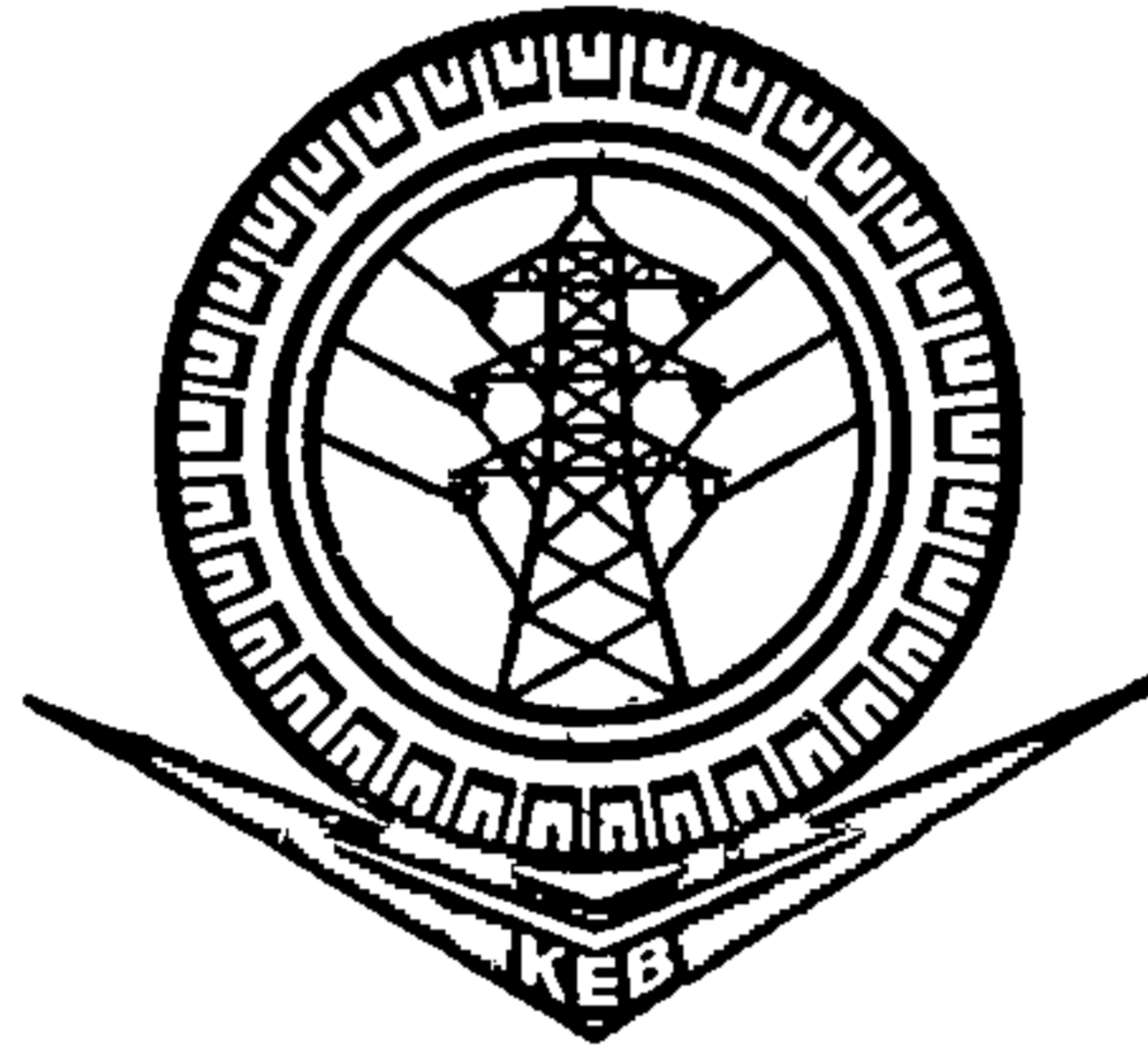


KARNATAKA ELECTRICITY BOARD

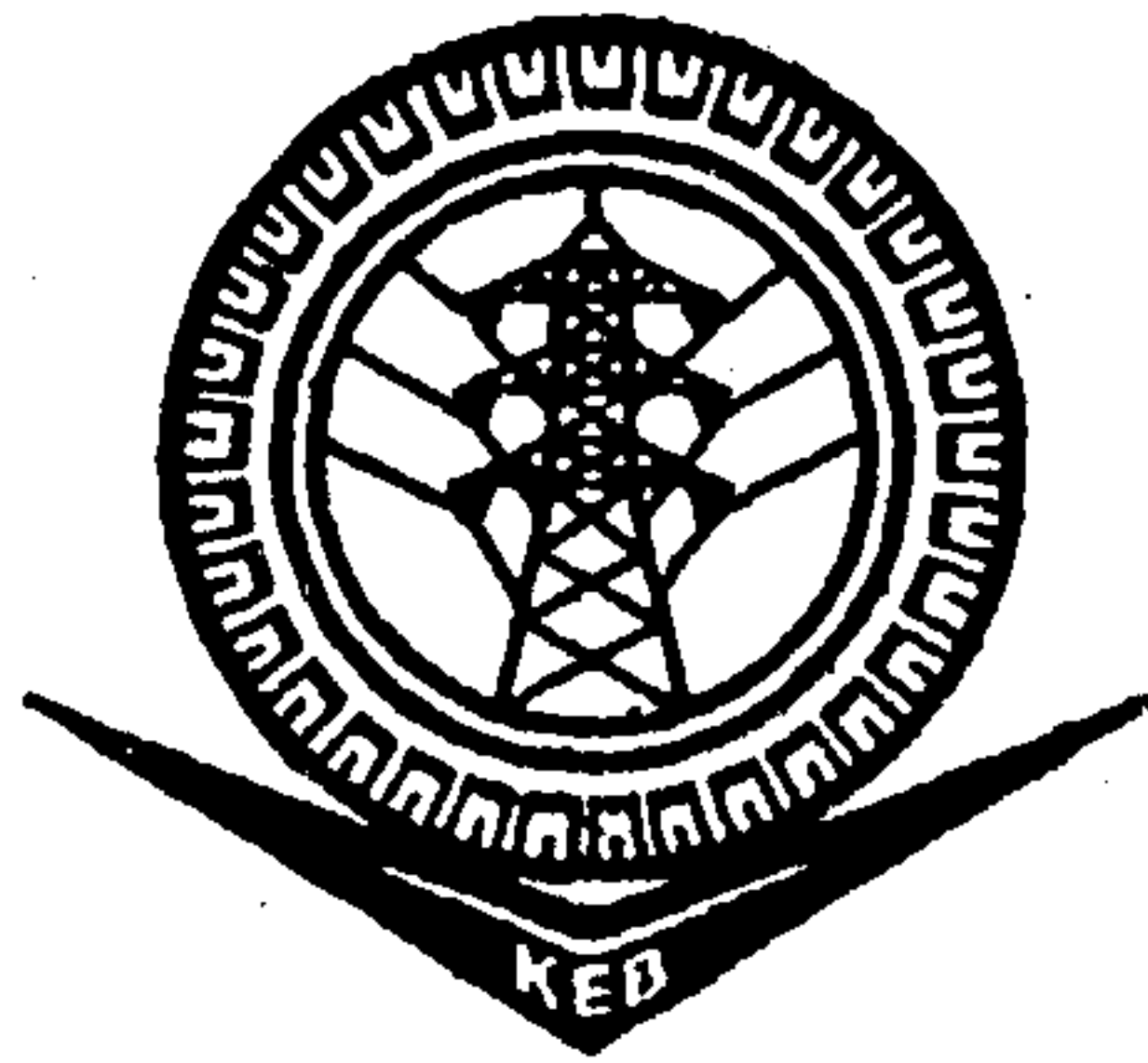


Karnataka Electricity Board Employees' Classification, Disciplinary, Control and Appeal Regulations 1987.

FIRST REPRINT - 1994

SECOND REPRINT - 1998

KARNATAKA ELECTRICITY BOARD



Karnataka Electricity Board Employees' Classification, Disciplinary, Control and Appeal Regulations 1987.

FIRST REPRINT - 1994

SECOND REPRINT - 1998

PREFACE

The Board vide order No. KEB/B16/7228/85-86 dated 29/12/1987 and 16/3/1988 has framed the Karnataka Electricity Board Employees' (Classification, Disciplinary, Control and Appeal) Regulations, 1987 in exercise of its powers conferred under Section 79 (c) of Electricity (Supply) Act, 1948 and the same is in force ever since.

First Reprint of the above Regulations was brought out in the year 1994 duly incorporating amendments issued as on that date.

As several amendments have been made to the above Regulations after the First Reprint Edition has been brought out, the Board has decided to bring the Second Reprint Edition. Accordingly, Second Reprint Edition of the Regulations is now brought out including the amendments brought out upto 30/06/1998.

Errors and Omissions, if any, may please be brought to the notice of the Board.

Bangalore.

Date : 6-8-1998.

K.P. SINGH
CHAIRMAN, K.E.B.

Karnataka Electricity Board

PREFACE TO THE FIRST REPRINT

The Karnataka Electricity Board has adopted its own 'Karnataka Electricity Board Employees' (Classification, Disciplinary Control and Appeal) Regulations, 1987. In view of its importance in carrying-out Board duties, it is included in the syllabus for the Departmental Examinations of the Board. Since the copies of KEB Employees' (Classification, Disciplinary Control and Appeal) Regulations, 1987 are exhausted and matters like formation of new Divisions, Circles, appointment of outside persons as Inquiry Officers inclusion of the said Regulations as subjects for the Departmental Examinations have become important it has become necessary to reprint the said Regulations. Notification issued on first of August, 1990 has also been included in the reprint. I am sure this first reprint will be of help to the Employees of KEB. Suggestions for improvement in procedures may be brought to the notice of the Secretary, KEB., Bangalore.

K.V. IRNIRAYA

Chairman

Karnataka Electricity Board

Bangalore

Date : 24-6-1994

Karnataka Electricity Board

K.E.B. EMPLOYEES' (CLASSIFICATION DISCIPLINARY, CONTROL & APPEAL) REGULATIONS, 1987

PREFACE

The Board had adopted the Mysore Civil Services (Classification, Control and Appeal) Rules, 1957 vide its order No. MSEB/A1. 6469/61-62 dated 13-9-62 and MSEB/BLO/97/67-68 dated 18-8-67 for the conduct of disciplinary proceedings in the Board.

Now the Board has framed its own KEB Employees' (Classification, Disciplinary Control and Appeal) Regulations, 1987. This has been adopted in Board order No. KEB/B16/7228/85-86 dated 29-12-87 and 16-3-88 with directions that these Regulations shall come into force from the date of its publication in Karnataka Gazette. With this adoption, the KEB Employees' (Classification, Disciplinary Control and Appeal) Regulations, 1987 would replace the Mysore Civil Services (C.C. & A.) Rules 1957 which was being followed in the Board hitherto.

Errors and omissions if any, may be brought to the notice of the Board.

