution No.14083 dated 29.11.1980.

ORDER NO.KEB/B5/6361/78-79

BANGALORE, DATED: / / -12-1980

Approval is accorded for the adoption of the following Government Orders notifying the list of Travel Agents approved by the Department of Tourism, Government of India and also issuing

directions with regard to regulation of claims in respect of  
journeys performed under Leave Travel Concession Scheme.

- 1) Government Order No. FD 6 SRP 78 dt. 28.5.1979  
- Annexure-I.
- 2) Government Order No. FD/8/SRP.79 dt. 31.7.1980  
- Annexure-II.

BY ORDER

*Y. Krishna Murthy*  
10/11

(Y. KRISHNA MURTHY),  
SECRETARY.

*Y. Krishna Murthy*  
10/12

To

All the Chief Engineers, Elec., K.E.B.  
The Financial Advisor and Chief Accounts Officer, KEB.,  
Bangalore.  
The Accountant General, Karnataka, Bangalore.  
The Economist-cum-Statistician, KEB., Bangalore.  
All the Superintending Engineers, Elec., K.E.B.  
The Directors, Industrial Training Centre and Research,  
K.E.B., Bangalore.  
The Superintending Engineer, Elec., T.B.H.E. Scheme, TB. Dam.  
All the Controllers of Accounts, K.E.B.  
The Superintendent of Police, (Vigilance), KEB., Bangalore.  
All the Executive Engineers, Elec., KEB. (including Additional  
Executive Engineers, Elec.).  
The Deputy Controllers of Accounts, K.E.B.  
The Principal Training Institute (M), K.E.B., Bangalore.  
All the Accounts Officers, O&M Divisions/Major Works Circle/  
Internal Audit, K.E.B.  
All the Officers/Assistant Accounts Officers/Case Workers/  
Senior Personal Assistants/Junior Personal Assistant/Typists,  
Board Secretariat.  
PAs to Chairman/Finance Member/Member (Management)/Secretary/  
Additional Secretary.

*M/F.*

vss/B1280.

LEAVE TRAVEL CONCESSION OR JOURNEY TO ANY PLACE IN INDIA:

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R & A D:

i) O.L.No.28 6 Spt 78 dated 28th December 1978, 5th January 1979 and 11th April 1979.

ii) O.L. No.FD 6 Spt 78 dated 12th April 1979.

DETAILS:

The Leave Travel Concession scheme for journey to any place in India was introduced by Govt. Order No.FD 6 Spt 78 dated 28th Dec. 1978. The question of simplifying the Leave Travel Concession scheme has been examined by Government. Accordingly the following orders are issued.

ORDER NO.FD 81 SPT 79, DATED BANGALORE THE 31ST JULY 1980.

Government direct that the claims in respect of journey performed under Leave Travel Concession scheme should be regulated as follows:

I Journey by Rail:

a) Journey by air-conditioned class is not recognised.

b) The T.A. claims shall be regulated as follows:

i) railway fare of the class of accommodation to which the Government servant is entitled under rule 431 of the MCSRs. for himself and the members of his family. The claim shall be restricted to the fare admissible by the shortest route calculated on a through ticket basis.

ii) If the Government servant and the members of his family travel by the lower class the claims shall be restricted to the fare by the class in which they actually travelled calculated with reference to the shortest route on a through ticket basis.

iii) If a Government servant who is entitled to travel by Air-conditioned class, as per the provisions of rule 431 of the MCSRs. travels by the air-conditioned class, the claims shall be restricted to the First Class fare calculated with reference to the shortest route on a through ticket basis.

iv) when a Government servant and the members of his family perform the journey by a longer route (which is not the cheapest) in two different classes of accommodation for example partly by I Class to which he is entitled and partly by II class, the entitled class rate is admissible for the corresponding proportion of the shortest or the cheapest route and the lower class rate for the remaining mileage.

For example:

If the total distance by the longer route is 1700 kms. and that by the shortest route is 1,600 kms. and if the Government servant concerned has travelled the initial 1280 kms. by II class and the remaining 480 kms by I Class, Government's share of reimbursement of the expenditure incurred in this case would be as follows:

i) mileage for which II Class fare will be admissible.

