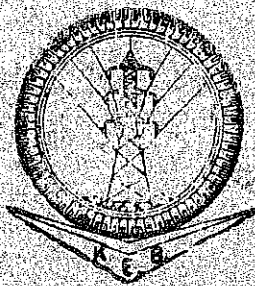
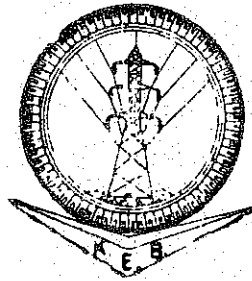


Karnataka Electricity Board



KARNATAKA ELECTRICITY BOARD
EMPLOYEES'
SERVICES (CONDUCT) REGULATIONS 1988.

Karnataka Electricity Board



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SERVICES (CONDUCT) REGULATIONS 1988.

Price Rs.

Karnataka Electricity Board

KEB EMPLOYEES' SERVICES (CONDUCT) REGULATIONS

PREFACE

The Karnataka Electricity Board has framed Employees' Services (Conduct) Regulations under the provisions of Section 79 (c) of the (Supply) Act 1948.

These regulations governing the conduct of K.E.B., Employees' as approved by the Board vide Resolution No. 17772 dated 22.10.88 shall come into effect from the date of its publication in Karnataka Gazette.

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

Sd/-

(A. N. VISWESWARIAH),

Chairman

Bangalore :

Dated : 16.2.1989

Karnataka Electricity Board

CONTENTS

	Pages
1. TITLE, Commencement and Application	1
2. DEFINITIONS	2
3. General	3
4. Employment of Near Relatives of Board Employee in Private undertaking enjoying Board Patronage	5
5. Taking Part in Politics and Elections	6
6. Joining of Association by Board Employees	8
7. Associations, Unions of Board Employees	8
8. Demonstrations and Strikes	11
9. Connection with Press or Radio	11
10. Criticism of Govt or Board	12
11. Evidence before committee or any other Authority	13
12. Unauthorised communication of Information	14
13. Subscription	15
14. Gifts	15
15. Public Demonstration in Honour of Board Employees	17
16. Private Trade or Employment	18
17. Participation of a Medical officer in a Private Establishment	19
18. Prohibiting Board Employees from bringing Political and other influences	20
19. Proper use of Amenities	20
20. Use of Service without payment	20

21.	Investment, Lending and borrowing	21
22.	Insolvency and Habitual indebtedness	22
23.	Moveable immovebal and valuable property	23
24.	Uindication of Acts and Character of Board employees	27
25.	Guardianship of Minors	28
26.	Canvassing of Non official or other influence	28
27.	Personal Representations of the Board Employees	29
28.	Bigamous Marriage	29
29.	Consumption of Intoxicating Drinks & Drugs	29
30.	Refusal to receive pay	30
31.	Employees Not be employed on private business	30
32.	DOWRY	31
33.	Acts and Omissions Constituting misconducts	31
34.	Interpretion	31
35.	Delegation of Powers	31
36.	Repeal and Savings	32
37.	ANNEXURE 'A'	32
	1) Statement of Assets for the years	33
38.	ANNEXURE 'B'	37
	1) Acts and Omissions constituting misconduct	41

KARNATAKA ELECTRICITY BOARD

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

THE 'K.E.B. EMPLOYEES' SERVICE (CONDUCT) REGULATIONS, 1988.

1. TITLE, COMMENCEMENT AND APPLICATION :—

(1) These regulations may be called the KEB Employees' Services (Conduct) Regulations 1988.

(2) They shall come into force from the date of its publication in the Karnataka Gazette.

(3) (i) Save as otherwise provided in these Regulations, they shall apply to all persons appointed to KEB services and posted in connection with the affairs of the Karnataka Electricity Board.

(ii) Provided that nothing in these regulations, shall apply to any employee who is :—

- (a) a member of an All India Service ;
- (b) a holder of any post in respect of which the Board may, by general or special order, declare that these regulations shall not apply ;
- (c) It is further provided that the workman of KEB shall be governed under the provisions of these regulations in so far as they are not in-consistent with the provisions of Trade Union and other Acts.

2. DEFINITIONS :—In these Regulations ; unless the context otherwise requires :—

- (a) 'BOARD'—means the Karnataka Electricity Board constituted under Section 5 of the Electricity (Supply) Act, 1948 ;
- (b) 'Employee' means any person appointed to any KEB service or post in connection with the affairs of the KEB.

