

The Karnataka Electricity Regulatory Commission (Recruitment and Conditions of Service) Regulations, 2000

1. Title Commencement and application

(1) These regulations may be called the Karnataka Electricity Regulatory Commission (Recruitment and Conditions of Service) Regulations, 2000.

(2) These Regulations shall come into force on the date of their publication in the Official Gazette.

(3) These Regulations shall apply to all persons serving the Karnataka Electricity Regulatory Commission specified in regulation 3 of these Regulations.

2. Definitions

In these Regulations, unless the context otherwise requires:-

(a) "Act" means the Karnataka Electricity Reform Act, 1999 (Karnataka Act 25 of 1999)

(b) "Appointing Authority " means Karnataka Electricity Regulatory Commission.

(c) "Competent Authority" means the Chairman and such other officer or officers in the Commission designated from time to time for the purpose by the Commission;

(d) "Chairman" means the Chairman of the Commission;

(e) "Member" means the member of the Commission;

(f) "Secretary" means the Secretary of the Commission;

(g) "Function" means and includes all work and related activities of the Commission;

(h) "Service" means the service of the Commission;

(i) "Year" means the calendar year; and

(j) "Words" and expression used in these Regulations but not defined herein, shall have the same meaning as respectively assigned to them in the Act or in the Karnataka Civil Services Act 1978 rules framed thereunder.

3. Cadre Strength of the Commission

The designation of the posts borne on the establishment of the commission, the cadre strength and scale of pay shall be as specified in

columns (2), (3) and (4) of the First Schedule.

4. Method of Recruitment

1) The following shall be the method of recruitment for appointment of the Commission, namely:

(i) on deputation from Government Departments (State and Centre) or other state or central government organisations. In respect of deputation, persons holding posts in a scale of pay lower or higher than that indicated against a post in the First Schedule may also be considered subject to fulfilment of the qualifications prescribed and suitability. Persons working on deputation in the Commission may be considered for absorption in the Commission on a regular basis subject to the applicable rules in this regard in the Government of Karnataka. or

(ii) on contract basis

(iii) by direct recruitment which may be either by competitive examination or by selection.

2) Nothing in of regulation - 3 shall be construed as requiring the Commission to have at all times, the Staff serving in all the categories or posts.

5. Method of Recruitment and Minimum Qualification

In respect of each categories of posts specified in column (2) of the Second Schedule appended to these regulation the method of recruitment and minimum qualification shall be as specified in the corresponding entries in columns (3) and (4) respectively

6. Age limit

The age limits for recruitment on a regular basis to the posts at Sl.Nos. 1 to 18 in regulation 3 as well as the age of superannuation shall be as per the rules of Government of Karnataka as modified from time to time.

Contract appointments shall normally be for a maximum period of three years, renewable annually.

7. Reservation

Appointment in the services of the Commission would be in conformity with the reservation policy of the Government of Karnataka as applicable to similar services in the Government Departments, Boards, Corporations and autonomous bodies.

8. Procedure for appointment on contract basis or by direct recruitment

(1)The Commission may announce in such manner as it thinks fit the number of vacancies to be filled by contract or direct appointment and

shall invite applications from candidates eligible for appointment to the posts.

(2) Every candidate shall submit his application in the prescribed form along with prescribed fees and documents to the Secretary or any other designated officer of the Commission so as to reach him not later than such date as may be notified.

(3) The application shall be accompanied with a Demand Draft for the prescribed amount.

(4) The following documents should be submitted along with the application:

a) evidence that he holds the requisite educational qualification.

b) Certificates of character and conduct from the head of college in which he has last studied in case of candidates who have not served earlier in any capacity in State/Central Government / Public Sector Undertakings, etc. Those who are serving in the private sector prior to employment in the commission should obtain such certificate from the previous employer.

c) evidence of age, which should be the High School Certificate,

d) caste certificate from the competent authority in case of candidates belonging to S.C., S.T., and O.B.C. Verification of caste shall be in accordance with rules framed by Government of Karnataka for this purpose.

