

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

Notification No. KEB/B16/7228/85-86,

Bangalore dated 29th December 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 I—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 includes, or

(ii) the authority empowered to make appointments to the post which the Board employee for the time being holds, 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 those 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) persons 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 of 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 this 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. 1,600 and above in the time scale.

(b) Group—'B' shall consist of posts carrying the minimum pay of Rs. 1,420 and above but below Rs. 1,600 in the time scale.

(c) Group—'C' shall consist of posts carrying minimum pay of Rs. 755 and above but below Rs. 1,420 in the time scale.

(d) Group—'D' shall consist of posts carrying minimum pay below Rs. 755 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.

**(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 Schedules-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 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 fit.

#### 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 1974) 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".

**Explanation-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 (hereinafter, this Sub-regulation is referred to as the 'Parent service') is deputed for service of any class or grade of another State service (hereinafter 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 class (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 imposi-

tion 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.

#### 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 11A.

(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 inquire 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 11A, 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 misbehaviour 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 it 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, by 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.

8 (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 inquire 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 enquiry. 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 Inquiry 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 (2), 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 interests 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 otherwise 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 witnesses 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 predecessor 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 hereinbefore 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 article of 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 11A, 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 cases 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 misbehaviour 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 been supplied to him) and where the Inquiry is held by the Vigilance Commission/Loka Ayukta under Regulation-14A, 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 :**

Notwithstanding 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

(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**

(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/Loka Ayuktha/Upalokayuktha either *sue-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/Lokayuktha/Upa Lokayuktha authorised by him in writing under Sub-Rule 2 of Rule No. 5 of Karnataka State Vigilance Commission's Rules 1980/Rule-12 of the Karnataka Lokayukta/Upa Lokayuktha 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 No. 12.

(b) Where the Vigilance Commission/Lokayukta/Upa Lokayukta or any Officer of the Vigilance Commission/Lokayukta/Upa Lokayukta authorised by the Vigilance Commission/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 No. (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 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 11A, 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/Upalokayukta' 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 a 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) 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-11A.

**Explanation.**—The Disciplinary Authority may make an order under Clause (ii) of Sub-Regulation-(2) on the record of the inquiry transmitted by the borrowing authority, or after holding such further inquiry as 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 (hereafter 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 (iva) of Regulation-9 should be imposed on him, it may, subject to the Provisions of Sub-Regulation (3) of Regulation 11A 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.

**Provision regarding reappointed Employees**

**16-A :** 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 act 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 cause of an Inquiry under Regln-11.

**(18) Appeals Against Orders Imposing Penalties**

(1) Every Board employee who is a member of any services specified in Regln.—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 Regln.—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 inde-



finite period, provided he has rendered under either form of contract continuous service for a period exceeding five years at the time his services are terminated,

(c) reducing or withholding pension admissible to him under the Rules governing pensions ; or,

(d) placing him under suspension under Regln-8.

(2) A Board employee or holder of a post included in column 1 schedules, may appeal from orders passed in exercise of the powers conferred under Regln-10 to the authorities specified in column-5 of the schedules.

(3) Provided that, in cases of posts not included in Col. 1 of the schedules, the holder or the holders of such posts may appeal from orders passed in exercise of the powers conferred by Regln-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 Regln the matter shall be referred to the Board whose decision shall be final.

(4) (a) Notwithstanding anything contained in Sub-Regln (1) to (3) an appeal against order in common proceedings held under Regln-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 Regln-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) determining the subsistence and other allowance 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 ;

(c) (b) determining his pay and allowances :

(i) for the period of suspension, or

(ii) for the period from 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) (c) determining whether or not the period from the date time-scale of pay or stage 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 Regulation, 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 :**

Every appeal shall be submitted to the authority which made and in his own name.