Sd/-

(B.G. RUDRAPPA)

Chairman

Karnataka Electricity Board

Bangalore

Date : 22-8-88

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Karnataka Electricity Board

KARNATAKA ELECTRICITY BOARD; EMPLOYEES' (CLASSIFICATION, DISCIPLINARY, CONTROL AND APPEAL) REGULATIONS, 1987

In exercise of the powers conferred under Section 79(c) of the Electricity (Supply) Act, 1948, the Karnataka Electricity Board hereby makes the following Regulations, namely :-

PART - 1 GENERAL

1 SHORT TITLE AND COMMENCEMENT :

- a) These Regulations may be called the Karnataka Electricity Board Employees' (Classification, Disciplinary Control and Appeal) Regulations, 1987 :
- b) They shall come into force at once.

2 INTERPRETATION :- In these Regulations, unless the context otherwise requires :-

- a) 'APPOINTING AUTHORITY' in relation to a Board employee means :-
 - i) the authority empowered to make appointments to the service of which the Board employee is for the time

- being a member or to the grade of the service in which the Board employee is for the time being included, or
- ii) the authority empowered to make appointments to the post which the Board employee for the time being hold, or
 - iii) the authority which appointed the Board employee to such service, grade or post, as the case may be, whichever authority is the highest authority.
- b) 'DISCIPLINARY AUTHORITY' in relation to the imposition of a penalty on a Board employee means the authority competent under these Regulations to impose on him that penalty;
- c) 'BOARD EMPLOYEE' means a person on monthly rate of pay in any establishment in the Board and includes any person whose services are temporarily placed at the disposal of the Central / State Government or a Local Authority, whether working in the Board or on deputation to the Government or any other organisation.
- d) 'SCHEDULE' means the schedule to these Regulations;
- e) 'SERVICE' means a service of the Karnataka Electricity Board.
- f) 'CHAIRMAN' means the Chairman, Karnataka Electricity Board.

3 APPLICATION :

- 1) These Regulations apply to all Board employees except
 - a) persons in casual employment;
 - b) persons subject to discharge from service on less than one month's notice;
 - c) person for whose appointment and other matters covered by these Regulations, special provisions are made by or under any law for the time being in force, or in any contract in regard to the matters covered by such law or such contract; and,
- 2) Notwithstanding anything contained in sub-regulation (1), these Regulations shall apply to other Board employees temporarily transferred to a service or post coming within exception (c) in sub-regulation (1) to whom, but for such transfer, these Regulations would apply.
- 3) Notwithstanding anything contained in sub-regulation (1), the Board may by an order / notification exclude from the operation of all or any of these Regulations, the holder of any post or the holders of any class of posts to whom the Board shall declare that the Regulations cannot suitably be applied and such Regulations shall thereupon to the extent of such exclusion, cease to apply;

Provided that no such declaration shall be made in respect of a holder of a pensionable post or a whole time permanent post.

4) If any doubt arises

- a) as to whether these Regulations apply to any person and
- b) as to whether any person to whom these Regulations apply belongs to a particular service, or as to which service of two or more services such persons belong, the matter shall be referred to the Board whose decision thereon shall be final.

4 PROTECTION OF RIGHTS AND PRIVILEGES CONFERRED BY ANY LAW :

Nothing in these Regulations shall operate to deprive any Board employee of any right or privilege to which he is entitled by or under any law for the time being in force.

PART - II CLASSIFICATION

5 CLASSIFICATION OF SERVICES :

- 1) The employees of the Karnataka Electricity Board shall be classified as follows :-
 - (i) Group - A
 - (ii) Group - B
 - (iii) Group - C and
 - (iv) Group - D
- 2) a) Group - 'A' shall consist of posts carrying minimum pay of *Rs. 2,710/- and above in the time scale.

- b) Group - 'B' shall consist of posts carrying the minimum pay of Rs. 2,435/- and above but below Rs. 2,710/- in the time scale.
- c) Group - 'C' shall consist of posts carrying minimum pay of Rs. 1,300/- and above but below Rs. 2,435/- in the time scale.
- d) Group - 'D' shall consist of posts carrying minimum pay below Rs. 1,300/- of the time scale.

Explanation :- For purposes of this sub-regulation "Scale of Pay" means the scale of pay fixed in respect of various posts in the Board in its orders issued from time to time.

* B16/9759/VI/86-87/20.4.95

6 CONSTITUTION OF BOARD SERVICES;

The Board services under Group - A, B, C and D shall consist of the services of posts specified in Schedules I, II, III and IV.

PART - III APPOINTING AUTHORITIES

7 APPOINTMENTS TO BOARD SERVICES :

- 1) Save as otherwise provided, all first appointments to the Board services in Groups - A, B, C and D shall be made by the Authorities specified in the Schedule - I, II, III and IV, from time to time.

PART - IV SUSPENSIONS :

8 SUSPENSIONS :-

1) The appointing authority or any authority to which it is subordinate or any other authority empowered by the Board in this behalf may place a Board employee under suspension ;

a) where a disciplinary proceeding against him is contemplated or is pending; or

b) where a case against him in respect of any criminal offence is under investigation or trial :

"Provided that, where the order of suspension is made by an authority empowered by Board in this behalf which is lower than the appointing authority, such authority shall forthwith report to the appointing authority the circumstances in which the order was made".

2) A Board employee shall be deemed to have been placed under suspension by an order of appointing authority prescribed hereunder ;

a) with effect from the date of his detention, if he is detained in custody, whether on a criminal charge or otherwise; for a period exceeding forty eight hours;

b) with effect from the date of his conviction, if in the event of a conviction for an offence, he is sentenced to a term of imprisonment exceeding forty-eight hours and is not forthwith dismissed or removed or compulsorily retired consequent to such conviction.

Explanation :- The period of forty eight hours referred in clause (b) of this sub-regulation, shall be computed from the commencement of the imprisonment after the conviction and for this purpose, intermittent periods of imprisonment, if any, shall be taken into account.

- 3) Where a penalty of dismissal, removal or compulsory retirement from service imposed upon a Board employee under suspension is set aside in appeal or on review under these Regulations and the case is remitted for further inquiry or action or with any other directions, the order of his suspension shall be deemed to have continued in force on ~~and from the date of~~ the original order of dismissal, removal or compulsory retirement, and shall remain in force until further orders.
- 4) Where a penalty of dismissal, removal or compulsory retirement from service imposed upon a Board employee is set aside or declared or rendered void in consequence of or by a decision of a Court of Law, and the Disciplinary Authority on a consideration of the circumstances of the case, decide to hold further inquiry against him on the allegations on which the penalty of dismissal, removal or compulsory retirement was originally imposed, the Board employee shall be deemed to have been placed under

suspension by the appointing authority from the date of the original order of dismissal, removal or compulsory retirement and shall continue to remain under suspension until further orders.

- 5)
 - a) An order of suspension made or deemed to have been made under this Regulation shall continue to remain in force until it is notified or revoked by the authority competent to do so.
 - b) Where a Board employee is suspended or is deemed to have been suspended (whether in connection with any disciplinary proceeding or otherwise), and any other disciplinary proceeding is commenced against him during the continuance of that suspension the authority competent to place him under suspension may, for reasons to be recorded by him in writing, direct that the Board employee shall continue to be under suspension until the termination of all or any of such proceedings.
 - c) An order of suspension made or deemed to have been made under this Regulation at any time be modified or revoked by the authority which made or is deemed to have made the order or by any authority to which that authority is subordinate.
- 6) Where a Board employee has been suspended by an authority other than the Board and final orders in the inquiry

pending against him have not been passed within a period of six months from the date of order or suspension, the case shall be reported to the Board for such orders as it may deem it.

PART - V PENALTIES & DISCIPLINARY AUTHORITIES

9 NATURE OF PENALTIES

One or more of the following penalties for good and sufficient reasons and as hereinafter provided, may be imposed on Board employees, namely :-

MINOR PENALTIES :

- i) Fine in the case of Board employees
(belonging to Group - D)
- ii) Censure :
- iii) Withholding of increments, with or without cumulative effect;
- iii) a) Withholding of Promotion
- iv) Recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders to the Board or to the State Government, the Central Government, any person, body or authority, to whom the services of the officer had been lent
- iv) a) Reduction to a lower stage in the time scale of pay for a period with a specific direction as to whether or not the

Board employee will earn increments of pay during the period of such reduction with reference to the reduced pay or whether the pay shall remain constant and with a further direction whether on the expiry of the period of penalty the reduction will or will not have the effect of postponing the future increments of his pay.

MAJOR PENALTIES

- v) Reduction to a lower time scale of pay, grade or post or service which shall, unless otherwise directed, be a bar to the promotion of the Board employee to the time scale of pay, grade, post or service from which he was reduced with or without further directions regarding :-
 - a) Seniority and pay in the scale of pay, grade, post or service to which the Board employee is reduced.
 - b) Conditions of restoration to the scale of pay, grade or post or service from which the Board employee was reduced and his seniority and pay on such restoration to that scale of pay grade, post or service.
- vi) Compulsory retirement ;
- vii) Removal from service which shall not be a disqualification for future employment;
- viii) Dismissal from service which shall ordinarily be a disqualification for future employment.

"Provided that in the absence of special and adequate reasons to the contrary to be mentioned in the order of the

Disciplinary authority, no penalty other than those specified in clauses (v) to (viii) shall be imposed for an established charge of corruption.

Explanation :- 1. For purposes of this provision the expression "Corruption" shall have the meaning assigned to the expression 'Criminal misconduct in discharge of official duty' in Sub-Section (1) of the Section-5 of the Prevention of Corruption Act, 1947 (Central Act-2 of 1947) or the meaning assigned to the expressions "taking gratification other than legal remuneration in respect of an official act" and obtaining valuable thing without consideration "in Sections - 161 and 165 respectively of the Indian Penal Code".

2. The following shall not amount to a penalty within the meaning of this Regulation :

i) with-holding of increments of a Board employee for failure to pass a departmental examination in accordance with the Regulation or orders governing the service or post or the terms of his appointment.

- ii) non-promotion, whether in a substantive or officiating capacity, of a Board employee, after consideration of his case, to a service, grade or post for promotion to which he is eligible.
- iii) reversion to a lower service, grade or post of a Board employee officiating in a higher service, grade or post on the ground that he is considered, after trial to be unsuitable for such higher service, grade or post or on administrative grounds unconnected with his conduct (such as the return of permanent incumbent from leave or deputation, availability of a more suitable officer and the like)
- iv) reversion to his permanent service, grade or post of a Board employee appointed on probation to another service, grade or post during or at the end of the period of probation in accordance with the terms of his appointment or the Regulation and orders governing probation.
- v) compulsory retirement of a Board employee in accordance with the provision relating to his superannuation or retirement.

vi) termination of the services-

- a) of a person employed under an agreement, in accordance with the terms of such agreement, or
- b) of a Board employee appointed in probation during or at the end of the period of his probation in accordance with the terms of his appointment or the Regulations and orders governing such probation, or
- c) of a temporary employee in accordance with the provisions of K.E.B. (Recruitment and Service conditions of daily rated workmen) Regulations, 1974.

10. DISCIPLINARY AUTHORITIES :

- 1) The Board may impose any of the penalties specified in Regulation 9 on any Board employee.
- 2) Without prejudice to the provisions of sub-regulation (1) but subject to the provisions of sub-regulation (3)
 - a) any of the penalties specified in Regulation 9 may be imposed on a Board employee by the appointing authority or the authorities specified in the schedules in this behalf, to the extent indicated thereon.

b) without prejudice to sub-regulation (1) and subject to sub-regulation (3) where a Board employee who is a member of any class or grade of the Board (herein after, this sub-regulation is referred to as the 'Parent Service') is deputed for service of any class or grade of another State Service (herein after in this sub-regulation referred to as the 'Deputed Service') the authority which appointed him in the class or grade of the deputed service shall have the powers of appointing authority for placing him under suspension and the disciplinary authority for the purpose of taking disciplinary proceedings against him.