5) All the candidates shall produce the originals of the following certificates at the time of the interview and again immediately before the joining, if selected: -SSC/SSLC or its equivalent examination as proof of age. Documents in support of educational qualification and experience. Certificate of caste, if claiming the reserved post.

6) The applications shall be scrutinized and qualified candidates will be called for interview by a Selection Committee constituted under sub-rule (7)

7) The Selection Committee shall consist of the following, namely:

(1) Chairman of the Commission - Chairman

(2) A person nominated by the Commission - Member

(3) An expert in the concerned field - Member

8) The Selection Committee shall prepare a Select list on the basis of the marks secured by each candidate in the interview and in accordance with the guidelines issued by Government.

9) The appointing authority shall be the Commission for all posts.

10) Every candidate directly recruited shall be examined by a medical board and appointment shall be made only after obtaining a fitness certificate from the medical board.

11) All appointments shall be made after verification of character and antecedents of the candidate.

12) Every contract appointment shall be for a maximum period of three years, renewable annually except in respect of the post of Secretary to the Commission which would be governed by Section 8(1) of the Act. The agreement for contract appointment shall be set out in Appendix-I.

9. Appointment

(1) A person to be directly appointed should be of sound health. Every candidate directly recruited for appointment shall be examined by a Medical Board and appointment shall be made only on the basis of a fitness certificate of the Medical Board. This condition does not apply to those (i) taken on contract (ii) taken on deputation (iii) who are already working in a Government organisation prior to joining the Commission.

(2) A candidate to be appointed has to possess necessary qualifications and experience, as prescribed post-wise, given in the Second Schedule to these regulations. However, when suitable candidates are not available, the Commission after recording reasons therefor may relax the eligibility criteria for appointment in appropriate cases. All candidates should have knowledge of Kannada.

10. Pay fixation

(1) The pay of the selected candidates shall normally be fixed at the minimum of the time scale. However, in suitable cases, the pay may be fixed at a higher stage in the pay scale of the post as deemed appropriate by the Commission in case of experience or knowledgeable persons appointed to the commission.

(2) The salary of a person appointed on contract shall be appropriately fixed by the Commission having regard to the pay scale of the post to which he is appointed, Dearness and other Compensatory Allowances admissible to persons holding posts of the same pay scale under the Government of Karnataka and an additional sum to make up for the non-availability of pension and other retirement benefits. This Salary may be suitably revised by the Commission on the same basis at the time of annual renewal of the contract.

(3) Persons appointed on deputation shall be entitled to a special pay of ten percent per month of their monthly pay. All other benefits which he

receives in his parent organisation shall be protected during the period of deputation. However, where any deputation allowance is payable as per the terms and conditions of deputation prescribed by the parent department, this Special pay will not be payable.

11. Probation

As regards probation of persons appointed on a regular basis, rules of the Government of Karnataka shall apply.

12. Training

(1) Every Officer may be required to undergo such training or course conducted in-house/outside as may be prescribed by the Commission.

(2) The officer who is required to undergo any training or course may be required to execute a bond to serve the Commission for such period as may be prescribed which shall not exceed 12 months for every one month or part of the month of training or course subject to a maximum of two years after completing the training or course. Failure to serve the Commission for the stipulated period will render the candidate liable to refund the amount spent on him for training along with emoluments paid to him during the training period.

(3) If an Officer is charged with misconduct during the period of training, then he/she would be called back from training and appropriate disciplinary proceeding would be initiated or contract terminated. He/she may be required to refund the amount spent on him/her for the training, if the Commission so decides.

13. Subscription to the Provident Fund

The officers and the staff of the Commission will be eligible to subscribe to the General Provident Fund Karnataka with effect from the date of joining in the Commission as applicable to the officers/staff under Government of Karnataka.

14. Retirement Benefits

(1) Staff recruited in the Commission on a regular basis shall be eligible to the pensionary benefits as applicable to Government of Karnataka Employees.