Explanation :—A Board employee whose services are placed at the disposal of the Government, a company, corporation, organisation or a local authority by the Board, or the competent authority shall, for the purpose of these Regulations, be deemed to be a Board employee serving under the Board not withstanding that his salary is drawn from sources other than from the KEB funds.

(c) 'MEMBERS OF FAMILY' in relation to a Board employee includes :—

- (i) the wife or husband, as the case may be of the Board employee whether residing with the employee or not, but does not include a wife or husband, as the case may be, separated from the Board employee by a decree or order of a competent court ;
- (ii) son or daughter or step-son or step-daughter of a Board employee and wholly dependent on him but does not include a child or step-child, who is no longer in any way dependent on the employee or of whose custody the employee has been deprived by or under any law ;
- (iii) any other person related, whether by blood or marriage, to the employee or to the employee's wife or husband and wholly dependent on the employee ;
- (d) 'PRESCRIBED AUTHORITY' means such authority, as may be specified by the Board by order made in this behalf.

3. GENERAL :—(1) Every Board employee shall at all time—

- (i) maintain absolute integrity,
- (ii) maintain devotion to duty; and
- (iii) do nothing which is unbecoming of a Board employee.

(2) Every employee holding a supervisory post shall take all possible steps to ensure the integrity and devotion to duty of all employees for the time being under his control and authority ;

(ii) No employee shall, in the performance of his Board duties or in the exercise of powers conferred on him, act otherwise than in his best judgement except that when he is acting under the direction of his official superior and shall, where he is acting under such direction obtain the direction in writing wherever practicable, and where it is not practicable to obtain the direction in writing, he shall obtain written confirmation of the direction as soon there after as possible.

Explanation:—Nothing in clause (ii) of sub-regulation (2) shall be construed as empowering the employee to evade his responsibilities by seeking instructions from or approval of a superior officer or authority when instructions are not necessary under the scheme of distribution of powers and responsibilities.

4. EMPLOYMENT OF NEAR RELATIVES OF BOARD EMPLOYEE IN PRIVATE UNDERTAKING ENJOYING BOARD PATRONAGE :

(1) No Board employee shall use his position or influence directly or indirectly to secure employment for any member of his family in any private undertaking.

(2) (i) No Group 'A' Officer shall except with the previous sanction of the Board permit his son, daughter or other dependent to accept employment in any private undertaking with which he has official dealings or in any other undertaking having official dealing with the Board.

Provided that where the acceptance of the employment cannot await prior permission of the Board or is otherwise considered urgent, the matter shall be reported to the Board and the employment may be accepted provisionally subject to the permission of the Board.

(ii) A Board employee shall, as soon as he become aware of the acceptance by a member of his family of an employment in any private undertaking intimate such acceptance to the prescribed authority and shall also intimate whether he has or has had any official dealings with that undertaking. Provided that no such intimation shall be necessary in the case of a Group 'A' Officer if he has already obtained the sanction of or sent a report to the Board under Regulation (1).

(3) No Board employee shall in the discharge of his Board's duties deal with any matter or give or sanction any contract to any undertaking or any other person if any member of his family is employed in that undertaking or under that person or if he or any member of his family is interested in such matter or contract in any other manner and the Board employee shall refer every such matter or contract to his official superior and the matter or contract shall thereafter be disposed of according to the instructions of the authority to whom the reference is made.

5. TAKING PART IN POLITICS AND ELECTIONS : (1) No Board employee shall be a member of, or be otherwise associated with, any political party or any organisation which takes part in politics nor shall he take part in, subscribe in aid of, or assist in any other manner, any political movement or activity :

(2) It shall be the duty of every Board employee to endeavour to prevent any member of his family from taking part in, subscribing in aid of or assisting in any other manner, any movement or activity which is, or tends directly or indirectly to be, subversive of the Board as by law established and where a Board employee is unable to prevent a member of his family from taking part in, or subscribing in aid of or assisting in any other manner, any such movement or activity, he shall make a report to that effect to the Board.

(3) If any question arises whether a party is a political party or whether any organisation takes part in politics or whether any movement or activity falls within the scope of sub-regulation (2) the decision of the Board thereon shall be final.

(4) No Board employee shall canvas or otherwise interfere with or use his influence in connection with or take part in, an election to any legislature or local authority :—

Provided that—

(1) a Board employee qualified to vote at such election may exercise his right to vote, but where he does so, he shall give no indication of the manner in which he proposes to vote or has voted ;

(ii) a Board employee shall not be deemed to have contravened the provisions of this sub-regulation by reason only that he assists in the conduct of an election in the due performance of a duty imposed on him by or under any law for the time being in force.