Distance actually travelled by II Class	X Total distance by the shortest route.	1280x1600
Total distance by the longer route		
		= 1164 kms.

ii) mileage for which I class fare will be admissible

Distance actually travelled by I Class	X Total distance by the shortest route	480 x 1000
Total distance by the longer route.		
		= 436 kms.

II Class fare for 1164 kms.

I Class fare for 436 kms.

II. Journey by road between places connected by railway.

a) Journey performed through recognised Public Transport service i.e., Government Concessions for



passenger Traffic or by bus through conducted tour organised by a Tourist Agency approved by the Director General of Tourism, Government of India is only recognised.

b) Journey by taxis/buses run by other private agencies IS NOT recognised journey by car is also not recognised except as provided in item IV below.

c) The T.A. claims shall be regulated as follows:

i) Journey by public transport service (viz. buses run by the State Road Transport Corporations regularly run for passenger traffic) between places connected by railway;

actual bus fare for the Government servant and the members of his family calculated with reference to the shortest route on a through ticket basis.

OR

railway fare of the class of accommodation to which the Government servant is entitled under rule 451 of KCSAs, for himself and the members of his family by the shortest route calculated on a through ticket basis.

ii) Journey by bus through a conducted tour organised by a Tourist Agency recognised by the Director General of Tourism, Government of India:

Mileage at the rate of eight paise per Km for the Government servant and each member of the family. The claims shall be limited to the amount that would be admissible if the Government servant had travelled between the headquarters and the declared destination by the shortest direct route,

OR

railway fare of the class of accommodation to which the Government servant is entitled under rule 451 of KCSAs for himself and the members of his family by the shortest route calculated on a through ticket basis,

or

The actual fare paid  
whichever is less.

### III. Journey by road between places not connected by railway:

a) Journey by State Road Transport Corp'n. bus.

actual bus fare for the Government servant and the members of his family limited to the fare admissible by the shortest direct route calculated on a through ticket basis.

b) Journey by bus through a conducted tour organised by a Tourist Agency recognised by the Director General of Tourism, Govt. of India.

mileage at the rate of eight paise per Km, for the Government servant and each member of his family. The claim shall be limited to the fare admissible if the Govt. servant had travelled between the headquarters and the declared destination by the shortest direct route.

### IV. Journey performed in One's own Car:

When a Government servant whose pay is not less than Rs. 1000/- and who performs journey in his own conveyance viz., by Car registered in his name, the claims shall be regulated as follows:

a) Between places connected by railway:

i) Railway fare of the class of the accommodation, to which the Government employee is entitled under rule 451 of the KCSAs for himself and the member of his family, or

ii) Single mileage at the rate admissible for a journey on tour under rule 451 of the KCSAs read with rule 481 ibid, irrespective of the number of members of the family,  
whichever is less.

b) Between places not connected by railway:

Single mileage at the rate admissible to the Government employees for journey on tour under rule 451 of the KCSAs read with rule 481 ibid, irrespective of the number of members of the family.

- c) between places connected partly by railway and partly by road. -104-
- 5) what is indicated as (a) above between places connected by railway and
- ii) what is indicated as (b) above between places not connected by railway.

The claims shall be admitted only in the Government servant produces vouchers towards petrol, oil etc., purchased during the course of the journey. For journey by one's own car, prior permission of the Head of the Department is necessary. In the case of the Head of the Department himself, he should send an intimation to Government.

V. Journey between places connected partly by railway and partly by road.

- i) As at paras I and II in respect of places connected by railway.
- ii) As at para III in respect of places not connected by railway.

VI. Journey by Air.

Journey by air is not recognised. If a Government servant who is entitled to travel by air, in accordance with the provisions of rule 487 of the ACAs and the members of his family perform journey by air between places connected by railway, the claims shall be limited to first class railway fare calculated with reference to the shortest route on through ticket basis or actual air fare whichever is less. If the places are not connected by the railway, the claims shall be limited to road mileage at eight paise per km. for the Government servant and each member of his family calculated with reference to the shortest direct route between the headquarters and the declared destination or the actual air fare paid, whichever is less.