(2) The pensionary services rendered by an Officer/Staff under the Government of India, Government of Karnataka and Public Sector Undertakings prior to the date of joining in the Commission shall be taken into account for the purpose of grant of the pensionary and other retirement benefits together with the service rendered by them under the Commission after joining the Commission. The services rendered under the State or Central Government or Public Sector undertakings of such

officer and staff shall be deemed to be service under the Commission for the purpose of pensionary and other retirement benefits

15. Service Continuity

(1) The period of service of the personnel under the Government of India, Government of Karnataka/Public Sector Undertakings, as the case may be shall be treated as continuous for the purpose of all service benefits.

(2) The personnel joining the service of Commission on transfer or otherwise from Government /Public Sector Undertakings shall be deemed to have entered into an agreement with the Commission or the respective nominated authority, as the case may be, to repay the loans, advance and other sums due or otherwise perform the obligations undertaken by them to the Government / Public Sector Undertakings which remain outstanding against him on the date of joining as per the original terms and conditions.

16. Relaxation

The Commission may, in the public interest and after recording the reasons therefor in writing, relax the provisions of these Regulations, including the eligibility criteria for appointment to posts, in appropriate cases.

17. Applicability of CCA and Conduct Rules

The provisions of the Karnataka Civil Services (Classification, Control and Appeal) Rules and Karnataka Civil Services (Conduct) Rules as applicable to the employees of Government of Karnataka as amended from time to time shall mutatis mutandis be applicable to the employees of the Commission. In respect of any service matter not specifically mentioned in the above Regulations, the employees of the Commission are to be governed by the service regulation of Karnataka State Government employees till appropriate regulations of the Commission are issued.

18. Interpretation

If any question arises relating to the interpretation of these Regulations, the decision of the Chairman of Karnataka Electricity Regulatory Commission may be treated as final.

19. Power to remove difficulties

The Commission may by order make such provisions or give such directions as it may deem fit and necessary for the removal of any difficulty that may arise in giving effect to the provisions of these Regulations.

By Order of the Commission

Sd/-

Secretary of the Commission

Regulations

KERC (Recruitment & Conduction of Service) Regulations, 2000

KARNATAKA ELECTRICITY REGULATORY COMMISSION, BANGALORE

NOTIFICATION

THE 24TH MAY 2000

In exercise of the powers conferred by sub-sections (3) and (5) of section 8 of the Karnataka Electricity Reform Act, 1999, (Karnataka Act 25 of 1999) the Karnataka Electricity Regulatory Commission, with the approval of the State Government hereby make the following regulations namely-;

[Regulations](#)

[First Schedule](#)

[Second Schedule : QUALIFICATIONS FOR STAFF OF THE COMMISSION](#)

[Appendix 1: AGREEMENT](#)

FIRST SCHEDULE

SL. NO.	DESIGNATION	NO.OF POSTS	SCALE OF PAY
1	2	3	4
1.	Secretary	1	14960-18720
2.	Director (Technical)	1	13820-17220
3.	Director (Tariff)	1	13820-17220
4.	Deputy Director (Administration)	1	10620-14960
5.	Deputy Director (Generation)	1	10620-14960
6.	Deputy Director (Transmission)	1	10620-14960
7.	Deputy Director (Distribution)	1	10620-14960
8.	Deputy Director (Demand Forecasting)	1	10620-14960
9.	Senior Economic Analyst	1	10620-14960

10.	Senior Financial Analyst	1	10620-14960
11.	Deputy Director (Tariff)	1	10620-14960
12.	Deputy Director (Legal)	1	10620-14960
13.	Public Relations Officer	1	10620-14960
14.	Consumer Advocate	1	10620-14960
15.	Assistant Director (Legal)	1	7400-13120
16.	Assistant Secretary	1	7400-13120
17.	Accounts Officer	1	7400-13120
18.	Manager	1	5575-10620
19.	Kannada Translator	1	Scale less post
20.	Assistants	13	4150-7800
21.	Private Secretaries	4	5575-10620
22.	Stenographers	10	3850-7050
23.	Drivers	4	2775-4950
	TOTAL	50	

Regulations

KERC (Recruitment & Conduction of Service) Regulations, 2000

Second Schedule

QUALIFICATIONS FOR STAFF OF THE COMMISSION

1. Commission Secretary

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification :

- a) Degree from a recognised university
- b) 20 years Engineering or 15 years administrative experience out of which 5 years at the management level.
- c) Demonstrated ability to resolve complex tasks.
- d) Significant professional experience in public relations.
- e) Excellent written and verbal communication skills.
- f) Work experience in a Government organisation.
- g) Knowledge or experience in a regulated industry or with a regulatory body in Power Sector.