(2) Every appeal preferred under these Regulation 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 with-hold 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 with-holding 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 thereupon 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 case ;

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 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 these 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—I**

**Board is the Appointing Authority for**

- (1) Chief Engineer, Electricity (General)
- (2) Chief Engineer, Electricity
- (3) Superintending Engineer, (Electrical)
- (4) Superintending Engineer, (Civil)
- (5) Controller
- (5a) Additional Controller of Accounts
- (6) Executive Engineer, (Electrical)
- (7) Executive Engineer, (Civil)
- (8) Deputy Controller of Accounts
- (9) Additional Deputy Controller of Accounts
- (10) Law Officer
- (11) Accounts Officer

- (12) Chief Labour Officer
- (13) Labour Officer
- (14) Industrial Relations Officer
- (15) Public Relations Officer
- (16) Sports Officer
- (17) Private Secretary to Chairman

#### SCHEDULE—II

**A—The Chief Engineer Electricity (General) is the Appointing Authority for**

- (1) Assistant Executive Engineer, (Electrical)
- (2) Assistant Executive Engineer, (Civil)
- (3) Assistant Engineer, (Electrical)
- (4) Assistant Engineer, (Civil)
- (5) Senior Assistant
- (6) Senior Draughtsman
- (7) Store Keeper—Grade-I
- (8) Senior Personal Assistant
- (9) Assistant Sports Officer
- Group-I (Generating & Receiving Stations)
- (10) Merit Grade Mechanic
- (11) Cable Jointer
- Group-II (Transmission Lines Operation & Maintenance)
- (12) Hot Line Mechanic Grade-I
- (13) Senior Mechanic
- (14) Hot Line Mechanic-Grade-II
- (15) Line Mechanic-Grade-I
- Group-III (Distribution, Operation & Maintenance)
- (16) Cable Jointer
- (17) Line Mechanic Grade-I
- Group-IV (Telecommunication Unit)
- (18) Senior Mechanic
- (19) Mechanic Grade-I
- Group-V (Relay Testing)
- (20) Merit Grade Mechanic
- (21) Senior Mechanic
- (22) Mechanic Grade-I
- (23) Instrument Mechanic
- Group-VI (Meter Testing)
- (24) Merit Grade Mechanic

- (25) Senior Mechanic
- (26) Mechanic Grade-I
- Group-VII (Stores)
- (27) Maistry-Grade-I (Bangalore, Tumkur, Central Stores Division)
- Group-VIII (Workshop)
- (28) Assistant Foreman/Senior Mechanic
- Group-IX (Transport)
- (29) Special Grade Officer
- (30) Driver-Grade-I
- (31) Assistant Foreman
- (32) Librarian

**B—The Financial Adviser & Chief Accounts Officer is the Appointing Authority for**

Assistant Accounts Officer

**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) Assistant
- (5) Junior Assistant
- (6) Typist
- (7) Draughtsman
- (8) Junior Engineer (Automobile)
- (9) Assistant Draughtsman
- (10) Tracer/Blue Printer
- (11) Store Keeper-Grade-II
- (12) Assistant Store Keeper
- (13) Junior Personal Assistant
- (14) Daftary/Lift Attender
- (15) Office Attendant Grade-I
- Group-I (Generating Station & Receiving Station)
- (16) Assistant Cable Jointer
- (17) Station Mechanic-Grade-I / Crane Operator-Grade-I / Plumber-Grade-I