VII. Journeys performed through Yatra Special trains.

The claims shall be regulated with reference to the place indicated by the Government servant as his place of visit. The amount of claim shall be calculated on the basis of the shortest railway route between the headquarters and declared place of visit by the entitled class or by the lower class (if a lower class of accommodation has actually been used while travelling by Yatra special). If the claim so calculated, is more than the expenditure incurred by the Government servant of purchasing seat(s) in the Yatra special, the latter amount alone would be admissible.

VIII. Rail journey by purchasing a circular tour ticket:-

IX. No reimbursement of charges for reservation of accommodation or incidental charges for journeys shall be admissible.

1. Unless the journey is performed from the headquarters of the Government servant to the 'Place of his Visit' as declared by him, the claims in respect of leave travel concession will not be admissible.

2. Government are also pleased to order that the facility of leave travel concession to visit home town or any place in India shall not be admissible in the following cases:

- i) persons who are not in the whole time employment of Government.
- ii) persons paid from contingencies.
- iii) persons borne on work-charged establishments.
- iv) Industrial employees.
- v) Government employees re-employed after retirement.
- vi) persons employed on contract basis.
- vii) persons paid otherwise than on a monthly basis including those paid on piece work basis.
- viii) persons eligible for any other form of leave travel concession.
- ix) local candidates whose services have not been regularised.

3. The facility of leave travel concession shall also not be admissible in the following cases:

- i) where a Government servant is granted refused leave or terminal leave.
- ii) where Government servants proceed on regular leave and the duties of his post without returning to duty;
- iii) where a Government servant is placed under suspension.

4. These orders will also apply in respect of journeys performed under Travel Concession to home towns.

5. The provisions contained in rule 549 of the RCRs shall stand modified to the extent mentioned above. All other existing conditions governing grant of Leave Travel Concession to Home Town or any place in India will continue to apply.

6. These orders shall be effective from 1st August 1980 and applicable to journeys commencing on or after that date.

By Order and in the name of the Governor of Karnataka

Sd/- S.R. TODURKAR.

Dy. Secretary to Government, Finance Department.

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: :CNR.

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KARNATAKA ELECTRICITY BOARD

READ:

1. Memorandum of Settlement dated 26-6-1967 between the Karnataka Electricity Board and the Karnataka Electricity Board Employees' Union.
2. Board Circular letter No. MSKB. BLO 15/66-67 dated 28-6-67 from the Secretary, MSKB. to all the Superintending Engineers, Electl., Executive Engineers Electl., MSKB forwarding a copy of the Grievance procedure as agreed by the Board to be constituted immediately in MSKB in Circle and Divisional levels and requesting them to take necessary action to hold Grievance Committee Meetings as per the agreed Grievance procedure.
3. Memorandum of settlement dated 24-11-1980 between Karnataka Electricity Board and Karnataka Electricity Board Employees' Union (Reg.No.659).

ORDER No. K.E.B./BLO/014/4931/79-80

BANGALORE, DATED: 18-12-1980.

Approval is accorded to re-constitute the Grievance Committees

at the Divisional level and Circle level as follows:-

DIVISIONAL LEVELS:

- 1) The Executive Engineer (EE),
- 2) The Accounts Officer/Asst. Accounts Officer.
- 3) Representatives of the Local Committees
- & 4) of the K.E.B. Employees' Union.

CIRCLE LEVEL:

- 1) The Superintending Engineer (Electl.),
- 2) The Deputy Controller of Accounts / Accounts Officer.
- 3) A member of the Central Committee of the
- & 4) Circle and the office bearers of the Local Committees of the KEB Employees' Union.

The above will come into immediate effect. The procedure and function of the Divisional and Circle level Grievance Committees shall be the same as agreed to with the Union as per enclosure-1 appended to the Board D.O. letter dated 28-6-1967 referred to in the preamble.

BY ORDER

*[Handwritten Signature]*

( K. Krishna Murthy )  
Secretary.

- To:
- 1) All the Chief Engineers Electricity, K.E.B.
  - 2) The Financial Advisor & Chief Accounts Officer, MSKB.
  - 3) All the superintending Engineers (Electl.) KEB.
  - 4) All the Controllers of the units, K.E.B.