2. Director / Technical**Method of Recruitment :**

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification :

- a) Must be holder of a Degree in electrical/power/mechanical engineering
- b) 25 years of engineering experience with atleast five years at management level in large power utilities with generation, transmission or distribution facilities.
- c) Experience in Setting up and critical review of performance standards.
- d) Good knowledge of Electricity Laws is desirable.

3. Director / Traiff

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification :

a) Post Graduate degree in economics or Degree in Electrical/Power Engineering.

b) Fifteen years Experience as a Professional Economist or a Professional Engineer, of which atleast five years should have been in managing professional staff

c) Experience of Economic Analysis, modeling and Statistical techniques.

d) Experience in commercial Enterprises.

e) Experience in the development of tariffs in public utilities.

f) Demonstrated capability in analytical modeling.

g) Experience in Power Sector is desirable is desirable.

4. DeputyDirector/Administration :

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification :

a) Degree from a recognised university.

b) 15 years Experience in administrative post at management

level dealing with Human Resources Development and for Personnel.

c) Experience of management in a Government organisation.

d) Knowledge of Computer Systems.

e) Knowledge of Government accounting and budget procedures is desirable

5. Consumer Advocate

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minimum Qualification :

a) Degree in law from a recognised university.

b) Eligibility to practice law.

c) Ten years of professional experience.

d) Experience in utility or regulatory law.

e) Knowledge in the Power Sector

f) Experience in contract and/or administrative law is desirable.

6. Senior Financial Analyst

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification :

- a) Chartered /Cost Accountant
- b) 10 years post qualification professional experience.
- c) Knowledge and/or experience in the Power Sector.
- d) Experience in commercial enterprises.
- e) Knowledge of accounting requirements for enterprises incorporated under the Companies Act.
- f) Knowledge of accounting requirements for Governmental entites is desirable.

7. Senior Economic Analyst**Method of Recruitment :**

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification :

- a) Post Graduate Degree in Economics from a recognised university.
- b) Minimum of 10 years professional experience as an economist.
- c) Demonstrated ability in economic analysis, modeling and statistical techniques.
- d) Strong familiarity with the theory and practice of Tariff designing and rate determination.
- e) Knowledge of accounting and principles of finance is desirable.

8. Deputy Director (Generation)

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification :

- a) Degree in electrical/ power/ mechanical engineering.
- b) 10 years professional experience in a power utility with generation facilities.
- c) Direct operational experience in generation.
- d) Experience in commercial issues, power purchase agreements is desirable.

9. Deputy Director (Transmission)

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification :

- a) Degree in electrical/power/mechanical engineering.
- b) 10 years professional experience in a power utility with transmission facilities.
- c) Experience in Commercial issues and power purchase agreements.
- d) Familiarity with electricity tariff issues is desirable.

10. Deputy Director (Distribution)

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification :

- a) Degree in electrical/power/mechanical engineering.
- b) 10 years professional experience in a power utility with distribution facilities.
- c) Experience in Commercial issues and power purchase agreements.
- d) Familiarity with electricity tariff issues is desirable.

11. Deputy Director (Demand Forecasting)

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification :

- a) Degree in electrical/power/mechanical engineering or Post Graduate Degree in Economics
- b) 10 years professional experience.
- c) Demonstrated capability in economic analysis, modelling and spread sheet and database skills is desirable.