Group—II (Transmission Lines Operation and Maintenance)			
(18)	Line Mechanic Grade—II		
(19)	Lineman		
(20)	Assistant Lineman		
Group—III (Distribution Operation and Maintenance)			
(21)	Assistant Cable Jointer		
Group—VII (Stores)			
(22)	Maistry Grade—I (SEEs of O and M Circles except for Bangalore, Mysore and Central Stores)		
Group—VIII (Workshop)			
(23)	Mechanic-cum-Machinist Grade—I Fitter Grade—I, Carpenter-Grade—I Turner Grade—I and Welder Grade—I	In Bangalore SEE (Purchase)	Outside Bangalore ngalore ngalore SEE O & M Circle
(24)	Mechanic-cum-Machinist Grade—II Welder Grade—II, Turner Grade—II, Blacksmith Grade—I, Carpenter Grade—II, Painter Grade—I, Fitter Grade—II and Tinker—Grade—I	SEE (Purchase)	SEE O & M Circle
(25)	Driller/Puncher/Cutter/Hammerman/ Blacksmith Grade—II, Machine Operator, Fitter Grade—III, Painter Grade—II, Grinder, Sheet Metal Worker/Tinker- Grade—II, Carpenter Grade—II, Attender Grade—I	SEE Purchase	SEE O & M Circle
(26)	Helper	SEE (Purchase)	SEE O & M Circle
Group—IX (Civil Engineering Works Etc.)			
(27)	Maistry (Civil) Grade—I/Mason Grade—I and Plumber Grade—I	SEE Generating Station	
(28)	Maistry (Civil) Grade—II, Mason Grade—II, Plumber-cum Fitter Grade—II, Maistry (Health) Grade—II	do	
(29)	Civil Mate, Plumber-cum Fitter Grade—III, Barbender-cum-liberator, Attendant- Grade—I, Fieldman Grade—I/Maistry Grade—III, Butler and Cook-cum-caretaker	do	
(30)	Mail Grade—I / Fieldman Grade—II	do	
(31)	Helper (Civil) / Mate and Cook	do	
(32)	Mail—Grade—II, Fieldman Grade—III, Caretaker, Dhobi, Ward Attendant	do	
Group—X (Transport)			
(33)	Driver—Grade—II.	SEE (Purchase)	SEE O & M Circle
(34)	Cleaner/Auto helper	do	
(35)	Auto Mechanic Grade—I	do	
(36)	Auto Mechanic Grade—II	do	
(37)	Attendant Grade—I (Tool Keeper)	do	
(38)	Auto Helper	do	
(39)	Security Headguard	do	

**SCHEDULE-IV.**

Executive Engineer, Electrical is the appointing authority for :—

(1) Office Attendant Grade—II	
<b>Group—I (Generating and Receiving Station)</b>	
(2) Station Mechanic—Grade—II, Crane Operator Grade—II, Plumber Grade—II, Painter—Grade—II	
(3) Station Attendant—Grade—I	
(4) Station Attendant Grade—II	
<b>Group—III (Distribution System O and M)</b>	
(5) Line Mechanic Grade—II	
(6) Wireman	
(7) Lineman	
(8) Assistant Lineman	
<b>Group—IV (Telecommunication Unit)</b>	
(9) Mechanic Grade—II	Executive Engineer, Electrical Telecommunication Division.
(10) Attendant Grade—I	do
(11) Attendant Grade—II	do
<b>Group—V (Relay Testing Unit)</b>	
(12) Mechanic Grade—II	Executive Engineer, Electrical Relay Testing Division
(13) Attendant—Grade—I	do
(14) Attendant Grade—II	do
<b>Group—VI (Meter and Transformer Testing Unit)</b>	
(15) Mechanic Grade—II	Executive Engineer, Electrical Meter Testing Division
(16) Attendant Grade—I	do
(17) Attendant Grade—II	do
<b>Group—VII (Stores)</b>	
(18) Maistry Grade—II	EE of the Division
(19) Store Attendant Grade—I	do
(20) Helper	do
<b>Group—XI (Civil Engineering Works)</b>	
(21) Maistry (Civil Grade—I/Mason Grade—I/Plumber—Grade—I	EEE Generating Station/ EEE O and M Division
(22) Maistry (Civil Grade—II/Mason Grade—II/Plumber—cum-Fitter Grade—II, Maistry (Health) Grade—II	Executive Engineer, (El) Generating Station/ Executive Engineer, (El) O and M Division
(23) Civil Mate, Plumber-cum-Fitter Grade—III, Barbender-cum-Liberator, Attendant Grade—I, Fieldman Grade—I/Maistry Grade—III, Butler and Cook-cum-Caretaker	do
(24) Mali Grade—I/Fieldman Grade—II	do
(25) Helper (Civil) / Maity and Cook	do
(26) Mila Grade—II, Fieldman Grade—III, Caretaker, Dhobi, Ward Attendant	do
(27) Jamedar (Watch and Ward)	EE of the Division
(28) Watchman	do
(29) Sanitary worker	do