Explanation—The display by a Board employee on his person, vehicle or residence of any electoral symbol shall amount to using his influence in connection with an election within the meaning of this sub-regulation.

6. JOINING OF ASSOCIATIONS BY BOARD EMPLOYEES :-

No Board employee shall join or continue or continue to be a member of an Association the objects or activities of which are prejudicial to the interests of the sovereignty and integrity of India or Public order or morality.

7. ASSOCIATIONS, UNIONS OF BOARD EMPLOYEES :—

1. (1) ASSOCIATIONS :—No employee shall be a member representative or officer of any association representing, or purporting to represent Board employees or any class of Board employees unless such association satisfies the following conditions. viz.,

a) No Association of Board employees shall be established without obtaining the previous permission of the Board.

b) Where the membership of the Association is confined to a distinct class of Board employees it shall be open to all Board employees of that class ;

c) the Association shall not in any way be connected with, or affiliated to—

(i) any Association which does not,

(ii) any federation, associations which do not satisfy condition at sub-clause (b)

d) The Association shall not be in any way connected with any political party or organisation or engage in any political activity ;

e) the Association shall not—

(i) issue or maintain any periodical publication except in accordance with any general or special order of the Board ;

(ii) except with the previous sanction of the Board, publish any representation on behalf of its member in the press.

provided that this sub-regulation shall not apply to a representation made to the prescribed authority ;

(iii) in respect of any election to a legislative body, whether in India or elsewhere or to a local authority or body ;—

(a) Pay, or contribute towards any expenses incurred in connection with his candidature by a candidate for such election.

(b) by any means support the candidature of any person for such elections ; or

(c) undertake or assist in the registration of electors, or the selection of a candidate for such election ;

(iv) maintain or contribute towards the maintenance of any member of a legislative body, where in the State or elsewhere, or of any member of a local authority or body ;

(2) No Board employee shall be a member of any service Association which has not been recognised by the Board or of which the recognition has been withdrawn.

(3) If in the opinion of the Board any association has violated any of the conditions prescribed in this regulation or if it resorts to any strike or activities calculated to interrupt or adversely affect discipline or adversely affect the Board's relation with the general public the Board may withdraw such recognition.

II. UNIONS : Provided further that the proviso of sub-regulation-I shall not be applicable to the rights conferred on the (a) employee (workman) to participate in the activities of the Trade Union recognised by the Board subject to the conditions stipulated in the Trade Unions and other Acts applicable to the Board service (b) and also to employees to participate in the bonafide activity of other recognised Associations of employees such as Engineers' Association, Accounts Officers' Association.

8. DEMONSTRATIONS AND STRIKES:— No Board employee shall—

(i) engage himself or participate in any demonstration which is prejudicial to the interest of the sovereignty and integrity of India, the security of the State, friendly relations with foreign states, public order, decency or morality, or which involves contempt of court, defamation or incitement to an offence, or

(ii) resort to or in any way abet any form of strike in connection with any matter pertaining to his service or the service of any other Board employee, except as provided under Trade Union Act and other relevant Acts.

9. CONNECTION WITH PRESS OR RADIO :—

(i) No Board employee shall, except with the previous sanction of the Board, own wholly or in part, or conduct or participate in the editing or management of any newspaper or other periodical publication.

(ii) No Board employee shall, except with the previous sanction of the Board or the prescribed authority, or in the bonafide discharge of his duties participate in a radio broadcast or contribute any article or write any letter either in his own name or anonymously.

pseudonymously or in the name of any other person to any newspaper or periodical.

Provided that no such sanction shall be required if such broadcast or such contribution is of a purely literary, artistic, technical or scientific in character.

10. CRITICISM OF GOVT. OR BOARD:—No Board employee shall, in any radio broadcast or in any document published in his own name or anonymously, pseudonymously or in the name of any other person in any communication to the press or in any public utterance make any statement of fact or opinion.

- 1) which has the effect of an adverse criticism of any current or recent policy or action of the Board/Government of Karnataka, Central Government, any other State Government or any other Electricity Board.