KARNATAKA ELECTRICITY BOARD

MEMO:-

In Board Order No. KEB/A1-4885/67-68 dated 4-9-1969 approval was accorded for making rules providing for the procedure to be followed by the Board employees desiring to change their names in the light of the practice prevailing in Government, in supersession of Board Order No. A1/4885/67-68 dated 1-4-1968.

2) Government Order No. I.P.A.R 3 D.O.N 80 dated 7-5-1980 issuing directions that the procedure prescribed in G.O. No. GAD 1 D.O.N 66 dated 3-3-1967 need not be insisted upon in case of Women Government servants for change of their name after marriage and also directed the procedure to be followed in future.

3) Board Resolution No. 14645 dated 30-7-1981.

BOARD ORDER No. KEB/B5/1171/81-82,  
BANGALORE, DATED: 25<sup>th</sup> AUGUST, 1981.

Board is pleased to accord approval for adoption of Government Order No. I.P.A.R 3 D.O.N 80 dated 7-5-1980 (copy enclosed) to the benefit of the Karnataka Electricity Board Women Employees.

By Order,

*J. M. S. Srinivas*  
Secretary. 21/11

To:

- All the Chief Engineers, Electricity, KEB.
- The Financial Adviser : C.A.O., KEB., Bangalore.
- The Accountant General, Karnataka, Bangalore.
- All the Superintending Engineers, (Elect), KEB.
- All the Controllers of Accounts, KEB.
- All the Executive Engineers, (Elect), KEB.
- All the Dy. Controllers of Accounts, KEB.
- All the Accounts Officers including Internal Audit, KEB.
- All the Officers, Board Secretariat, KEB., Bangalore.
- All the Asst. Accts. Officers/Case Workers/SPAs/JPA's/Typists,  
Board Secretariat, KEB., Bangalore.
- PA's to CM/EM(M(L))/Secy./Addl. Secy.

Annexure-I to H.O.No. KSH/15/1171/81-82, dated:

PASSED BY THE ADMINISTRATIVE RECORDS SECRETARIAT

Change of name of women Government Servants consequent upon their marriage - simplification of procedure regarding:-

- READ:- 1. G.O.No. GAD 1 DCN 66, Dated 6th March, 1967.  
2. G.O.No. GAD 1 DCN 76, Dated 28th April 1976.  
3. G.O.No. GAD 1 DCN 76, dated 13th May, 1977.

PRACTICE

In the Government Order cited at (1) above, prescribing the procedure to be followed for the change of name of Government Servants in official records, a point has been raised whether the procedure set out in the above Government Order should or should not be made applicable to women employees in Government Service who change their names as a result of their marriage subsequent to entry into Government Service. The change of name of women Government Servants after marriage normally involves the deletion of a portion of her name relating to parentage i.e. father's name or family name and adding on the name of her husband. There could not be any valid reason for objecting to such a change or insisting that it should be notified in the Gazette as prescribed in the Government Order cited above.

In such cases, the change may be permitted without any formalities provided that the Head of the office or the Department concerned is satisfied that the change sought to be effected is in pursuance of marriage and the husband's name is added after the name of the employee.

ORDER No. BPH 3 DCN 80, BANGALORE, DATED THE 7TH MAY, 1980.

After careful consideration of the above facts, it is hereby directed that the procedure prescribed in G.O.No. GAD 1 DCN 66 dated 6th March, 1967 need not be insisted upon in case of women Government Servants for change of their name after marriage. The Head of the Department or office concerned should however fully satisfy himself/herself that the change sought to be effected is in pursuance of marriage and the name of husband with family name or surname if any is added on after the name of the women Government Servant vice the name of her father, his family or surname, if any. In ensuring this, the Head of the Department or the Appointing Authority shall issue an order authorising the women Government Servant to change the name and a copy of the said order shall be placed in the Service Register and the other personal records of the official in addition supplying 3 copies to the Government Servant concerned.

BY ORDER AND IN THE NAME OF THE GOVERNOR OF KARNATAKA,

Sd/- H.Ch. Sharma,

Under Secretary to Government, BPH (Executive).

R. S. Narayana Murthy  
Under Secretary, BPH.