## Appointing Authority Board Schedule—V

Sl. No.	Class of posts	Authority empowered to appoint	Authority empowered to impose the penalty	Appellate Authority	
1	2	3	4	5	
1.	Chief Engineer, (Eelec) (Genl)	Board	Authority Chairman Board	Penalty ii to iv a v to viii	Board
2.	Chief Engr. Eley.	do	Chairman Board	ii to iv a v to viii	Board
3.	Superintending Engr. (Eelec.)	do	CEE (Genl.) Board	ii to iv a v to viii	Chairman
4.	Superintending Engr. (Civil)	do	CEE (Genl.) Board	ii to iv a v to viii	Chairman
5.	Controller	do	FACAO Board	ii to iv a v to viii	Finance Member
6.	Executive Engineer, (Eelec.)	do	CEE (Genl.) Board	ii to iv a v to viii	Technical Member
7.	Executive Engineer, (Civil)	do	CEE (Genl.) Board	ii to iv a v to viii	Technical Member
8.	Deputy Controller of Accounts	do	FA & CAO Board	ii to iv a v to viii	Finance Member
9.	Addl. Deputy Controller of Accounts/Addl. Controller of Accounts	do	FA&CAO Board	ii to iv a v to viii	Finance Member
10.	Law Officer	do	Secretary Board	ii to iv a v to viii	Finance Member
11.	Accounts Officer	do	FA&CAO Board	ii to iv a v to viii	Finance Member
12.	Chief Labour Officer	do	Secretary Board	ii to iv a v to viii	Finance Member
13.	Labour Officer	do	Secretary Board	ii to iv a v to viii	Finance Member
14.	Industrial Relations Officer	do	Secretary Board	ii to iv a v to viii	Finance Member
15.	Public Relations Officer	do	Secretary Board	ii to iv a v to viii	Technical Member
16.	Sports Officer	do	Secretary Board	ii to iv a v to viii	Technical Member
17.	Private Secretary to Chairman	do	Secretary Board	ii to iv a v to viii	Board

## SCHEDULE-VI

Appointing Authority Chief Engineer Electricity (General) and Financial  
Adviser and Chief Accounts Officer

Sl. No.	Class of posts	Authority empowered to appoint	Authority empowered to impose the penalty	Appellate	
1	2	3	4	5	
1.	Asst. Ex. Engr. (Elec)	CEE (Genl.)	Authority Zonal Chief Engr. Elec. Chief Engr. Elec. (Genl.)	Penalty ii to iv a v to viii	C.E.E.(Genl.) Chairman
2.	Asst. Ex. Engr. (Civil)	do	Zonal Chief Engr. Elec. CEE(Genl.)	ii to iv a v to viii	CEE(Genl) Chairman
3.	Asst. Engr. (Elec.)	do	SE Elec. CEE(Genl.)	ii to iv a v to viii	CEE(Genl) Technical Member
4.	Asst. Engr. (Civil)	do	SE(Elec.) CEE(Genl.)	ii to iv a v to viii	CEE(Genl) Technical Member
5.	Senior Assistant	do	SE(Elec.) CEE(Genl.)	ii to iv a v to viii	CEE(Genl) Finance Member
6.	Senior Draughtsman	do	SEE(Elec.) CEE(Genl.)	ii to iv a v to viii	(CEE Genl) Technical Member
7.	Store Keeper Grade-1	do	SEE(Elec.) CEE(Genl.)	ii to iv a v to viii	CEE(Genl) Technical Member
8.	Senior Personal Assistant	do	SEE CEE(Genl.)	ii to iv a v to viii	CEE(Genl) Finance Member
9.	Assistant Sports Officer	do	SE(Purchase) CEE(Genl.)	ii to iv a v to viii	CEE(Genl) Technical Member
<b>Generating Stations and Receiving Stations :</b>					
10.	Merit Grade Mechanic	CEE(Genl.)	SEE CEE(Genl.)	ii to iv a v to viii	CEE(Genl) Technical Member
11.	Cable Jointer	do	SEE CEE(Genl.)	ii to iv a v to viii	CEE(Genl) Technical Member
<b>Transmission Lines, Operation and Maintenance :</b>					
12.	Hot line Mechanic Grade-1	CEE(Genl.)	SEE CEE(Genl.)	ii to iv a v to viii	CEE(Genl) Technical Member
13.	Senior Mechanic	CEE (Genl.)	SEE CEE (Genl.)	ii to iv a v to viii	CEE Genl Technical Member
14.	Hot Line Mechanic	do	do	do	do
15.	Line Mechanic Grade-I	do	do	do	do
<b>Distribution System : (O / M)</b>					
16.	Cable Jointer	do	SEE CEE (Genl.)	ii to iv a v to viii	CEE (Genl) Technical Member
17.	Line Mechanic Grade-I	do	do	do	do