Provided in the case of any Board employee who is member of a Trade Union nothing contained in this clause shall apply to bonafide expression of views by him as an office bearer of a Trade Union of such Board employees registered under the Trade Unions Act, 1926, for the purposes of safeguarding the conditions of service of such Board employees or for an improvement thereof ;
or

ii) which is capable of embarrassing the relations between Board and the Govt. of Karnataka, Central Government, Govt. of any other State or any other Electricity Boards ; or

iii) which is capable of embarrassing the relations between the Central Government and the Government of any foreign state ;

Provided that nothing in this Regulation shall apply to any statements made or views expressed by a Board employee in his official capacity or in the due performance of the duties assigned to him.

11. EVIDENCE BEFORE COMMITTEE OR ANY OTHER AUTHORITY :—

(1) Save as provided in sub regulation (3) no Board employee shall except with the previous sanction of the Board give evidence in connection with any enquiry conducted by any person, Committee or Authority.

(2) Where any sanction has been accorded under sub regulation (1) no Board employee giving such evidence shall criticise the policy or any action of the Board, Government of Karnataka, the Central Govt. any other State Government or of any other Electricity Board.

(3) Nothing in this Regulation shall apply to —

- (a) evidence given at an enquiry before an authority appointed by the Board, the Govt. of Karnataka, the Government of India, Parliament or a State Legislature, or ;
- (b) evidence given in any judicial enquiry ; or
- (c) evidence given at any departmental enquiry ordered by authorities subordinate to the Board, Govt. of Karnataka, the Central Govt. any other State Govt, or any other State Electricity Boards.

12. UNAUTHORISED COMMUNICATION OF INFORMATION :—

No Board employee shall except in accordance with any general or special order of the Board or in the performance in good faith of the duties assigned to him, communicate directly or indirectly any official document or any part thereof or information to any Board employee or any other person to whom he is not authorised to communicate such document or information.

EXPLANATION : Quotation by a Board employee (in his representations to the Head of office, Head of the

department or the Board) or from any letter, circular or office memorandum or from the notes on any file to which he is not authorised to have access, or which he is not authorised to keep in his personal custody or for personal purposes, shall amount to unauthorised communication of information within the meaning of this regulation.

13. SUBSCRIPTION :—No Board employee shall, except with the previous sanction of the Board or of the prescribed authority, ask for or accept contributions to, or otherwise associate himself with the raising of, any funds or other conditions in cash or in kind in pursuance of any object whatsoever.

14. GIFTS : (1) Save as otherwise provided in these regulation, no Board employee shall accept, or permit any member of his family, or any person acting on his behalf to accept, any gift.

EXPLANATION ;—The expression gift shall include free transport, boarding, lodging or other service or any other pecuniary advantage when provided by any person other than a near relative or personal friend having no official dealings with the Board.

Note :—1. A casual meal, lift or other social hospitality shall not be deemed to be a gift.

(i) A Board employee shall avoid accepting lavish hospitality or frequent hospitality from any individual having official dealings with him or from industrial or commercial firms or organisations.

2. On the occasions, such as weddings, anniversaries, funerals or religious functions, when the making of a gift is in conformity with the prevailing religious or social practice a Board employee may accept gifts from his near relatives and shall make a report to the Board if the value of any such gift exceeds :

- i) Rs. 1,000/- in the case of a Board employee holding any Group-A or Group-B post ;
- ii) Rs. 500/- in the case of a Board employee holding any group C-post ; and
- iii) Rs. 250/- in the case of a Board employee holding any Group D post.

3. On such occasions as are specified in sub-regulation (2) a Board employee may accept gifts from his personal friends having no official dealings with him but he shall make a report to the Board if the value of any such gift exceeds —

- i) Rsr 500/- in the case of a Board employee holding any Group A or Group B post ;

ii) Rs. 200/- in the case of a Board employee holding any Group C post, and

iii) Rs. 100/- in the case of a Board employee holding any group D post.

15, PUBLIC DEMONSTRATION IN HONOUR OF BOARD EMPLOYEES :—

No Board employee shall except with the previous sanction of the Board, receive any complementary or valedictory or accept any testimonial or attend any meeting or Entertainment held in his honour, or in the honour of any Board employee.

Provided that nothing in this regulation shall apply to—

i) a farewell entertainment of a substantially private and informal character held in honour of a Board employee or any other Board employee on the occasion of his retirement or transfer or any person who has recently quit the service of Board, or

ii) the acceptance of simple and inexpensive entertainment arranged by public bodies or institutions.