Provided that the authority which appointed him in the deputed service shall, as soon as possible, inform the appointing authority in the parent service, the circumstances leading to the order of his suspension or the commencement of the disciplinary proceedings, as the case may be.

3) Notwithstanding anything contained in this Regulation, no penalty specified in clauses (v) to (viii) of Regulation 9 shall be imposed by any authority lower than the appointing authority.

10 (A) AUTHORITY TO INSTITUTE PROCEEDINGS :

1) The Board or any other authority empowered by the Board in general or special order may -

- a) Institute disciplinary proceedings against any Board employee.
 - b) direct a disciplinary authority to institute disciplinary proceedings against any Board employee on whom the disciplinary authority is competent to impose under these Regulations any of the penalties specified in Regulation 9.
- 2) A disciplinary authority competent under these Regulations, vide schedules V, VI, VII and VIII, to impose any of the penalties specified in clauses (i) to (iv) (a) of Regulations may institute disciplinary proceedings against any Board employee for the imposition of penalties specified in clauses (v) to (viii) of Regulation 9 notwithstanding that such disciplinary authority is not competent under these Regulations to impose any of the latter penalties.
- 3) For the purpose of Regulation 10 (A) of these Regulations, The Board, empowers the Chairman, K.E.B. :-
- i) To initiate joint enquiry proceedings under Regulation 13 of these Regulations, against Board employees, for whom the appointing and disciplinary authorities are different but having equal disciplinary powers, and to specify,
 - a) The authority which may function as disciplinary authority for purposes of such joint enquiries.

- b) The penalties mentioned in Regulation 9 which such disciplinary authority shall be competent in impose.
- c) Whether the procedure prescribed in Regulation 11 and 11 (A) or Regulation 12 to be followed in such joint enquiry proceedings.
- ii) If the delinquents against whom joint enquiry is ordered are of equal rank and status, the Chairman, K.E.B. may authorise any officer not lower in rank than the appointing authority to act as disciplinary authority.

* B16/7228/85-86/1.8.90

- 4) *The Board hereby delegates disciplinary powers to all the Chief Engineers Electricity, Superintending Engineers, (Elect), Executive Engineers and the Asst. Executive Engineers to act as disciplinary / appellate authorities within their disciplinary jurisdiction on par with the Officers of the same rank mentioned in the relevant schedules of these Regulations, for the purposes of instituting / directing the disciplinary proceedings under Regulation 10-A.

*B16/7228/85-86/7.2.95.

PART - VI PROCEDURE FOR IMPOSING PENALTIES

11. PROCEDURE FOR IMPOSING MAJOR PENALTIES

- 1) No order imposing any of the penalties specified in clauses (v) to (viii) of Regulation 9 shall be made except after an

enquiry held, as far as may be, in the manner provided in this Regulation and Regulation 11(A).

- 2) Whenever the disciplinary authority is of the opinion that there are grounds for inquiring into the truth of any imputations of misconduct or misbehaviours against a Board employee, it may itself enquire into, or appoint under this Regulation an authority to inquire into the truth thereof.

Explanation:- Where the disciplinary authority itself holds the inquiry, any reference in sub-regulation (7) to sub-regulation (20) and in sub-regulation (22) to the inquiry authority shall be construed as a reference to the disciplinary authority.

- 3) Where it is proposed to hold an Inquiry against a Board employee under this Regulation and Regulation 11 (A), the disciplinary authority shall draw up or caused to be drawn up.
 - i) the substance of the imputations of misconduct or misbehaviour into definite and distinct articles of charge.
 - ii) a statement of the imputations of misconduct or misconduct in support of each article of charge, which shall contain, -
 - a) a statement of all relevant facts including any admission or confession made by the Board employee;

- b) a list of documents by which, and list of witnesses by whom the articles of charge are proposed to be sustained.
- 4) The disciplinary authority shall deliver or cause to be delivered to the Board employee a copy of the articles of charge, a statement of the imputations of misconduct or misbehaviour and a list of documents and witnesses by which each articles of charges is proposed to be sustained and shall require the Board employee submit, within such time as may be specified, a written statement of his defence and to state whether he desires to be heard in person.
- 5) a) On receipt of the written statement of defence the disciplinary authority may itself inquire into such of the articles of charge as are not admitted or if it considers it necessary so to do appoint, under sub-regulation (2) an inquiring authority for the purpose and where all the articles of charge have been admitted by the Board employee in his written statement of defence, the disciplinary authority shall record its findings on each charge after taking such evidence as it may think fit and shall act in the manner laid down in Regulation 11 (A).
- b) If no written statement of defence is submitted by the Board employee, the disciplinary authority may itself inquire into the articles of charge or may, if it considers necessary to do so appoint, under sub-regulation (2) an inquiry authority for the purpose.

- c) Where the disciplinary authority itself inquires into any article of charge or appoints an inquiring authority for holding an inquiry into such charge, it may, by an order, appoint a Board employee or a legal practitioner to be known as the "Presenting Officer" to present on its behalf the case in support of the articles of charge.
- 6) The disciplinary authority shall, where it is not the inquiring authority, forward to the inquiring authority.
- i) a copy of the articles of charge and the statement of the imputations of misconduct or misbehaviour;
 - ii) a copy of the written statement of defence, if any, submitted by the Board employee;
 - iii) a copy of the statements of witnesses if any, referred to in sub-regulation (3);
 - iv) evidence proving the delivery of the documents referred to in sub-regulation (3) to the Board employee; and
 - v) a copy of the order appointing the "Presenting Officer."

Provided that where the Disciplinary Authority appoints under sub-regulation (2) an officer of the Loka Ayuktha as the inquiring authority such officer, may, if in his opinion it is considered necessary so to do, alter or modify the articles of charge, the statement of imputations of misconduct or misbehaviour, the list of documents, and list of witnesses and deliver or cause to be delivered to the Board

employee a copy of these under intimation to the disciplinary authority and shall require the Board employee to submit within such time as may be specified a written statement of his defence and to state whether he desires to be heard in person.

- 7) The Board employee shall appear in person before the inquiring authority on such day and at such time within ten working days from the date of receipt by him of the articles of charge and the statement of the imputations of misconduct or misbehaviour as the inquiring authority may, ~~be a~~ notice in writing, specify in this behalf, or within such further time, not exceeding ten days, as the inquiring authority may allow.
- 8) The Board employee may take the assistance of any other Board employee to present the case on his behalf, but may not engage a legal practitioner for the purpose unless the presenting officer appointed by the disciplinary authority is a legal practitioner, or, the disciplinary authority, having regard to the circumstances of the case, so permits.
 - i) provided that if the retired Board employee is also a legal practitioner, the Board employee shall not engage such persons unless the presenting officer appointed by the disciplinary authority is a legal practitioner and the disciplinary authority having regard to the circumstances of the case so permits.
 - ii) A co-employee shall represent as a defence counsel in one inquiry at a time. However, he shall not be permitted

as a defence counsel in more than two enquiries in a calendar year. During the pendency of an inquiry he shall not be permitted to appear as defence counsel in any other inquiry. The defence counsel shall declare accordingly before seeking permission.

- 9) If the Board employee who has not admitted any of the articles of charge in his written statement of defence or has not submitted any written statements of defence, appears before the inquiring authority, such authority shall ask him whether he is guilty or has any defence to make and if he pleads guilty to any of the articles of charge, the inquiring authority shall record the plea, sign the record and obtain the signature of the Board employee thereon.
- 10) The inquiring authority shall return a finding of guilt in respect of those articles of charge to which the Board employee pleads guilty.
- 11) The inquiring authority shall, if the Board employee fails to appear within the specified time or refuses or omits to plead, require the presenting officer to produce the evidence by which he proposes to prove the articles of charge, and shall adjourn the case to a later date not exceeding thirty days, after recording an order that the Board employee may, for the purpose of preparing his defence ;
 - i) inspect within five days of the order or within such further time not exceeding five days as the inquiring

authority may allow the documents specified in the list referred to in sub regulation (3) ;

- ii) submit a list of witnesses to be examined on his behalf;
- iii) apply orally or in writing to inspect and take extracts of the statements, if any of witnesses mentioned in the list referred to in sub-regulation (3) and the inquiring authority shall permit him to take such extracts as early as possible and in any case not later than three days before the commencement of the examination of the witnesses on behalf of the disciplinary authority.
- iv) give a notice within ten days of the order or within such further time not exceeding ten days as the inquiring authority may allow for the discovery or production of any documents which are in the possession of Board but not mentioned in the list referred to in sub-regulation (3) :-

Provided that the Board employee shall indicate the relevance of the documents required by him to be discovered or produced by the Board.

- 12) The inquiring authority shall, on receipt of the notice for the discovery or production of documents, forward the same or copies thereof to the authority in whose custody or possession the documents are kept, with a requisition for the production of the document by such date as may be specified in such requisition :

Provided that the inquiring authority may, for reasons to be recorded by it in writing, refuse to requisition such of the documents as are, in its opinion, not relevant to the case.

- 13) On receipt of the requisition referred to in sub-regulation (12), every authority having the custody or possession of the requisitioned documents shall produce the same before the inquiring authority ;

Provided that if the authority having the custody or possession of the requisitioned documents is satisfied for reasons to be recorded by it in writing that the production of all or any of such documents would be against the public interest or security of the Board, it shall inform the inquiring authority accordingly and the inquiring authority shall, on being so informed, communicate information to the Board employee and withdraw the requisition made by it for the production or discovery of such documents.

- 14) On the date fixed for the inquiry, the oral and documentary evidence by which the articles of charge are proposed to be proved shall be produced by or on behalf of the disciplinary authority. The witnesses shall be examined by or on behalf of the presenting officer and may be cross-examined by or on behalf of the Board employee. The presenting officer shall be entitled to re-examine the witnesses on any points on which they have been cross-examined, but not on any new matter, without the leave of the inquiring authority. The inquiring authority may also put such questions to the witnesses as it thinks fit.

15) If it shall appear necessary before the close of the case on behalf of the disciplinary authority, the inquiring authority may, in its discretion, allow the presenting officer to produce evidence not included in the list given to the Board employee or may itself call for new evidence or recall and re-examine any witness and in such case the Board employee shall be entitled to have, if he demands it, a copy of the list of further evidence proposed to be produced and an adjournment of the inquiry for three clear days before the production of such new evidence, exclusive of the day of adjournment and the day to which the inquiry is adjourned. The inquiring authority shall give the Board employee an opportunity of inspecting such documents before they are taken on the record. The inquiring authority may also allow the Board employee to produce new evidence, if it is of the opinion that the production of such evidence is necessary in the interest of justice.

NOTE : New evidence shall not be permitted or called for or no witness shall be recalled to fill up any gap in the evidence. Such evidence may be called for only when there is an inherent lacuna or defect in the evidence which has been produced originally.

16) When the case for the disciplinary authority is closed the Board employee shall be required to state his defence, orally or in writing, as he may prefer. If the defence is made orally, it shall be recorded and the Board employee shall be required

to sign the record. In either case a copy of the statement of defence shall be given to the presenting officer, if any, appointed.