1	2	3	4	5	6
<b>Tele Communication Unit :</b>					
18. Senior Mechanic	CEE (Genl.)	SEE CEE (Genl.)	ii ti iv a v to viii	CEE (Genl.) Technical Member	
19. Mechanic Grade—I	CEE (Genl.)	SEE CEE (Genl.)	ii to iv a v to viii	CEE (Genl.) Technical Member	
<b>Relay Testing :</b>					
20. Merit Grade Mechanic	CEE (Genl.)	SEE CEE (Genl.)	ii to iv a v to viii	CEE (Genl.) (Genl.) Technical Member	
21. Senior Mechanic	do	do CEE (Genl.)	ii to iv a v to viii	CSE (Genl.) Technical Member	
22. Mechanic Grade—I	do	do	ii to iv a v to viii	do do	
23. Instrument Mechanic	do	SEE CEE (Genl.)	ii to iv a v to viii	CEE (Genl.) Technical Member	
<b>Meter Testing Division :</b>					
24. Merit Grade Mechanic	CEE (Genl.)	SEE CEE (Genl.)	ii to iv a v to viii	CEE (Genl.) Technical Member	
25. Senior Mechanic	CEE (General)	SEE (General)	ii to iv a v to viii	CEE General Technical Member	
26. Mechanic Grade—I	CEE (General)	SEE CEE (Genl.)	ii to iv a v to viii	CEE (General) Member	
<b>Stores :</b>					
27. Maistry Grade—I (B'lore-Tumkur and C.S.D.)	CEE (General)	SEE CEE (Genl.)	ii to iv a v to viii	CEE (General) Technical Member	
<b>Workshop :</b>					
28. Asst. Foreman/Sr. Mech.	CEE (Genl.)	SEE Workshop CEE (Genl.)	ii to iv a v to viii	CEE (Genl.) Technical Member	
<b>Transport :</b>					
29. Special Grade Driver	CEE (Genl.)	SEE CEE (Genl.)	ii to iv a v to viii	CEE (Genl.) Technical Member	
30. Driver Grade-I	CEE (Genl.)	SEE CEE (Genl.)	ii to iv a v to viii	CEE (Genl.) Technical Member	
31. Assistant Foreman	CEE (Genl.)	SEE CEE (Genl.)	ii to iv a v to viii	CEE (Genl.) Technical Member	
32. Librarian	CEE (Genl.)	SEE CEE (Genl.)	ii to iv a v to viii	CEE (Genl.) Technical Member	
<b>B. Appointing Authority F.A. and C.A.Q.</b>					
1. Asst. Accounts Officer	F.A. &	SEE	ii to iv a v to viii	F.A. & CAO Finance Member	