NOTE :—Exercise of pressure or influences of any sort of any Board employee to induce him to subscribe towards

any farewell entertainment even if it is of a substantially private or informal character and the collection of subscriptions from Group C or Group D employees under any circumstances for the entertainment of Board employee not belonging to Group C or Group D is forbidden.

16. PRIVATE TRADE OR EMPLOYMENT :

1) No Board employee shall, except with previous sanction of the Board engage directly or indirectly in any trade or business or undertake any other employment.

Provided that a Board employee may without such sanction undertake honorary work of a social or charitable nature or occasional work of a literary, artistic or scientific character, subject to the condition that his official duties do not thereby suffer, but he shall not undertake, or shall discontinue such work if so directed by the Board.

EXPLANATION :—Canvassing by a Board employee in support of the business of the insurance agency or commission agency, owned or managed by his wife or any other member of his family shall be deemed to be a breach of this sub regulation.

(2) Every Board employee shall report to the Board if any member of his family is engaged in a trade or

business or owns or manages an insurance agency or commission agency.

(3) No Board employee shall, without the previous sanction of the Board, except in the discharge of his official duties take part in the registration, promotion or management of any Bank or other company which is required to be registered under companies Act, 1956 (Central Act 1, of 1956) or any other law for the time being in force or any co-operative society for commercial purpose.

Provided that a Board employee may take part in the registration, promotion or management of co-operative Society substantially for the benefit of Board employees registered or deemed to be registered under Karnataka Co-operative Societies Act, 1959 (Karnataka Act 11 of 1959) or of a literary, scientific or charitable society registered or deemed to be registered under the Karnataka Co-operative Societies Registration Act, 1960 (Karnataka Act, 17 of 1960).

(4) No Board employee may accept any fee for any work done by him for any public body or any private person without the general or special sanction of the prescribed authority.

17. PARTICIPATION OF A MEDICAL OFFICER IN A PRIVATE ESTABLISHMENT :

No medical officer shall maintain or have financial interest in a private nursing home, hospital or similar establishment, nor shall he habitually accommodate paying patients in his own residence for more than $2\frac{1}{2}$ hours. He may however, treat patients in a private nursing home provided that the home is not reserved for admission of his own cases and allows the admission of patients of any other registered Medical Practitioner.

18. PROHIBITING BOARD EMPLOYEES FROM BRINGING POLITICAL AND OTHER INFLUENCES :

(1) No Board employee shall bring/attempt to bring any political/official/other pressures for altering/amending any orders of transfer/promotion/similar orders made in the interest of Board service, to further his interest.

(2) No Board employee shall adopt agitational methods for redressal of his individual grievances, without going through the recognised procedures and channels of grievance ventilation.

19. PROPER USE OF AMENITIES : No Board employee shall misuse, or carelessly use, amenities provided for him by the Board to facilitate the discharge of his public duties.

20. USE OF SERVICE WITHOUT PAYMENT : No Board employee shall, without making proper and adequate

payment, avail himself any service or entertainment for which a hire or price or admission fee is charged.

21. INVESTMENT, LENDING AND BORROWING : (1) No Board employee shall speculate in any stock, share or other investment.

EXPLANATION :—Frequent purchase or sale or both, of shares, securities or other investments shall be deemed to be speculation within the meaning of this sub-regulation.

(2) No Board employee shall make or permit any member of his family or any person acting on his behalf to make, any investment which is likely to embarrass or influence him in the discharge of his official duties.

(3) If any question arises whether any transaction is of the nature referred to in sub-regulation (1) or sub-regulation (2) the decision of the Board thereon shall be final.

(4) (i) No Board employee shall, save in the ordinary course of business with a bank or a firm of standing duly authorised to conduct banking business, either himself or through any member of his family or any other person acting on his behalf :—

(a) Lend or borrow money as principal or agent, to or from any person within the local limits of his authority or with whom he is likely to have official dealings, or otherwise place himself under any pecuniary obligation to such person, or ;

(b) Lend money to any person at interest or in a manner whereby return in money or in kind is charged or paid ;

Provided that a Board employee may, give to, or accept from, a relative or a personal friend, a purely temporary loan of a small amount free of interest, or operate, a credit account with a bonafide tradesmen or make an advance of pay to his private employee.

(ii) When a Board employee is appointed or transferred to a post of such nature as would involve him in the breach of any of the provisions of sub regulations (2) sub regulation (4), he shall forthwith report the circumstances to the Board and shall therefore act in accordance with such orders as may be made by the Board.