- 17) The evidence on behalf of the Board employee shall then be produced. The Board employee may examine himself in his own behalf if he so prefers. The witnesses produced by the Board employee shall then be examined and shall be liable to cross examination, re-examination and examination by the inquiring authority according to the provision applicable to the witnesses for the disciplinary authority.
- 18) The inquiring authority may, after the Board employee closes his case, and shall, if the Board employee has not examined himself, generally question him on the circumstances appearing against him in the evidence for the purpose of enabling the Board employee to explain any circumstances appearing in the evidence against him.
- 19) The inquiring authority may, after the completion of the production of evidence, hear the presenting officer, if any, appointed and the Board employee, or permit them to file written briefs of their respective case, if they so desire.
- 20) If the Board employee to whom a copy of the articles of charges has been delivered, does not submit the written statement of defence on or before the date specified for the purpose or does not appear in person before the inquiring authority or other wise fails or refuses to comply with the

provisions of this Regulation, at any stage of the enquiry, the inquiring authority may hold the inquiry ex-parte.

- 21) a) Where a disciplinary authority competent to impose any of the penalties specified in clauses (i) to (iv-a) of Regulation 9 but not competent to impose any of the penalties specified in clauses (v) to (viii) of Regulation 9, has itself inquired into or caused to be inquired into the articles of any charge and that authority having regard to its own findings or having regard to its own decision on any of the findings of any inquiring authority appointed by it, is of the opinion that the penalties specified in clauses (v) to (viii) of Regulation 9 should be imposed on the Board employee, that authority shall forward the records of the inquiry to such disciplinary authority as is competent to impose the last mentioned penalties.
- b) The disciplinary authority to which the records are so forwarded may act on the evidence on the record or may, if it is of the opinion that further examination of any of the witnesses is necessary in the interests of justice recall the witness and examine, cross-examine and re-examine the witnesses and may impose on the Board employee such penalty as it may deem fit in accordance with these Regulations.
- 22) Whenever any inquiring authority, after having heard and recorded the whole or any part of the evidence in an enquiry

ceases to exercise jurisdiction therein and is succeeded by another inquiring authority which has, and which exercises such jurisdiction, the inquiring authority so succeeding may act on the evidence so recorded by its predecessor or partly recorded by its predecessors and partly recorded by itself :

Provided that if the succeeding inquiry authority is of the opinion that further examination of any witnesses whose evidence has already been recorded is necessary in the interest of justice, it may recall, examine, cross-examine and re-examine any such witnesses as here in before provided.

- 23) i) After the conclusion of the inquiry, a report shall be prepared and it shall contain -
- a) the articles of charge and the statement of the imputations of misconduct or misbehaviour;
 - b) the defence of the Board employee in respect of each article of charge;
 - c) an assessment of the evidence in respect of each article of charge;
 - d) the findings on each article of charge and the reasons therefor.

Explanation : If in the opinion of the inquiring authority the proceeding of the inquiry establish any articles of the charge different from the original articles of the charge, it may record its findings on such article of charge;

Provided that the findings on such article of charge shall not be recorded unless the Board employee has either admitted the facts on which such article of charge is based or has had a reasonable opportunity of defending himself against such article of charge.

ii) The inquiring authority, where it is not itself the disciplinary authority shall forward to the disciplinary authority the record of inquiry which shall include -

- a) the report prepared by it under clause (i)
- b) the written statement of defence, if any, submitted by the Board employee;
- c) the oral and documentary evidence produced in the course of the inquiry.
- d) written briefs, if any, filed by the presenting officer or the Board employee or both during the course of the inquiry ; and
- e) the orders, if any, made by the disciplinary authority and the inquiring authority in regard to the inquiry.

11. (A) ACTION ON THE INQUIRY REPORT.

The disciplinary authority, if it is not itself the inquiring authority may, for reasons to be recorded by it in writing, remit the case to the inquiring authority for further inquiry and report and the inquiring authority shall thereupon proceed to hold the further inquiry according to the provisions of Regulation 11 as far as may be

- 2) The disciplinary authority shall, if it disagrees with the findings of the inquiring authority on any article of charge record its reasons for such disagreement and record its own findings on such charge if the evidence on record is sufficient for the purpose.
- 3) If the disciplinary authority having regard to its findings on all or any of the articles of charge is of the opinion that one or more of the penalties specified in Regulation 9 should be imposed on the Board employee, it shall, notwithstanding anything contained in Regulation 12, make an order imposing such penalty .

12. PROCEDURE FOR IMPOSING MINOR PENALTIES :

- 1) Subject to the provisions of sub-regulation (3) of Regulation 11(A), no order imposing on a Board employee any of the penalties specified in clauses (i) to (iv a) of Regulation 9 shall be made except after -
 - a) informing the Board employee, in writing, of the proposal to take action against him and of the imputations of misconduct or misbehaviour on which it is proposed to be taken, and giving him a reasonable opportunity of making such representation as he may wish to make against the proposal;
 - b) holding an inquiry in the manner laid down in sub-regulation (3) to (23) of Regulation 11, in every case in which the disciplinary authority is of the opinion that such inquiry is necessary ;

- c) taking the representation, if any, submitted by the Board employee under clause (a) and the record of inquiry, if any, held under clause (b) into consideration;
 - d) recording a finding on each imputation of misconduct or misbehaviour; and
 - e) consulting the Board where such consultation is necessary.
- 2) The record of the proceedings in such case shall include :-
- i) a copy of the intimation to the Board employee of the proposal to take action against him ;
 - ii) a copy of the statement of imputations of misconduct or mis-behaviour delivered to him;
 - iii) his representation, if any;
 - iv) the evidence produced during the inquiry;
 - v) the finding on each imputation of misconduct or misbehaviour; and
 - vi) the orders on the case together with the reasons therefor.

12. (A) COMMUNICATION OF ORDERS :

Orders made by the disciplinary authority shall be communicated to the Board employee who shall also be supplied with a copy of the report of the inquiry, if any, held by the disciplinary authority and a copy of its findings on each

article of charge or, where the disciplinary authority is not the inquiring authority, a copy of the report of the inquiring authority and the statement of the finding of the disciplinary authority together with brief reasons for its disagreement, if any, with the findings of the inquiring authority (unless they have already been supplied to him) and where the inquiry is held by the Vigilance Commission / Loka Ayukta under Regulation 14 (A), a copy of the findings of the Inquiring Officer with the recommendations of the Vigilance Commissioner / Loka Ayukta and also a copy of the advice, if any, given by Vigilance Commission / Loka Ayukta and, where the disciplinary authority, has not accepted the advice of the Commission, a brief statement of the reasons for such non-acceptance.

Provided that it shall not be necessary to supply copies of the said documents where the disciplinary authority exonerates the Board employee or where such documents have already been supplied to the Board employee.

13. JOINT ENQUIRY :

- 1) Where two or more Board employees are concerned in any case, the Board or any other authority competent to impose the penalty of dismissal from service on all such Board employees may make an order directing that disciplinary action against all of them may be taken in a common proceeding ;

Provided that if the authorities competent to impose the penalty of dismissal on such Board employees are different, an order for taking disciplinary action in a common proceeding may be made by the highest of such authorities with the consent of others.

2) Subject to the provisions of sub-regulation (3) of Regulation 9, any such order shall specify -

- i) the authority which may function as the disciplinary authority for the purpose of such common proceeding;
- ii) the penalties specified in Regulation 9 which such disciplinary authority shall be competent to impose ;
and
- iii) whether procedure prescribed in Regulation 11 and 11 (A) or Regulation 12 may be followed in the proceeding.

14. SPECIAL PROCEDURE IN CERTAIN CASES :

Nowwithstanding anything contained in Regulation 11, 12 and 13 .

- i) where a penalty is imposed on a Board employee on the ground of conduct which has led to his conviction on a criminal charge; or
- ii) where the officer concerned has absconded, or where the officer concerned does not take part in the inquiry or where for any reasons to be recorded in writing it is

impracticable to communicate with him, or where the disciplinary authority, for reasons to be recorded in writing, is satisfied that it is not reasonably practicable to follow the procedure prescribed in the said regulations, or

- iii) where the Board is satisfied that in the interest of the security of the Board it is not expedient to follow such procedure, the disciplinary authority may pass such orders thereon as it deems fit :

Provided further that in a case covered by Clause (i), no order imposing a penalty may be passed without giving the Board employee an opportunity to make a representation on the proposed penalty.

14. (A) SPECIAL PROCEDURE IN CERTAIN CASES OF MISCONDUCT

- 1) The following provisions shall, notwithstanding anything contained in Regulations 10 to 11 (A) and 13 be applicable for purposes of proceeding against Board employees whose alleged misconduct has been investigated into by the Vigilance Commission / Lokayukta / UpaLokayukta either suo-moto or on a reference from the Board or from any other authority, viz.

- a) where on investigation into any allegation against -

- i) a member of the Board services Group A, B, C or D in respect of an allegation of a serious nature;

the Vigilance Commissioner / Lokayukta / Upa Lokayukta or any Officer of the Vigilance Commission / Lokayukta / Upa Lokayukta authorised by him in writing under sub-rule 2 of Rule 5 of Karnataka State Vigilance Commission's Rules 1980 / Rule 12 of the Karnataka Lokayukta / Upa Lokayukta Act 1984 is of the opinion that disciplinary proceedings shall be taken, he shall forward the record of investigation along with his recommendations to the Board, and the Board after examining such records, may either direct an inquiry into the case by the Vigilance Commission/ Lokayukta / Upa Lokayukta or direct the appropriate disciplinary authority to take action in accordance with Regulation 11.

- b) Where the Vigilance Commission / Lokayukta / Upa Lokayukta is directed to hold an inquiry into a case under clause (a) the inquiry may be conducted either by the Vigilance Commissioner / Lokayukta / Upa Lokayukta or by an Officer of the Vigilance Commission / Lokayukta / Upa Lokayukta authorised by the Vigilance Commissioner / Lokayukta / Upa Lokayukta to conduct the inquiry.

Provided that the inquiry of a case relating to a Board employee shall not be conducted by an officer lower in rank than that of such Board employee ;

- c) The Vigilance Commissioner / Lokayukta / Upa Lokayukta or the officer authorised to conduct the inquiry under clause (b) shall conduct the inquiry in accordance with the provisions of sub-regulation (2) to (20) and sub-regulation (23) of Regulation 11 and for the purposes of conducting such inquiry, shall have the power of the disciplinary authority referred to in the said Regulation.
- d) After the inquiry is completed, the records of the case with the findings of the inquiring officer and the recommendations of the Vigilance Commissioner / Lokayukta / Upa Lokayukta shall be sent to the Board.
- e) On receipt of the records under clause (d), the Board shall take action in accordance with the provisions of sub-regulation (21) and sub-regulation (23) of Regulation 11 and Regulation 11 (A), and in all such cases the Board shall be competent to impose any of the penalties specified in Regulation 9.

Explanation : In this Regulation, the expressions 'Vigilance Commission / Lokayukta / Upa Lokayukta' and 'Vigilance Commissioner / Lokayukta / Upa Lokayukta' shall respectively have the meanings assigned to them in the respective Rules / Act and further amendments made to the above from time to time.