**SCHEDULE-VII  
KARNATAKA ELECTRICITY BOARD**

Appointing Authority : Superintending Engineer Electrical					
Sl. No.	Class of posts	Authority empowered to appoint	Authority empowered to impose the penalty		Appellate Authority
1	2	3	4	5	6
1.	Jr. Engr. Elecl	SEE O & M Circle	EEE SEE O & M Circle	ii to iv a v to viii	SEE Zonal CEE
2.	Jr. Engr. (Civil)	do	EEE SEE O & M Circle	ii to iv a v to viii	SEE Zonal CEE
3.	Jr. Engr. Elecl. (Auto-mobile)	do	EEE SEE O & M Circle	ii to iv a v to viii a	SEE Zonal CEE
4.	Draughtsman	do	EEE SEE O & M Circle	ii to iv a v to viii	SEE Zonal CEE
5.	Asst. Draughtsman	do	do	ii to iv a v to viii	do
6.	Trace/Blue Printer	do	do	do v to iv a v to viii	do
7.	Operator/Meter Reader/Overseer	SEE O&M Circle	EEE SEE O&M Circle	ii to iv a v to viii	SEE Zonal CEE CEE do
8.	Store Keeper Grade-II	SEE O&M Circle	EEE SEE O&M Circle	ii to iv a v to viii	do
9.	Assistant Store Keeper	do	do	do	do
10.	Assistants	do	EE SEE O&M Circle	ii to iv a v to viii	SEE O&M Circle Zonal CEE
11.	Junior Assistant	do	do	ii to iv a v to viii	do
12.	Junior Personal Assistant	SEE O&M Circle	EE SEE O&M Circle	ii to iv a v to viii	SEE of the OM Circle Zonal CEE
13.	Typist	do	do	do	do
14.	Daftary/Lift Attender	do	do	do	do
15.	O. A. Grade-I	do	do	do	do
<b>Generating Station and Receiving Station :</b>					
16.	Assistant Cable Jointer	SEE O&M Circle	SEE EEE of the Genera- ting Station SEE SEE O&M Circle	ii to iv a v to viii	SEE O&M Circle Zonal CEE
17.	Station Mechanic Gr-I/ Crane Operator Gr-I/ Plumber Gr-I	do	do	do	do
<b>Transmission Lines O&amp;M :</b>					
18.	Line Mechanic Grade-II	do	do	ii to iv a v to viii	do
19.	Lineman	do	do	ii to iv a v to viii	do
20.	Assistant Lineman	do	do	ii to iv a v to viii	do

1	2	3	4	5	6
		<b>Distribution System O&amp;M:</b>			
21.	Assistant Cable Jointer	do Dvn. SEE	EEE Dvn. SEE O&M Circle	ii to iv a v to viii	do
		<b>Stores Organisation :</b>			
22.	Maistry Gr.-I in other Circles (except Bangalore & Tumkur Circles and C.S. Division Bangalore)	SEE O&M Circle	EEE. Dvn. SEE. O&M Circle	ii to iv a v to viii	SEE O&M Circle Zonal CBE
		<b>Workshop :</b>			
23.	Mechanic-cum-Mechanist Gr-I/Fitter Gr-I/ Carpenter Gr-I/ Turner Gr-I/ Welder Grade-I	SEE O&M Circle SEE Purchase in Bangalore	EEE of the O&M EEE (Workshop) SEE O&M Circle or SEE	ii to iv a v to viii	SEE O&M Circle SEE Purchase Zonal CBE
24.	Mechanic-cum-Machinist Grade-II/Welder Gr-II/ Turner Gr-II/ Blacksmith Gr-I/Carpenter Gr-II/Painter Gr-I/ Fitter Gr-II/Tinker Gr-I	do	Purchase EEE. of O&M Dvn. EEE Workshop SEE O&M Circle or SEE Purchase.	ii to iv a v to viii	SEE O&M Circle SEE Purchase Zonal CBE
25.	Driller/Puncher/Cutter Hammer man/ Blacksmith Gr-II/ Machine Operator/Fitter Gr-II/ Painter Gr-II Grinder/ Sheet Metal Worker/ Tinker Gr-II/Carpenter Gr-II/ Attendant Gr-I	SEE (Purchase) SEE (O&M) Circle	EE (Workshop) EE(O&M) SEE (Purchase) (O&M) Circle	i to iv a v to viii	SEE (Purchase) SEE O&M Circle Zonal Chief Engineer
26.	Helper (Workshop)	do	do	i to iv a v to viii	do do
<b>Civil Engineering Works including RCC Pole manufacturing Centre Water Supply Health and Sanitation :</b>					
27.	Maistry (Civil) Gr-I/ Mason Gr-I/Plumber Gr-I	SEE of Generating Station	AEE (c) SEE G. Station	ii to iv a v to viii	SEE Gen. Station Zonal CBE
28.	Maistry Civil Gr-II/ Mason Gr-II/Plumber-cum-Fitter Gr-II/Maistry (Health) Gr-II.	SEE Generating Station	AEE (C) SEE Gen. Station	ii to iv a v to viii	SEE Gen. Sta. Zonal CBE
29.	Civil Mate/Plumber/cum Fitter Gr-II Barbender Liberator, Attendant Gr-I/Fieldman Gr-I/ Maistry Gr-III/Butler/ Cook-cum-care taker	do	do	i to iv a v to viii	do
30.	Mali Gr-I/Fieldman Gr-II.	do	do	i to iv a v to viii	do