22. INSOLVENCY AND HABITUAL INDEBTEDNESS : A Board employee so manage his private affairs as to avoid habitual indebtedness or insolvency. A Board employee against whom any legal proceeding is instituted for the recovery of any debt due from him or for adjudging him as

an insolvent shall forthwith report the full facts, of the legal proceeding to the Board.

Note :—The burden of proving that the insolvency or indebtedness was the result of circumstances which, with the exercise of ordinary diligence, the Board employee could not have foreseen, or over which he had no control and had not proceeded from extravagant or dissipated habits, shall be upon the Board employee.

23. MOVEABLE, IMMOVEABLE AND VALUABLE PROPERTY :—

(1) Every Board employee shall on his first appointment to any service or post and thereafter at the interval of every twelve months, submit a return of his assets and liabilities such form as may be prescribed by the Board (Annexure-A giving the full particulars regarding—

- (a) The immovable property inherited by him, or owned or acquired by him, or held by him on lease or mortgage, either in his own name or in the name of any member of his family or in the name of any other person ;
- (b) Stocks (shares), debentures and cash including bank deposits inherited by him or similarly owned, acquired or held by him ;

(c) other moveable property inherited by him or similarly owned, acquired or held by him ;

(d) debts or other liabilities incurred by him directly or indirectly.

Note—1 : Sub-regulation (1) shall not ordinarily apply to Group-D employees but the Board may direct that it shall apply to any such Board employee or group of such Board employees.

Note—2 : In all returns, the value of items of moveable property worth less than Rs. 2,000/- may be added and shown as a lumpsum. The value of articles of daily use such as clothes, utensils, crockery or books need not be included in such return.

Note—3 : Every Board employee who is in service on the date of the commencement of the regulations shall submit a return under this regulation on or before such date as may be specified by the Board after such commencement.

(2) No Board employee shall, except with the previous knowledge of the prescribed authority, acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift or otherwise either in his own name or in the name of any member of his family.

Provided that the previous sanction of the prescribed authority shall be obtained by the Board employee if any such transaction is

(i) with a person having official dealings with the Board employee, or

(ii) otherwise than through a regular or reputed dealer.

(3) Every Board employee shall report to the prescribed authority every transaction concerning moveable property owned or held by him either in his own name or in the name of a member of his family, if the value of such property exceeds Rs. 5,000/- in the case of a Board employee holding any Group-A or Group-B post or Rs. 3,000/- in the case of an employee holding any Group-C or Group D post.

(i) with a person having official dealings with the Board employee ; or

(ii) Otherwise than through a regular or reputed dealer.

(4) The Board of prescribed authority may, at any time, by general or special order, require a Board employee

to furnish, within a period specified in the order, a full and complete statement of such moveable or immoveable property held or acquired by him or on his behalf or by any member of his family as may be specified in the order. Such statement shall, if so required by the Board or by the prescribed authority include the details of the means by which, or the source from which, such property was acquired.

(5) The Board may exempt any category of Board employees belonging to Group 'C' or Group 'D' from any of the provisions of this regulation except sub-regulation (4).

EXPLANATION : For the purpose of this regulation.

(1) the expression moveable property includes,

(a) Jewellery, insurance policies and annual premiums which exceeds Rs, 2,000/- or one sixth of the total annual emoluments received from Board whichever is less, shares, securities and debentures.

(b) Loans advanced by such Board employees whether secured or not ;

(c) Motor cars, motor cycles, horses or any other means of conveyance ; and

(d) refrigerators, radios, radiograms, tape recorders and transistors, Televisions etc.

(2) "Prescribed Authority" means—

(a) (i) Board in the case of an employee holding any Group-A post, except where any lower authority is specially specified by the Board for any purpose ;

(ii) Chief Engineer, Electricity (General) in the case of Assistant Engineers, Sr. Personal Assistants and other employees holding any Group 'B' posts, the Financial Adviser & Chief Accounts Officer in the case of Asst. Accounts Officers.

(iii) Head of office in the case of a Board employee holding any Group 'C' or Group 'D' post ;

(b) In respect of a Board employee on foreign service or on deputation to any other organisation/Government the parent department on the cadre of which such Board employee is borne or the administrative department of the organisation/Government to which he is administratively subordinate as member of that cadre.

24. VINDICATION OF ACTS AND CHARACTER OF BOARD EMPLOYEES :

(1) No Board employee shall, except with the previous sanction of the Board have recourse to any court or to the Press for the vindication of any official act which has been the subject matter of adverse criticism or an attack of a defamatory character.