12. Deputy Director/Legal

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification :

- a) Degree in law from recognised university/law school.
- b) Eligibility to practice law.
- c) 10 years of professional experience
- d) Experience in utility or regulatory law.
- e) Knowledge and/or experience in the Power Sector.
- f) Experience in related litigation in court.
- g) Experience in contract and/or administrative law is desirable.

13. Deputy Director Tariff (Economics).

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification

- a) Degree in Economics from a recognised university
- .b) 10 years of professional experience as an economist with either a government department or commercial enterprise
- .c) Demonstrated capability in economic analysis, modelling and spreadsheet and database skills.

- d) Knowledge of accounting and principles of finance
- e) Knowledge and/or experience in the power sector is desirable.

14. Public Relations Officer.

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification

- a) Degree or Post Graduate Diploma in a relevant discipline such as Mass Communication, Journalism or Business Economics from a recognised university.
- b) 5 years of journalism (press, TV or Radio) or public relations experience. OR
- c) A Graduate with not less than 10 years experience in a equivalent organisation.
- d) Experience in preparing and delivering public presentations is desirable.

15. Assistant Director (Legal)

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification

- a) Degree in law from a recognised University

- .b) Eligibility to practice law.
- c) 5 years professional experience.
- d) Experience in utility or regulatory law.
- e) Knowledge and/or experience in power sector is desirable.

16. Assistant Secretary.

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification

- a) Degree from a recognised university
- .b) 5 years experience in court administration
- .c) Degree in Law is desirable

17. Accounts Officer

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification

- a) Graduate in Commerce or SAS or Intermediate Chartered Accountant or Intermediate Cost and Works Accountant.
- b) 5 years experience in accounting.
- c) Experience in accounting in governmental audit is

desirable.

18. Manager

Method of Recruitment :

By deputation of an officer from the State or Central Government Service or State or Central Government Organisations.

If no suitable person is available for deputation by appointment on contract basis.

If no suitable person is available for deputation or for contract appointment, by direct recruitment.

Minnimum Qualification

- a) Graduate from a recognised university.
- b) 10 years experience in Office Management.
- c) Experience in Government/ governmental organisation is desirable.

19. Kannada Translator

Method of Recruitment :

By deputation from State Government

Minnimum Qualification

- a) Graduate from a recognised university
- b) 5 years experience in Translation from English to Kannada

20. Assistant.

Method of Recruitment :

By deputation of officials from the State / Central Government or State / Central Organisations.

If no suitable person is available for deputation, on contract basis.

Minnimum Qualification

- a) Must be a graduate in any discipline from a recognised university
- .b) Should have adequate exposure in noting and drafting
- c) Computer Skill - The candidate must have Diploma in Computer Application or certificate course in DTP. He/she

must have sufficient experience in data entry, spreadsheets and must have good knowledge and operational experience in MS Windows 95/98 and above. The candidate must be able to type minimum 40 words per minute in computer and be able to take printouts.

d) Experience of 3 years is desirable.

21. Private Secretary

Method of Recruitment :

By deputation of officials from the State / Central Government or State / Central Organisations.

If no suitable person is available for deputation, on contract basis.

Minnimum Qualification

a) Must be a Graduate in any discipline from a recognised University

b) Must have worked as PA under any Heads of Department in Government or Public Sector Undertaking for atleast 3 years and must have an experience of 10 years in regular service. He/she should have good knowledge in Word Processing in Computer is desirable.

22. Stenographer

Method of Recruitment :

By deputation of officials from the State / Central Government or State / Central Organisations.

If no suitable person is available for deputation, on contract basis.

Minnimum Qualification

a) Must be a Graduate in any discipline from a recognised University.

b) Computer Skill - The candidate must have Diploma in Computer Application or certificate course in DTP. He/she must have sufficient experience in data entry, spreadsheets and must have good knowledge and operational experience in MS Windows 95/98 and above. The candidate must be able to type minimum 40 words per minute in computer and be able to take printouts.

c) Should have adequate exposure in noting, drafting and disposal of cases involving legal, commercial and technical matters.

d) Shorthand Test - The candidate must be able to take shorthand dictation with a minimum speed of 80 words per minute.

e) Experience in Stenography and Computer operation for 1 year is desirable.