1	2	3	4	5	6
31.	Helper (Civil) Mate and Cook.	SEE of Generating Station	AEE (C) SEE Gen. Station	i to iv a v to viii	SEE of Gen. Station Zonal CEE
32.	Mali Gr-II/Fieldman Gr-III/Caretaker/Dhobi and Ward Attendant Grade-I	do	do	do	do
33.	Driver Gr-II	SEE O&M Circle/SEE Purchase	EEE/EEE CSD SEE O&M SEE (P)	ii to iv a v to viii	SEEE (O&M) SEE Purchase Zonal CEE
34.	Cleaner/Auto Helper	SEE O&M Circle SEE Purchase	EEE/EEE CSD	ii to vi a	SEEE (O&M) SEE Purchase Zonal CEE
35.	Auto Mechanic Gr-I	SEE Purchase SEE (O&M) Circle	SEE O&M SEE (P) EEE/EEE CSD SEE (O&M) SEE Purchase	v. to viii ii to iv a v to viii	SEEE (O&M) SEE Purchase Zonal CEE SEE Purchase SEE O&M Zonal CEE
36.	Auto Mechanic Gr-II	SEE Purchase SEE (O&M) Circle	SEE Jog in respect of Jog SEE Jog. EEE(O&M) EEE/CSD SEE Purchase SEE (O&M)	ii to iv a v to viii	SEE Jog Zonal CEE SEE Purchase SEE (O&M) Zonal CEE
37.	Attendant Grade-I (Tool Keeper)	SEE Purchase SEE (O&M) Circle	EEE(O&M) EEE CSD. SEE Purchase SEE O&M	ii to iv a v to viii	SEE Jog Zonal CEE SEE Purchase SEE (O&M) Zonal CEE
38.	Auto Helper	do	do	do	do
39.	Security Head Guard	SEE O&M Circle SEE Purchase	PRC./EE (Civil) SEE O&M Circle SEE Purchase	i to iv a v to viii v to viii	SEE O&M Circle SEE Purchase Zonal CEE

SCHEDULE-VIII

Appointing Authority—Executive Engineer Elect.

Sl. No.	Class of posts	Authority empowered to appoint	Authority empowered to impose the penalty	Appellate Authority	
1	2	3	4	5	
1.	Office Attendant Gr.—II	Executive Engineer Electrical	ABEE EEE	ii to iv a v to viii	Executive Engineer SEE



1	2	3	4	5	6
<b>Group-I Generating stations, receiving stations and sub-stations</b>					
2.	Station Mechanic Gr-II Crane Operator Gr-II/ Plumber Gr-II, Painter Gr.-I	EE	AEEE (Maintenance) EEE	ii to iv a v to viii	EEE SEEO&M Circle
3.	Station Attendant Gr-I	EEE	AEEE (Maintenance) EEE	i to iv a v to viii	EEE SEE O&M Circle
4.	Station Attendant Gr-II	EEE	AEEE (Maintenance) EEE	i to iv a v to viii	EEE SEE O&M Circle
<b>Group-III Distribution system O / M</b>					
5.	Line Mechanic Gr.-II	EEE	AEEE EEE	ii to iv a v to viii	EEE SEE O&M Circle
6.	Wireman	EEE	AEEE EEE	i to iv a v to viii	EEE SEE O&M Circle
7.	Lineman	EEE	AEEE EEE	i to iv a v to viii	EEE SEE O&M Circle
8.	Assistant Lineman	EEE	AEEE EEE	i to iv a v to viii	EEE SEE O&M Circle
<b>Group-IV-Telecommunication Unit :</b>					
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)
<b>Group-V-Relay Testing Unit :</b>					
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)
<b>Group-VI-Meter / Tr. Testing Units</b>					
15.	Mechanic Gr-II (MT)	EEE MT	AEEE MT EEE MT	ii to iv a v to viii	EEE MT CEE (G)
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)
<b>Group-VII-Stores Organisation</b>					
18.	Maistry Gr-II(Stores) of the Division	EEE	AEEE EEE	ii to iv a v to viii	EEE of the Divn SEE
19.	Stores Attendant Gr-I (Stores)	EEE	AEEE EEE	i to iv a v to viii	EEE SEE
20.	Helper (Stores) of the Divn	EEE	AEEE EEE	i to iv a v to viii	EEE SEE