(2) Nothing in this regulation shall be deemed to prohibit a Board employee from vindicating his private character or any Act done by him in his private capacity and where any action for vindicating his private character or any act done by him in private capacity is taken, the Board employee shall submit a report to the prescribed authority regarding such action.

25. GUARDIANSHIP OF MINORS : A Board employee may not without the previous sanction of the prescribed authority act as a legal guardian of the person or property of a minor other than his dependent.

EXPLANATION : A Dependent for the purpose of this Regulation means a Board employee's wife, Children and Step Children and Children's children and shall also include his sisters, brothers, brother's children and Sister's children if residing with him and wholly dependent upon him.

26. CANVASSING OF NON OFFICIAL OR OTHER INFLUENCE : No Board employee shall bring or attempt

to bring any political or other influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service under the Board.

27. PERSONAL REPRESENTATIONS OF THE BOARD EMPLOYEES : Any representation by Board employee shall only be made through proper channel and whenever it is addressed to the Board the advance copy shall only be submitted to the Secretary, K.E.B., and not to the Chairman, K.E.B.

28. BIGAMOUS MARRIAGE : (1) No Board employee who has a wife living shall contract another marriage without obtaining the permission of the Board notwithstanding that such subsequent marriage is permissible under the personal law for the time being applicable to him.

(2) No Woman Board employee shall marry any person who has a wife living without first obtaining the permission of the Board,

29. CONSUMPTION OF INTOXICATING DRINKS AND DRUGS : A Board employee shall—

(a) Strictly abide by any law relating to intoxicating drinks or drugs in force in any area in which he may happen to be for the time being.

(b) take due care that the performance of his duties is not affected in any way by the influence of any intoxicating drink or drug ;

(c) not appear in a public place in a state of intoxication ;

(d) not habitually use any intoxicating drink or drug to excess.

30. REFUSAL TO RECEIVE PAY : Concerted or organised refusal on the part of the employees to receive their pay shall entail serious disciplinary action.

31. EMPLOYEES NOT BE EMPLOYED ON PRIVATE BUSINESS : The services of an employee shall not be utilised for any work unconnected with the affairs of the Board involving monetary transaction, such as purchase of goods when an Officer is travelling on duty, he may use an employee of the Board to procure for himself a conveyance, other necessaries on payment of cost but due care shall be taken to ensure that they are not misused and that proper receipts and vouchers obtained for the payments made by the Officer.

An Employee who is a touring Officer may without the previous permission of the Board engage for driving his

Car, the Peon assigned to him but such engagement shall be private engagement between the Officer and the Peon and shall not form part of, or interfere in any manner with the normal official duties of such Peon.

32. DOWRY :

No Board Employee shall—

i) give or take or assist the giving or taking of Dowry.

or

ii) demand directly or indirectly from the parents or guardians of a bride or bridegroom as the case may be, any Dowry.

33. ACTS AND OMISSIONS CONSTITUTING MISCONDUCTS : Without prejudice to the terms of misconduct as defined above, the various acts and omissions as listed in Annexure-'B' shall also be treated as misconducts.

34. INTERPRETATION : If any question arises relating to the interpretation of these Regulations, it shall be referred to the Board whose decision thereon shall be final.

35. DELEGATION OF POWERS : The Board may by general or special order direct that any power exercisable

by it or any Officer of the Board under these Regulations (except the power under Regulation-33 and this Regulation) shall subject to such conditions, if any, as may be specified in the order be exercisable also by such Officer or Authority as may be specified in the Order.

36. REPEAL AND SAVINGS: Any Regulations corresponding to these Regulations in force immediately before the commencement of the Regulations and applicable to Board Employees to whom these Regulations apply are hereby repealed.

Provided that any order made, action taken under the Regulations so repealed shall be deemed to have been made or taken under the corresponding provisions of the Regulations.