15. PROVISIONS REGARDING LENT OFFICERS :

- 1) Where the services of a Board employee are lent to the Central Government, State Government or to Local or other Authority (hereinafter in this Regulation referred to as "the borrowing authority"), the borrowing authority shall have the powers of the appointing authority for the purpose of placing him under suspension and of the disciplinary authority for the purpose of taking a disciplinary proceeding against him.

Provided that the borrowing authority shall not take any disciplinary proceedings against such Board employee or place him under suspension without the prior approval of the lending authority.

- 2) In the light of the findings in the disciplinary proceeding taken against the Board employee -

- i) if the borrowing authority is of the opinion that any of the penalties specified in clause (i) to (iv a) of Regulation 9 should be imposed on him, it may, in consultation with the lending authority, pass such orders on the case as it deems necessary.

Provided that in the event of a difference of opinion between the borrowing authority and the lending authority, the services of the Board employee shall be replaced at the disposal of the lending authority ;

- ii) if the borrowing authority is of the opinion that any of the penalties specified in clause (v) to (viii) of

Regulation 9 should be imposed on him, it shall replace his services at the disposal of the lending authority and transmit to it the proceedings of the inquiry and thereupon the lending authority may, if it is the disciplinary authority, pass such orders thereon as it deems necessary, or, if it is not the disciplinary authority, submit the case to the disciplinary authority which shall pass such orders on the case as it deems necessary ;

Provided that in passing any such order the disciplinary authority shall comply with the provisions of Regulation 11 (A).

Explanation :- The disciplinary authority may make an order under clause (2) of sub-regulation (2) on the record of the inquiry transmitted by the borrowing authority, or after holding such further inquiry as it may deem necessary as far as may be in accordance with Regulation 11.

16. PROVISIONS REGARDING BORROWED OFFICERS :

- 1) Where an order of suspension is made or a disciplinary proceeding is taken against an employee whose services have been borrowed from the Central Government / State Government / or a Local or Other Authority, the authority,

lending his services (here after in this Regulation referred to as the "lending authority") shall forthwith be informed of the circumstances leading to the orders of his suspension or the commencement of the disciplinary proceedings as the case may be:

2) In the light of the findings of the disciplinary proceedings taken against the employee -

i) If the disciplinary authority is of the opinion that any of the penalties specified in clauses (i) to (iv a) of Regulation 9 should be imposed on him, it may, subject to the provisions of sub-regulation (3) of Regulation 11 (A) after consultation with the lending authority, pass such orders on the case as it deems necessary ;

Provided that in the event of a difference of opinion between the borrowing authority and the lending authority, the services of the employee shall be replaced at the disposal of the lending authority .

ii) If the disciplinary authority is of the opinion that any of the penalties specified in clauses (v) to (viii) of Regulation 9 should be imposed on him, it shall replace his services at the disposal of the lending authority and transmit to it the proceedings of the inquiry for such action as it deems necessary.

16(A). PROVISION REGARDING RE-APPOINTED EMPLOYEES

Where a person who has ceased to be a Board employee, due to resignation, abolition of his post, termination of his appointment or any other cause is reappointed as a Board employee, disciplinary proceedings may be taken against him in his new appointment in respect of any action or conduct during any period of his service in the Board.

PART - VII APPEALS

17. ORDERS AGAINST WHICH NO APPEAL LIES :

Notwithstanding anything contained in this part, no appeal shall lie against -

- i) Any order made by the Board ;
- ii) Any order of an inter-locutory nature or of the nature of a step-in-aid for the final disposal of a disciplinary proceeding, other than an order of suspension ;
- iii) Any order passed by an inquiry authority in the course of an inquiry under Regulation 11.

18. APPEALS AGAINST ORDERS IMPOSING PENALTIES :

- 1) Every Board employee who is a member of any services specified in Regulation 5 shall be entitled to appeal to the extent, and to the authorities, as hereinafter provided, and not otherwise, from an order passed by an authority :-
 - a) imposing any of the penalties specified in Regulation 9

whether made by the disciplinary authority or by an appellate or reviewing authority.

- b) discharging him, except on abolition of the post, in accordance with the terms of his contract for a fixed or for an indefinite period, provided he has rendered under either form of contract, continuous service for a period exceeding five years at the time when his services are terminated.
 - c) reducing or with-holding pension admissible to him under the Regulations governing pensions; or,
 - d) placing him under suspension under Regulation 8.
- 2) A Board employee or holder of a post included in column 2 of the schedules, may appeal from orders passed in exercise of the powers conferred under Regulation 10 to the authorities specified in column 6 of the schedules.
- 3) Provided that, in cases of posts not included in column 2 of the schedules, the holder or the holders of such posts may appeal from orders passed in exercise of the powers conferred by Regulation 10 to the authority immediately superior to the authority imposing the penalty.

NOTE : If any doubt arises as to who is the proper authority for the purposes of this Regulation, the matter shall be referred to the Board whose decision shall be final.

- 4) a) Notwithstanding anything contained in sub-regulation (1) to (3) an appeal against order in common proceedings held under Regulation 13 shall lie with the authority to which the authority functioning as the disciplinary authority for the purpose of that proceeding is immediately subordinate.
- b) Where a person who made the order appealed against becomes by virtue of subsequent appointment or otherwise, the appellate authority in respect of such order, an appeal against such order shall be to the authority to which such a person is immediately subordinate,

Explanation : The expression "Board employee" includes a person who has ceased to be an employee of the Board.

19. APPEAL AGAINST OTHER ORDER :

- 1) Every member of any of the services mentioned in Regulation 5 shall be entitled to appeal to Board against any order passed by a subordinate authority which -
 - a) denies or varies to his disadvantage his pay, allowances, pension or other conditions of services as regulated by any order, rules or by agreement, or
 - b) interpretes to his disadvantage the provisions of any such order, rules or agreement where by his pay, allowances, pension or other conditions of service are regulated.

(2) An appeal against an order -

- a) reverting to a lower service, grade or post, a Board employee officiating in a higher service, grade or post, otherwise than as penalty; and
- b) reducing or withholding the pension or denying the maximum pension admissible to him under the Regulation.
- c) a) determining the subsistence and other allowances to be paid to him for the period of suspension or for the period during which he is deemed to be under suspension or for any portion thereof :
 - b) determining his pay and allowances :
 - i) for the period of suspension, or
 - ii) for the period from the date of his dismissal, removal or compulsory retirement from service, or from the date of his reduction to a lower service, grade, post, time scale or stage in a time scale of pay, to the date of his reinstatement or restoration to his service, grade or post, or
 - c) determining whether or not the period from the date of his suspension or from the date of his dismissal, removal, compulsory retirement or reduction to a lower service, grade, post, time

scale of pay or stage in a time scale of pay to the date of his reinstatement or restoration to his service, grade or post shall be treated as a period spent on duty for any purpose, shall lie, -

- i) in the case of an order made in respect of a Board employee on whom the penalty of dismissal from service can be imposed only by the Board, to the Board, and,
- ii) in the case of an order made in respect of any other Board employee, to the authority to whom an appeal against an order imposing upon him the penalty of dismissal from service would lie.

Explanation :- In this Regulation.

- i) the expression 'Board employee' includes a person who has ceased to be in Board service.
 - ii) the expression 'Pension' includes additional pension, gratuity and any other retirement benefits.
- 3) Notwithstanding anything contained in these Regulations there shall be no appeal against non-selection for a selection post.

20. PERIOD OF LIMITATION FOR APPEALS :

No appeal under this part shall be entertained unless it is submitted within a period of 3 months from the date of the order appealed against :

Provided that the appellate authority may entertain the appeal after the expiry of the said period, if it is satisfied that the appellant had sufficient cause for not submitting the appeal in time.

21. FORM AND CONTENTS OF APPEAL :

- 1) Every person submitting an appeal shall do so separately and in his own name.
- 2) Every appeal preferred under these Regulations shall be accompanied by a copy of the order appealed against, and shall contain all material statements and arguments relied on by the appellant, shall not contain any disrespectful or improper language, and shall be complete in itself.

22. SUBMISSION OF APPEALS :

Every appeal shall be submitted to the authority which made the order appealed against :

Provided that if such authority is not the head of the office in which the appellant may be serving or, if he is not in service, the head of the office in which he was last serving, or is not subordinate to the head of such office, the appeal shall be submitted to the head of such office who shall forward it forthwith to the said authority.

Provided further that a copy of the appeal may be submitted directly to the appellate authority.

23. WITH HOLDING OF APPEALS :

1) The authority which made the order appealed against may withhold the appeal, if -

- i) it is an appeal against an order from which no appeal lies; or
- ii) it does not comply with any of the provisions of Regulation 21; or
- iii) it is not submitted within the period specified in Regulation 20 and no reasonable cause is shown for the delay; or
- iv) it is a repetition of an appeal already decided and is made to the same appellate authority by which such appeal has been decided and no new facts or circumstances are adduced which afford grounds for a reconsideration of the case ; or
- v) it is addressed to an authority to which no appeal lies under these Regulations ; or
- vi) it contains material or documents which are treated as confidential.

Provided that in every case in which an appeal is withheld, the appellant shall be informed of the fact and the reasons for it ;

Provided further that an appeal withheld under clauses (ii), (v) and (vi) may be re-submitted at any time within

one month from the date on which the appellant has been informed of the withholding of the appeal, and if re-submitted in a form which is in accordance with the said provisions, shall not be withheld.

- 2) When an appeal is withheld under this Regulation a copy or order withholding the appeal shall be submitted to the authority to whom the appeal is addressed.
- 3) No appeal shall lie against the withholding of an appeal by a competent authority.

24. TRANSMISSION OF APPEALS :

- 1) The authority which made the order appealed against shall, without any avoidable delay, transmit to the appellate authority every appeal which is not withheld under Regulation 23 together with its comments thereon and the relevant records.
- 2) The authority to which the appeal lies may direct transmission to it of any appeal withheld under Regulation 23 and there upon such appeal shall be transmitted to that authority together with the comments of the authority withholding the appeal and the relevant records.

25. CONSIDERATION OF APPEALS :

- 1) In the case of an appeal against an order of suspension the appellate authority shall consider whether in the light of the provisions of Regulation 8 and having regard to the

circumstances of the case the order of suspension is justified or not and confirm or revoke the order accordingly.

2) In the case of an appeal against an order imposing any of the penalties specified in Regulation 9, the appellate authority shall consider -

a) whether the procedure prescribed in these Regulations has been complied with, and, if not whether such non-compliance has resulted in violation of any provisions of the constitution or in failure of justice ;

b) whether the findings are justified; and

c) whether the penalty imposed is excessive, adequate or inadequate, and after consultation with the Board if such consultation is necessary in the case, pass orders-

i) setting aside, reducing, confirming or enhancing the penalty; or

ii) remitting the case to the authority which imposed the penalty or to any other authority with such direction as it may deem fit in the circumstances of the cases :

Provided that -

i) the appellate authority shall not impose any enhanced penalty unless such authority or the authority which made the order appealed against is competent to impose such penalty;

- ii) no order imposing an enhanced penalty shall be passed unless the appellant is given an opportunity of making any representation which he may wish to make against such enhanced penalty; and
 - iii) if the enhanced penalty which the appellate authority proposes to impose is one of the penalties specified in clauses (v) to (viii) of Regulation 9 and an inquiry under of Regulation 11 has not already been held in the case, the appellate authority shall, subject to the provisions of Regulation 14 itself hold such inquiry or direct that such inquiry be held and thereafter on consideration of the proceedings of such inquiry, pass such orders as it may deem fit.
- 3) In the case of an appeal against any order specified in clauses (b) and (c) of Regulation 18 or Regulation 19, the appellate authority shall consider all the circumstances of the case and pass such orders as it deems just and equitable.