1	2	3	4	5	6
<b>Group-IX Civil Engineering works including RCC Pole Manufacturing Centres, Water Supply Health &amp; Sanitary</b>					
21. Maistry (Civil) Gr-I/ Mason-Gr-I and Plumber-Gr-I	EEE of Gene- rating Stn. EEE of the Division	AEEE (Civil) ii to iv a EEE Gen. Stn. EEE O & M Dvn. as the case may be v to viii	EEE GE/ EEE O & M Division SEE O & M Circle		
22. Maistry Civil Gr-II/Mason Gr-II/Plumber-cum- Fitter Gr-II/Maistry(Health) Gr-II	EEE of Gen. Stn. EE O & M Division	AEE (Civil) i to iv a EEE G. Stn. EE O & M Division v to viii	EEE G. Stn. EEE O & M Dvn. SEE O & M Circle		
23. Civil Mate/Plumber/ Fitter Gr-III/Barbender- cum-Liberator/Attendant Gr-I/Fieldman Gr-I/ Maistry Gr-III/Butler/ and Cook-cum-care-taker	EEE of Gen. Stn. EE O & M Division	AEE (Civil) i to iv a EEEG. Stn. EE O & M Division v to viii	EEE G. Stn. EEE O & M Dvn. SEE O & M Circle		
24. Mali Gr. I/Fieldman Gr. II	EEE of Gen. Stn. EE. O & M Division	AEE(Civil) i to iv a EEE Gen. Stn./EE O & M Dvn do do	EEE Gen. Stn./ EE O & M Division SEE O & M Circle do do		
25. Helper Civil/Maity & Cook	do	do	do		
25. Mali Gr. II/Fieldman Gr. III/care taken/ Dhobi/Ward Attendant	do	do	do		
27. Applicable to post in all Groups :					
27. Jamedar(Watch & Ward)	EEE of the Division	AEEE/ EEE	i to iv a SEE/ SEE O & M Circle		
28. Watchman	do	do	i to iv a v to viii SEE. O & M Circle		
29. Sanitary Worker	do	do	i to iv a v to viii EEE./ SEE. O & M Circle		

**KARNATAKA ELECTRICITY BOARD.**  
Notification

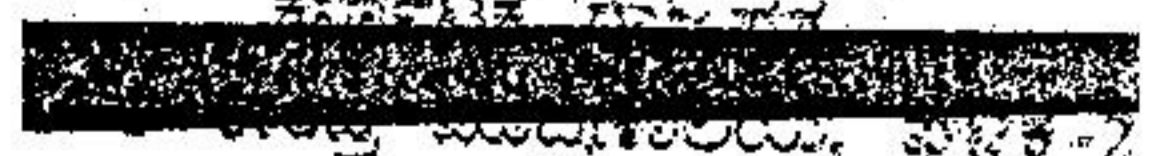
No. AO/Sn. VII/RED I Series. Application made by Sri Bheemappa Havanur, No. 14, M.I.G. II Stage, KHB Colony, A. D. Hally, Basaveswaranagar, Bangalore-79 for issue of Duplicate bonds as noted below is under consideration. Public are hereby cautioned not to deal with the securities.  
Rural Electrification Debenture bond No. 73 to 75, dated 20th January 1978, and No. 217 to 220 dated 25th January 1979. Total Rs. 20,000.

M. P. NABAYAN  
Controller (Finance).

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ಸಂಕಲನಾಧಿಕಾರಿಗಳ ಪರವಾಗಿ



ಆರ್.ಪಿ. ಕಾರ್ತವೀ ಅಂಚೆ ಮೈಸೂರು ರಸ್ತೆ  
ಬೆಂಗಳೂರು

21/12/16