ANNEXURE 'A'

KARNATAKA ELECTRICITY BOARD

STATEMENT OF ASSETS AND LIABILITIES FOR THE

YEAR _____

(Annexure to Regulation No. 23 _____)

(1) Name of Officer :	
(2) Present post held :	
(3) Date of Entry into Karnataka Electricity Board :	
(4) Present pay:	

(1) SHARES/DEBENTURES, SECURITIES AND BANK DEPOSITS

(to be given separately)

	In Shares	Deben- tures	Secu- rities	Cash	Bank deposit
(i) In whose name held or made- (If not in own name state in whose name held or made and his or her relationship to the employee of K.E.B.).					
(ii) Value ---					
(iii) Name of bank or company ...					
(iv) How acquired					
(v) Income					

(2) ASSETS

Garden land & plantation land	Set tarl or irrigated land	Dry or Khuski land	House Property and Buildings
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(i) Held in whose
name-

(If not in his own
name, state in
whose name held
and his or
her relationship to
the Board employee)

(ii) Situation :

District :

Taluk :

Village/town :

(iii) Survey Number :

(iv) Extent

(v) Income

(vi) Price paid :

(vii) Approximate value :

(viii) If owned, how
acquired (Purchase
gift or inheritance)
or
If held on lease-
mortgage, the
particulars of
lease or mortgage

**(3) MOVABLE PROPERTIES EXCLUDING THOSE SPECIFIED
IN PARAGRAPH (2) :**

(a) Description or kind :

(See explanation to
Regulation-23)

(b) How acquired :

(c) Approximate value :

(4) (A) INSURANCE POLICIES :

**(i) Policy No. and date of
Policy :**

**(ii) Name of Insurance
Company :**

**(iii) Sum Insured and date
of maturity**

(iv) Amount of annual premium :

Note : Details of Policies of the Members of family should also be included if the premia are being paid by the Board employee.

(B) PROVIDENT FUND

(i) Type of Provident Fund-
PPF/GPE/CPF/ - Account No.

(ii) Closing balance as last
reported by the Audit/Accts.
Officer along with date of
such balance :

(iii) Contributions made
subsequently :

(iv) Total :

Note : Details of contributions to the PPF in the names of the members of family should also be included (if the contributions are being paid by the Board employee).

LIABILITIES

(1) DEBTS

(a) Name and address of the
Creditor :

(b) Amount :

(c) Date of borrowing :

(2) OTHER LIABILITIES

(a) Name and address of the
Creditor :

(b) Amount :

(c) Nature of Liability :

(d) Date :

Ido hereby solemnly declare that the information stated in the foregoing paragraphs is true and correct and I do not own or hold or be subject, either in my own name or in the name of any other person, assets or liabilities other than what is stated in the foregoing paragraphs.

Station :

Signature :

Dated :

Designation :

ANNEXURE—'B'

ACTS AND OMISSIONS CONSTITUTING MISCONDUCT

Without prejudice to the generality of the terms misconduct, the following acts of omission and-commission shall be treated as misconduct.

- i) Theft, Fraud or Dishonesty in connection with Board's property or business.
- ii) Taking or giving bribes or any illegal gratification with what so ever.
- iii) Wilful in subordination or disobedience whether alone or in combination with others of any lawful and reasonable order of his superior (s).
- iv) Absence without leave or over staying the sanctioned leave without sufficient grounds or proper or satisfactory explanation.
- v) Furnishing false information regarding name, age, father's name, qualifications, caste, ability or previous service of any other matter germane to the employment at the time of employment or during the course of employment.
- vi) Habitual late comings or irregular attendance.

- vii) Neglect of work or negligence in the performance of duty including malingering or slowing down of work.
- viii) Damage to any property of the Board.
- ix) Interference or tampering with any safety devices installed in or about the premises of the Board.
- x) Gambling within the premises of the Board.
- xi) Smoking within the premises of the Board in places where it is prohibited.
- xii) Sleeping while on duty.
- xiii) Conviction in any Court of law for any criminal offence involving moral turpitude.
- xiv) Absence from the appointed place of work without permission or sufficient cause.
- xv) Commission of any act subversive of discipline or good behaviour.
- xvi) Abetment of, or attempt at abetment of any act which amounts to misconduct.
- xvii) Refusal to work on holidays or on closed days or extra hours when required to do so in exigencies of the Board's work.

- xviii) falsification of Boards records, impersonation or forgery.
- xix) Distribution or exhibition of any news papers, hand bills, pamphlets etc., without prior approval of the Board.
- xx) Deliberation making any false statement before a superior knowing it to be false.
- xxi) Proxy registering of attendance or abeting in the act of registering attendance of another employee.
- xxii) Spreading or encouraging casteism, regionalism or communalism.
- xxiv) Diverting Board funds for making gifts to officials of ministries/departments, whether controlling ones or not or utilisation of funds for any other purpose which cannot in any way, linked with the efficient running of the Board.