PART - VIII REVISION & REVIEW

26. BOARD'S POWER TO REVIEW :-

Notwithstanding anything contained in these Regulations, the Board may, on its own motion or otherwise, after calling for the records of the case, review any order which is made or is appealable under these Regulations, and

- a) confirm, modify or set-aside the order ;**
- b) impose any penalty or set aside, reduce, confirm or enhance the penalty imposed by the order;**
- c) remit the case to the authority which made the order or to any other authority directing such further action or inquiry as considered proper in the circumstances of the case; or**
- d) pass such other orders as it deems fit;**

Provided that -

- i) an order imposing or enhancing a penalty shall not be passed unless the person concerned has been given an opportunity of making any representation which he may wish to make against such enhanced penalty;**
- ii) if the Board proposes to impose any of the penalties specified in clauses (v) to (viii) of Regulation 9 in a case where an inquiry under Regulation 11 has not been held, it shall subject to the provisions of Regulation 14, direct that such inquiry be held and there after on consideration of the proceedings of such inquiry, pass such orders as it may deem fit.**

Provided further that no application by a Board employee for reviewing an order in disciplinary proceedings imposing any penalty other than those specified in clauses (v) to (viii) of Regulation 9 and in respect of which an appeal is provided shall lie.

27. REVIEW OF ORDERS IN DISCIPLINARY CASES :

The authority to which an appeal against an order imposing any of the penalties specified in Regulation 9 lies, may, of its own motion or otherwise, call for the records of the case in a disciplinary proceedings, review any order passed in such a case and after consultation with the Board, where such consultation is necessary, pass such order as it deems fit, as if the Board employee had preferred an appeal against such order.

Provided that no action under this Regulation shall be initiated more than six months after the date of order to be reviewed.

PART - IX MISCELLANEOUS

28. APPEARANCE OF LEGAL PRACTITIONER :

Save as otherwise provided in these Regulations no legal practitioner or agent shall be allowed to appear in any proceedings under these Regulations.

28. (A) SERVICE OF ORDER, NOTICES, ETC.,

(1) Every order, notice and other process made or issued under these Regulations shall be served in person on the Board employee concerned or communicated to him by registered post.

2) Where the Board employee refuses to receive, or keeps out of the way for the purpose of avoiding the services of such order, notice, or other process, the

same may be served by affixing a copy thereof on the notice board of the office of the disciplinary authority or of the inquiring authority and upon some conspicuous part of the house, if any, in which he is known to have last resided, or by publication in two daily news papers having wide circulation in the State.

28.(B) POWER TO RELAX TIME LIMIT AND TO CONDONE DELAY :

Save as otherwise expressly provided in these Regulations, the authority competent under these Regulations to make any order may, for good and sufficient reasons or if sufficient cause is shown, extend the time specified in these Regulations for anything required to be done under these Regulations or condone any delay.

28.(C) SUPPLY OF COPY OF BOARD'S ADVICE :

Whenever the Board is consulted as provided in these Regulations, a copy of the advice by the Board and, where such advice has not been accepted, also a brief statement of the reasons for such non-acceptance shall be furnished to the Board employee concerned along with a copy of the order passed in the case, by the authority making the order.

Provided that it shall not be necessary to supply copies of the said documents where the disciplinary authority exonerates the Board employee or where such documents have already been supplied to the Board employee.

29. APPLICABILITY FOR PENDING CASES :

- 1) Any proceedings under the C.C.A. Rules as adopted by the Board hitherto and pending before the commencement of these Regulations, shall be continued and disposed off, as far as may be, in accordance with the provisions of these Regulations:
- 2) Nothing in these Regulations shall operate to deprive any person, to whom these Regulations apply, of any right of an appeal which had accrued to him under the C.C.A. Rules, as adopted by the Board hitherto, in respect of any order before the commencement of Regulations.
- 3) An appeal pending at or preferred at the commencement of these Regulations against an order before such commencement shall be considered and orders thereon shall be passed in accordance with these Regulations.

30. REMOVAL OF DOUBTS :

If and doubt arises as to the interpretations of the provisions of these Regulations, the matter shall be referred to the Board, and the Board shall decide the same, which shall be final and binding.

SCHEDULE - 1

BOARD IS THE APPOINTING AUTHORITY FOR :

1. Chief Engineer Electricity (General)
2. Chief Engineer Electricity
3. Superintending Engineer (Electrical)
4. Superintending Engineer (Civil)
5. Chief Controller ¹
6. Controller
7. Executive Engineer (Electrical)
8. Executive Engineer (Civil)
9. Deputy Controller
10. Chief Law Officer ²
11. Accounts Officer
12. Labour Officer
13. Assistant Labour Officer
14. Public Relations Officer
15. Assistant Public Relations Officer ³
16. Director of Sports ⁴
17. Private Secretary to Chairman

1. B16/B5/8767/91-92 / 20.4.92

2. B5/B15/7002/76-77 / 12.5.95

3. B16/B6/B5/5021/76-77 / 7.2.92

4. B5/B6/5021/76-77 / 1.12.97

SCHEDULE - II (A)

CHIEF ENGINEER ELECTRICITY (GENERAL) IS THE APPOINTING AUTHORITY FOR :

1. Assistant Executive Engineer (Electrical)
2. Assistant Executive Engineer (Civil)
3. Personal Secretary ¹
4. Assistant Engineer (Electrical)
5. Assistant Engineer (Civil)
6. Head Draughtsman ¹
7. Senior Draughtsman
8. Store Keeper Grade - I
9. Senior Personal Assistant
10. Assistant Sports Officer
11. Librarian
12. Assistant Librarian ²

Group - V Relay Testing Unit

13. Merit Grade Mechanic

Group - VI Meter & Transformer Testing Unit

14. Merit Grade Mechanic

Group - X Transport

15. Special Grade Driver

1. B16/3553/98-99 / 16.6.98

2. B16/B5/1189/90-91 / 21.6.91

SCHEDULE - II (B)

**CHIEF FINANCIAL ADVISER¹
IS THE APPOINTING AUTHORITY FOR:**

1. Assistant Accounts Officer

1. CIRO/B14/3785/II/93-94/2.6.98.

SCHEDULE - II (C)

**ZONAL CHIEF ENGINEER ELECTRICITY
IS THE APPOINTING AUTHORITY FOR :**

GROUP - II Transmission Lines Operation and Maintenance

1. Hot line Mechanic Gr I
2. Senior Mechanic
3. Hotline Mechanic Gr II
4. Line Mechanic Gr I

GROUP - IV Telecommunication Unit

5. Senior Mechanic (T.C.)
6. Mechanic Gr I (T.C.)

GROUP - V Relay Testing Unit

7. Senior Mechanic
8. Instrument Mechanic
9. Mechanic Gr I

GROUP - VI Meter & Transformer Testing Unit

10. Senior Mechanic
11. Mechanic Gr I

SCHEDULE - III

SUPERINTENDING ENGINEER ELECTRICAL, O&M CIRCLE IS THE APPOINTING AUTHORITY FOR :

1. Junior Engineer (Electrical)
2. Junior Engineer (Civil)
3. Operator / Overseer / Meter Reader
4. Senior Assistant ²
5. Assistant
6. Junior Assistant
7. Typist
8. Draughtsman
9. Junior Engineer (Automobile)
10. Assistant Draughtsman
11. Store Keeper Grade - II
12. Assistant Store Keeper
13. Junior Personal Assistant
14. Senior Grade Typist ¹
15. Data Entry Operator ³
16. Security Head Guard ⁴
17. Daftary / Lift Attender
18. Dafedar ¹
19. Office Attendant Grade - I.

**GROUP - I (Generating Station,
Receiving Station & Sub Stations)**

- 20. Merit Grade Mechanic .
- 21. Cable Jointer
- 22. Assistant Cable Jointer
- 23. Senior Mechanic ¹
- 24. Station Mechanic Grade - I / Crane Operator Grade - I /
Plumber Grade - I

GROUP - II (Transmission Lines, Operation & Maintenance)

- 25. Line Mechanic Grade - II
- 26. Lineman
- 27. Assistant Lineman

GROUP - III (Distribution System, Operation & Maintenance)

- 28. Senior Mechanic ¹
- 29. Cable Jointer
- 30. Assistant Cable Jointer
- 31. Line Mechanic Gr - I

GROUP - VII (Stores Organisation)

- 32. Senior Maistry ¹
- 33. Maistry Grade - I

GROUP - VIII (Workshop)

- | | | |
|---|--|--|
| 34. Assistant Foreman / Senior Mechanic | | |
| 35. Mechanic - Cum - Mechanist Grade - I
Fitter Grade - I, Carpenter Grade - I,
Turner Gr - I and Welder Gr - I. | In
B'lore
SEE
(M.M &
Purchase) | Outside
B'lore
SEE O&M
Circle |
| 36. Mechanic-Cum-Machinist Gr - II, Welder
Gr - II, Turner Gr - II, Blacksmith Gr - I,
Carpenter Grade - II, Painter Grade - I,
Fitter Grade - II and Tinker Gr. I. | SEE
(M.M. &
Purchase) | SEE
O & M
Circle |
| 37. Driller/Puncher/Cutter/Hammerman/
Blacksmith Gr - II, Machine Operator, Fitter
Gr - III, Painter Gr - II, Grinder / Sheet Metal
Worker / Tinker Gr - II,
Carpenter Grade - III, Attendant Grade - I | SEE
(M.M. &
Purchase) | SEE
O & M
Circle |
| 38. Helper | SEE (MM&
Purchase) | SEE O&M
Circle |

GROUP - IX (Civil Engineering Works Etc.)