23. Driver

Method of Recruitment :

By deputation of officials from the State / Central Government or State / Central Organisations.

If no suitable person is available for deputation, on contract basis.

Note: Wherever any modifications are required in the qualification or experience, based on the actual working and experience of the Commission the Commission may make any modifications deemed fit while advertising the posts

By Order of the Commission

Sd/-

Secretary of the Commission

Regulations

KERC (Recruitment & Conduction of Service) Regulations, 2000

APPENDIX I

AGREEMENT

THE AGREEMENT made this day of Two thousand by Shri/Smt. s/o/d/o residing at of the one part and the Chairman, Karnataka Electricity Regulatory Commission, Bangalore - 1 (hereinafter referred to as "Commission" which term, where the context so admits, shall include its successors and assigns) of the second part.

WHERE Shri/Smt. has accepted the offer of engagement as made by the Commission, subject to the terms and conditions of this

agreement.

NOW IT IS hereby mutually agreed to as follows:

1. The engagement will be on a Contract basis for a period of years from the date of joining renewable annually. This will be without prejudice to the Commission's right to terminate the engagement at any time during this period of at its sole discretion and without any obligation on the part of the Commission to give notice of a specified period or compensation in lieu of notice.

2. The functions and responsibilities of Shri/Smt. will be as indicated in annexe to this contract which shall always be deemed as a part of this contract. He/She shall carry out the duties assigned to him/her efficiently and diligently and to the best of his/her ability and shall devote his/her whole time to the duties of his/her service and shall not engage directly or indirectly in any trade, business or occupation while in service of the Commission. He/She shall keep confidential all matters which come to his/her knowledge through and during the course of his service in the Commission both during the period of his/her service and thereafter. Any documents and papers produced by him/her or with his/her participation or approval shall remain the absolute property of the Commission. He/She shall not communicate with the media except with the prior approval of the Commission. All papers, documents, reports, Software programmes and other material produced by him during the tenure of the contract shall remain the property of the Commission and he/she shall not be entitled to use the same elsewhere without the specific consent/permission of the Commission. He/She shall also ensure that Commission is not subject to claims for any unauthorised/illegal use of Software in the performance of his duties. All damages/expenses/losses arising from such claims shall be to his/her account only as determined by the Commission.

3. He/She will be paid a professional fee of Rs..... Per month subject to deduction of income tax at source as per rules PLUS a reimbursement of Rs..... Per month towards conveyance and telephone charges. These amounts will be payable without any deduction in respect of pensionary benefits to which he/she may be entitled by virtue of his/her previous service. The Commission may determine a revision of the professional fees at the time of renewal of the contract annually.

4. The Head Quarters of Shri/Smt. shall be the Office of the Commission at Bangalore. He/She may be required to travel to any part/parts of India or abroad in order to discharge his responsibilities and accomplish the tasks assigned to him/her. While doing so, he/she will be eligible for TA and other admissible charges.

5. He/She will be entitled to avail the General Holidays declared by the

Commission . No other leave will be admissible during the period of his/her engagement. In extra-ordinary circumstances, such as illness, leave as appropriate will be allowable at the sole discretion of the Commission.

6. He/She shall not absent himself from his/her duties without obtaining prior permission from the Chairman/Secretary of the Commission except in case of accident, sickness or other unavoidable causes, which shall be reported as soon as possible after its occurrence.

7. The Commission reserves the right to proceed against Shri/Smt for breach of the terms and conditions of this agreement.

8. In case of any dispute/difference of opinion as to the interpretation of any of the clauses of this agreement or otherwise arising out of or in connection with this agreement, the decision of the Commission thereon shall be final.

9. Any suit or proceedings arising out of this agreement shall be instituted in Law Courts at Bangalore.

IN WITNESS WHEREOF the parties above named have set their hands this day of Two thousand at Bangalore.

Signature of the Employee

Chairman,

Karnataka Electricity Regulatory Commission.