- | | |
|---|---------------------------|
| 39. Maistry (Civil) Grade - I /
Mason Grade - I / Plumber Grade - I | SEE Generating
Station |
| 40. Maistry (Civil) Grade - II, Mason Gr - II,
Plumber-Cum-Fitter Grade - II,
Maistry (Health) Grade - II | - do - |

- | | |
|--|---------------------------|
| 41. Civil Mate
Plumber-Cum-Fitter Gr - III, Barbender-Cum-
Vibrator / Attendant Gr - I / Fieldman Gr - I /
Maistry Grade - III / Cook-Cum-Caretaker | SEE Generating
Station |
| 42. Mali Grade - I / Fieldman Grade - II | - do - |
| 43. Helper (Civil) / Maity & Cook | - do - |
| 44. Mali Gade -II, Fieldman Grade - III,
Dhobi, Ward Attendant | - do - |

GROUP - X (Transport)

- | | | |
|---------------------------------------|---------------------------|----------------|
| 45. Driver Grade - I ¹ | - | SEE O&M Circle |
| 46. Driver Grade - II | SEE (MM&P) | - do - |
| 47. Cleaner / Auto Helper | - do - | - do - |
| 48. Assistant Foreman | - do - | |
| 49. Auto mechanic Grade - I | SEE (MM&P) and
SEE Jog | - |
| 50. Auto Mechanic Grade - II | - do - | - |
| 51. Attendant Grade - I (Tool Keeper) | - do - | - |
| 52. Auto Helper | - do - | - |

1 B16/3553/98-99/16.6.98

2 B10/CLO/SAVII/2662/94-95/19.11.95

3 B16/B5/8247/86-87/2.2.94

4 B4/1544/77-78/9.9.80

SCHEDULE - IV

EXECUTIVE ENGINEER, ELECL., OF THE DIVISION IS THE APPOINTING AUTHORITY FOR :

1. Office Attendant Grade - II

GROUP - I (Generating, Receiving, Station & Sub Stations)

2. Station Mechanic Grade - II, Crane Operator Grade - II,
Plumber Grade - II, Painter Grade - I

3. Station Attendant Grade - I

4. Station Attendant Grade - II

GROUP - II (Distribution System, Operation and Maintenance)

5. Line Mechanic Grade - II

Executive Engineer
Electrical, O&M Division

6. Deleted ¹

7. Lineman

- do -

8. Assistant Lineman

- do -

GROUP - IV (Telecommunication Unit)

9. Mechanic Grade - II

Executive Engineer, Electrical
Telecommunication Division

10. Attendant Grade - I

- do -

11. Attendant Grade - II

- do -

GROUP - V (Relay Testing Unit)

12. Mechanic Grade - II

Executive Engineer, Electrical
Relay Testing Division

13. Attendant Grade - I

- do -

14. Attendant Grade - II

- do -

Group - VI (Meter & Transformer Testing Unit)

- | | |
|--------------------------|--|
| 15. Mechanic Grade - II | Executive Engineer, Electrical
Meter and Transformer Division |
| 16. Attendant Grade - I | - do - |
| 17. Attendant Grade - II | - do - |

GROUP -VII (Stores organisation)

- | | |
|-------------------------------|--|
| 18. Maistry Grade - II | Executive Engineer, Electrical
of the Division. |
| 19. Store Attendant Grade - I | - do - |
| 20. Helper | - do - |

GROUP IX (Civil Engineering Works)

- | | |
|---|--|
| 21. Maistry (Civil) Grade - I / Mason
Grade - I / Plumber Grade - I | Executive Engineer, Electrical
Generating Station /
O&M Division |
| 22. Maistry (Civil Gr - II / Mason Gr - II /
Plumber-Cum-Fitter Grade-II,
Maistry (Health) Grade - II | - do - |
| 23. Civil Mate, Plumber-Cum-Fitter Gr - III,
Barbender-Cum-Vibrator, Attendant
Grade - I, Fieldman Grade-I,
Maistry Gr-III, Cook-Cum-Caretaker | - do - |
| 24. Mali Grade - I / Fieldman Grade - II | - do - |
| 25. Helper (Civil) / Maity & Cook | - do - |
| 26. Mali Grade - II, Fieldman Grade - III,
Dhobi, Ward Attendant | - do - |
| 27. Jamedar (Watch & Ward) | Executive Engineer
Electrical of the Division. |
| 28. Watchman | - do - |
| 29. Sanitary Worker | - do - |

I B16/3553/98--99/16.6.98

SCHEDULE - V

APPOINTING AUTHORITY - BOARD

Sl. No.	Class of Post	Authority empowered to appoint	Authority empowered to impose the penalty		Appellate Authority
1	2	3	4	5	6
			Authority	Penalty	
1.	Chief Engineer Electy (Gen)	Board	Chairman Board	II to IV a V to VIII	Board -
2.	Chief Engineer Electy	Board	Chairman Board	II to IVa V to VIII	Board -
3.	Chief Controller	Board	Chairman Board	II to IVa V to VIII	Board -
4.	Superintending Engr (EI)	Board	CEE (Gen) Board	II to IVa V to VIII	Chairman

1	2	3	4	5	6
5.	Superintending Engr (Civil)	Board	CEE (Gen) Board	II to IVa V to VIII	Chairman -
6.	Controller	Board	CFA Board	II to IVa V to VIII	Finance Member -
7.	Executive Engineer (Ele)	Board	CEE (Gen) Board	II to IVa V to VIII	Technical Member -
8.	Executive Engineer (Civil)	Board	CEE (Gen) Board	II to IVa V to VIII	Technical Member -
9.	Deputy Controller	Board	CFA Board	II to IVa V to VIII	Finance Member -
10.	Chief Law Officer	Board	Secretary Board	II to IVa V to VIII	Finance Member -
11.	Accounts Officer	Board	CFA Board	II to IVa V to VIII	Finance Member -

1	2	3	4	5	6
12.	Labour Officer	Board	Secretary Board	II to IVa V to VIII	Finance Member -
13.	Public Relations Officer	Board	Secretary Board	II to IVa V to VIII	Technical Member -
14.	Director of Sports	Board	Secretary Board	II to IVa V to VIII	Technical Member -
15.	Private Secretary to Chairman	Board	Secretary Board	II to IVa V to VIII	Board -
16.	Assistant Labour Officer	Board	Secretary Board	II to IVa V to VIII	Finance Member -
17.	Asst. Public Relations Officer	Board	Secretary Board	II to IVa V to VIII	Technical Member

SCHEDULE - VI (A)

APPOINTING AUTHORITY - CHIEF ENGINEER ELECTRICITY (GENERAL)

Sl. No.	Class of Post	Authority empowered to appoint	Authority empowered to impose the penalty		Appellate Authority
1	2	3	4	5	6
			Authority	Penalty	
1.	Asst. Executive Engr. (EI)	CEE (Gen)	CEE CEE (Gen)	II to IV a V to VIII	CEE (Gen) Chairman
2.	Asst. Executive Engr. (Civil)	CEE (Gen)	CEE CEE (Gen)	II to IVa V to VIII	CEE (Gen) Chairman
3.	Assistant Engineer (EI)	CEE (Gen)	SEE CEE (Gen)	II to IVa V to VIII	CEE (Gen) Technical Member
4.	Assisant Engineer (Civil)	CEE (Gen)	SEE CEE (Gen)	II to IVa V to VIII	CEE (Gen) Technical Member
5.	Head Draughtsman	CEE (Gen)	SEE CEE (Gen)	II to IVa V to VIII	CEE (Gen) Technical Member

1	2	3	4	5	6
6.	Senior Draughtsman	CEE (Gen)	SEE CEE (Gen)	II to IVa V to VIII	CEE (Gen) Technical Member
7.	Store Keeper Grade I	CEE (Gen)	SEE CEE (Gen)	II to IVa V to VIII	CEE (Gen) Technical Member
8.	Personal Secretary	CEE (Gen)	CEE CEE (Gen)	II to IVa V to VIII	CEE (Gen) Chairman
9.	Senior Personal Assistant	CEE (Gen)	SEE CEE (Gen)	II to IVa V to VIII	CEE (Gen) Finance Member
10.	Assistant Sports Officer	CEE (Gen)	SEE (Purchase) CEE (Gen)	II to IVa V to VIII	CEE (Gen) Technical Member
Relay Testing Unit					
11.	Merit Grade Mechanic	CEE (Gen)	SEE CEE (Gen)	II to IVa V to VIII	CEE (Gen) Technical Member

1	2	3	4	5	6
	Meter and Transformer Testing Unit Transport Library Section				
12.	Merit Grade Mechanic	CEE (Gen)	SEE CEE (Gen)	II to IVa V to VIII	CEE (Gen) Technical Member
13.	Special Grade Driver	CEE (Gen)	SEE CEE (Gen)	II to IVa V to VIII	CEE (Gen) Technical Member
14.	Librarian	CEE (Gen)	SEE CEE (Gen)	II to IVa V to VIII	CEE (Gen) Technical Member
15.	Assistant Librarian	CEE (Gen)	SEE CEE (Gen)	II to IVa V to VIII	CEE (Gen) Technical Member

SCHEDULE - VI (B)

APPOINTING AUTHORITY - CHIEF FINANCIAL ADVISER

Sl. No.	Class of Post	Authority empowered to appoint	Authority empowered to impose the penalty		Appellate Authority
1	2	3	4	5	6
			Authority	Penalty	
1.	Assistant Accounts Officer	CFA	SEE CFA	II to IV a V to VIII	CFA Finance Member

SCHEDULE - VI (C)

APPOINTING AUTHORITY - CHIEF ENGINEER ELECTRICITY ZONE

Sl. No.	Class of Post	Authority empowered to appoint	Authority empowered to impose the penalty		Appellate Authority	
1	2	3	4	5	6	
			Authority	Penalty		
	Transmission Lines, Operation & Maintenance					
1.		Hotline Mechanic Gr I	CEE (Zone)	SEE CEE	II to IV a V to VIII	CEE CEE (Gen)
2.		Senior Mechanic	CEE (Zone)	SEE CEE	II to IV a V to VIII	CEE CEE (Gen)
3.		Hotline Mechanic Gr II	CEE (Zone)	SEE CEE	II to IV a V to VIII	CEE CEE (Gen)

1	2	3	4	5	6
4.	Line Mechanic Gr I Telecommunication Unit	CEE (Zone)	SEE CEE	II to IV a V to VIII	CEE CEE (Gen)
5.	Senior Mechanic (TC)	CEE (Zone)	SEE CEE	II to IV a V to VIII	CEE CEE (Gen)
6.	Mechanic Gr I (TC) Relay Testing Unit	CEE (Zone)	SEE CEE	II to IV a V to VIII	CEE CEE (Gen)
7.	Senior Mechanic	CEE (Zone)	SEE CEE	II to IV a V to VIII	CEE CEE (Gen)
8.	Mechanic Gr I	CEE (Zone)	SEE CEE	II to IV a V to VIII	CEE CEE (Gen)

1	2	3	4	5	6
9.	Instrument Mechanic Meter and Transformer Testing Unit	CEE (Zone)	SEE CEE	II to IV a V to VIII	CEE CEE (Gen)
10.	Senior Mechanic	CEE (Zone)	SEE CEE	II to IV a V to VIII	CEE CEE (Gen)
11.	Mechanic Gr I	CEE (Zone)	SEE CEE	II to IV a V to VIII	CEE CEE (Gen)

SCHEDULE - VII

APPOINTING AUTHORITY - SUPERINTENDING ENGINEER ELECL (O&M)

Sl. No.	Class of Post	Authority empowered to appoint	Authority empowered to impose the penalty		Appellate Authority
1	2	3	4	5	6
			Authority	Penalty	
1.	Junior Engineer (EI)	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
2.	Junior Engineer (Civil)	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
3.	Junior Engineer (Automobile)	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
4.	Draughtsman	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE

1	2	3	4	5	6
5.	Assistant Draughtsman	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
6.	Operator / Meter Reader / Overseer	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
7.	Store Keeper Gr II	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
8.	Assistant Store Keeper	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
9.	Senior Assistant	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
10.	Assistant	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE

1	2	3	4	5	6
11.	Junior Assistant	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
12.	Dafedar	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
13.	Junior Personal Assistant	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
14.	Senior Grade Typist	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
15.	Typist	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
16.	Data Entry Operator	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE

1	2	3	4	5	6
17.	Daftary / Lift Attender	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
18.	Office Attendant Gr I	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
19.	Security Head Guard	SEE O&M Circle	PRO / EEE SEE	I to IV a V to VIII	SEE CEE
20.	J.M.R. Generating Station / Receiving Station & Sub Stations	"	"	"	"
20.	Merit Grade Mechanic	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
21.	Cable Jointer	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE

1	2	3	4	5	6
22.	Assistant Cable Jointer	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
23.	Senior Mechanic	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
24.	Station Mechanic Gr I / Crane Operator Gr I / Plumber Gr I	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
	Transmission Lines O&M				
25.	Line Mechanic Gr II	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
26.	Line Man	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE

1	2	3	4	5	6
27.	Assistant Lineman Distribution System O&M	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
28.	Senior Mechanic	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
29.	Cable Jointer	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
30.	Assistant Cable Jointer	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
31.	Line Mechanic Gr I	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE

1	2	3	4	5	6
	Stores Organisation				
32.	Senior Maistry	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
33.	Maistry Gr I	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
	Workshop				
34.	Assistant Foreman / Senior Mech.	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
35.	Mechanic-Cum-Mechinist Gr I / Fitter Gr I / Carpenter Gr I / Turner Gr I / Welder Gr I	SEE MM&P SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
36.	Mechanic-Cum-Mechinist Gr II / Fitter Gr II / Carpenter Gr II / Turner Gr II / Welder Gr II Blacksmith Gr I / Painter Gr I / Tinker Gr I	SEE MM&P SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE

1	2	3	4	5	6
37.	Driller / Puncher/ Cutter / Hammerman / Machine Operator / Fitter Gr III / Carpenter Gr III / Blacksmith Gr. II / Painter Gr II / Tinker Gr. II / Attendent Gr I / Grinder / Sheet Metal Worker	SEE MM&P SEE O&M Circle	EEE SEE	I to IV a V to VIII	SEE CEE
38.	Helper Civil Engineering Works including RCC Pole manufacturing Centre, Water Supply, Health and Sanitation :	SEE MM&P SEE O&M Circle	EEE SEE	I to IV a V to VIII	SEE CEE
39.	Maistry (Civil) Gr - I / Mason Gr - I / Plumber Gr - I	SEE of Generating Station	AEE (c) SEE Gen. Stn.	II to IV a V to VIII	SEE Gen. Stn. CEE

1	2	3	4	5	6
40.	Maistry Civil Gr - II / Mason Gr - II / Plumber-Cum-Fitter Gr - II / Maistry (Health) Gr - II	SEE of Generating Station	AEE (c) SEE Gen. Stn.	II to IV a V to VIII	SEE Gen. Stn. CEE
41.	Civil Mate / Plumber Cum-Fitter Gr - III / Barbender / Vibrator, Attendant Gr - I / Fieldman Gr - I / Maistry Gr-III / Cook-Cum-Care taker	SEE of Generating Station	AEE (c) SEE Gen. Stn.	I to IV a V to VIII	SEE Gen. Stn. CEE
42.	Mali Gr - I / Fieldman Gr - II	SEE of Generating Station	AEE (c) SEE Gen. Stn.	I to IV a V to VIII	SEE Gen. Stn. CEE
43.	Helper (Civil) Mate & Cook	SEE of Generating Station	AEE (c) SEE Gen. Stn.	I to IV a V to VIII	SEE Gen. Stn. CEE
44.	Mali-Gr - II / Fieldman Gr - III / Caretaker / Dhobi & Ward Attendant - I	SEE of Generating Station	AEE (c) SEE Gen. Stn.	I to IV a V to VIII	SEE Gen. Stn. CEE

1	2	3	4	5	6
	Transport				
45.	Driver Gr - I	SEE O&M Circle	EEE SEE	II to IV a V to VIII	SEE CEE
46.	Driver Gr - II	SEE O&M / SEE (MM&P)	EEE/EEE CSD SEE (O&M) / SEE (MM&P)	II to IV a V to VIII	SEE (O&M) / SEE MM&P CEE
47.	Cleaner / Auto Helper	SEE O&M Circle / SEE (MM&P)	EEE/EEE CSD SEE (O&M) / SEE (MM&P)	II to IV a V to VIII	SEE (O&M) / SEE MM&P CEE
48.	Assistant Foreman	SEE MM&P	EEE SEE	II to IV a V to VIII	SEE MM&P CEE

1.	2	3	4	5	6
49.	Auto Mechanic Gr - I	SEE MM&P SEE Jog	EEE/EEE CSD SEE Purchase AEEE Gen. Stn. SEE Jog	II to IV a V to VIII II to IV a V to VIII	SEE MM&P CEE. SEE Jog CEE.
50.	Auto Mechanic Gr - II	SEE MM&P SEE Jog	EEE/EEE CSD SEE MM&P AEEE SEE Jog	II to IV a V to VIII II to IV a V to VIII	SEE MM&P / CEE. SEE Jog CEE.
51.	Attendant Grade - I (Tool Keeper)	SEE MM&P/ SEE Jog	AEEE Jog EEE CSD SEE MM&P/ SEE Jog	II to IV a V to VIII	SEE MM&P / Jog. CEE.
52.	Auto Helper	SEE MM&P/ SEE Jog	AEEE Jog EEE CSD SEE MM&P/ SEE Jog	II to IV a V to VIII	SEE MM&P / Jog. CEE.

SCHEDULE - VIII

APPOINTING AUTHORITY - EXECUTIVE ENGINEER Elecl.

Sl. No.	Class of Post	Authority empowered to appoint	Authority empowered to impose the penalty		Appellate Authority
1	2	3	4	5	6
			Authority	Penalty	
1.	Office Attendant Gr - II Group - I Generating stations, Receiving stations and sub-stations	Executive Engr. Elecl of the Dvn.	AEEE EEE	I to IV a V to VIII	EEE SEE
2.	Station Mechanic Gr - II Crane Operator Gr - II / Plumber Gr II / Painter Gr - I	EEE	AEEE (Main-tenance) EEE	II to IV a V to VIII	EEE SEE

1	2	3	4	5	6
3.	Station Attendant Gr - I.	EEE	AEEE (Main -tenance) EEE:	I to IV a V to VIII	EEE SEE
4.	Station Attendant Gr - II	EEE	AEEE (Main -tenance) EEE	I to IV a V to VIII	EEE SEE
Group - III Distribution System O&M					
5.	Line Mechanic Gr - II	EEE of the O&M Dvn.	AEEE EEE	II to IV a V to VIII	EEE SEE
6.	Deleted*				
7.	Lineman	EEE of the O&M Dvn.	AEEE EEE	I to IV a V to VIII	EEE SEE

1	2	3	4	5	6
8.	Assistant Lineman Group - IV Telecommunication Unit	EEE of the O&M Dvn.	AEEE EEE	I to IV a V to VIII	EEE SEE * B16/3553/98-99/16.6.98
9.	Mechanic Gr - II (TCD)	EEE TCD	AEEE (TCD) EEE (TCD)	II to IV a V to VIII	EEE (TCD) CEE (G)
10.	Attendant Gr - I (TCD)	EEE TCD	AEEE (TCD) EEE (TCD)	I to IV a V to VIII	EEE (TCD) CEE (G)
11.	Attendant Gr -II (TCD)	EEE TCD	AEEE (TCD) EEE (TCD)	I to IV a V to VIII	EEE (TCD) CEE (G)

1	2	3	4	5	6
	Group - V Relay Testing Unit				
12.	Mechanic Gr - II (RT)	EEE RT	AEEE RT EEE RT	II to IV a V to VIII	EEE RT CEE (G)
13.	Attendant Gr - I (RT)	EEE RT	AEEE RT EEE RT	I to IV a V to VIII	EEE RT CEE (G)
14.	Attendant Gr - II (RT)	EEE RT	AEEE RT EEE RT	I to IV a V to VIII	EEE RT CEE (G)
	Group - VI Meter & Transformer Testing Unit				
15.	Mechanic Gr - II (MT)	EEE MT	AEEE MT EEE MT	II to IV a V to VIII	EEE MT CEE (G)

1	2	3	4	5	6
16.	Attendant Gr - I (MT)	EEE MT	AEEE MT EEE MT	I to IV a V to VIII	EEE MT CEE (G)
17.	Attendant Gr - II (MT)	EEE MT	AEEE MT EEE MT	I to IV a V to VIII	EEE MT CEE (G)
Group - VII Stores Organisation					
18.	Maistry Gr - II (Stores)	EEE of the Divn.	AEEE EEE	II to IV a V to VIII	EEE SEE
19.	Stores Attendant Gr - I (Stores)	EEE of the Divn.	AEEE EEE	I to IV a V to VIII	EEE SEE
20.	Helper (Stores)	EEE of the Divn.	AEEE EEE	I to IV a V to VIII	EEE SEE

1	2	3	4	5	6
	<p>Group - IX Civil Engineering works including RCC Pole Manufacturing Centres, Water Supply, Health & Sanitation</p>				
21.	<p>Maistry (Civil) Gr - I / Mason Gr - I / Plumber Gr - I</p>	<p>EEE of Gen. Stn. / EEE O&M Divn.</p>	<p>AEE (Civil) EEE Gen. Stn./ EEE O&M Dvn. as the case may be</p>	<p>II to IV a V to VIII</p>	<p>EEE Gen. Stn. EEE O&M Dvn. SEE O&M</p>
22.	<p>Maistry (Civil) Gr - II / Mason Gr - II / Plumber-Cum-Fitter Gr - II / Maistry (Health) Gr - II</p>	<p>EEE of Gen. Stn. / EEE O&M Divn.</p>	<p>AEE (Civil) EEE Gen. Stn. / EEE O&M Dvn.</p>	<p>I to IV a V to VIII</p>	<p>EEE Gen. Stn. / EEE O&M Divn. SEE O&M</p>
23.	<p>Civil Mate / Plumber / Fitter Gr - III / Barbender-Cum- Vibrator / Attendant Gr - I / Fieldman Gr - I / Maistry Gr - III / Cook-Cum-Care taker</p>	<p>EEE of Gen. Stn. / EEE O&M Dvn.</p>	<p>AEE (Civil) EEE Gen. Stn./ EEE O&M Dvn.</p>	<p>I to IVa V to VIII</p>	<p>EEE Gen. Stn. / EEE O&M Dvn. SEE O&M</p>

1	2	3	4	5	6
24.	Mali Gr - I / Fieldman Gr - II	EEE. of Gen. Stn. / EEE. O&M Dvn.	AEE (Civil) EEE. Gen. Stn./ EEE O&M. Dvn.	I to IV a V to VIII	EEE Gen. Stn. / EEE O&M Dvn. SEE. O&M.
25.	Helper Civil / Maity & Cook	EEE. of Gen. Stn. / EEE. O&M Dvn.	AEE (Civil) EEE. Gen. Stn./ EEE O&M. Dvn.	I to IV a V to VIII	EEE Gen. Stn. / EEE O&M Dvn. SEE. O&M.
26.	Mali Gr - II / Fieldman Gr - III / Dhobi / Ward Attendant	EEE. of Gen. Stn. / EEE. O&M Dvn.	AEE (Civil) EEE. Gen. Stn. EEE O&M. Dvn.	I to IV a V to VIII	EEE Gen. Stn. / EEE O&M Dvn. SEE. O&M.

1	2	3	4	5	6
	<p>Applicable to post in all groups :</p>				
27.	Jamedar (Watch & Ward)	EEE of the Dvn.	AEEE EEE	I to IV a V to VIII	EEE SEE O&M
28.	Watchman	EEE of the Dvn.	AEEE EEE	I to IV a V to VIII	EEE SEE O&M
29.	Sanitary Worker	EEE of the Dvn.	AEEE EEE	I to IV a V to VIII	EEE SEE O&M