



RAJASTHAN RAJYA VIDYUT PRASARAN NIGAM LTD.

(A Government of Rajasthan Undertaking)

Corporate Identity Number (CIN): U40109RJ2000SGC016485

Regd. Office: Vidyut Bhawan, Jyoti Nagar, Jaipur 302 005

website: www.rvpn.co.in

## **The Rajasthan Rajya Vidyut Prasaran Nigam Limited Engineers' Service Regulations, 2016**

**In** exercise of the powers conferred under Article 46 (s) of Articles of Association of Rajasthan Rajya Vidyut Prasaran Nigam Limited, read with sub-rule (6) of Rule 6 of the Rajasthan Power Sector Reforms Transfer Scheme, 2000, the following Regulations are made for regulating recruitment, promotion, seniority and other conditions of service of persons appointed to the Rajasthan Rajya Vidyut Prasaran Nigam Limited Engineers' Service; namely:-

### **PART—I**

#### **1. Short title, Commencement and Applications:-**

- (i) These Regulations may be called the **Rajasthan Rajya Vidyut Prasaran Nigam Limited Engineers' Service Regulations, 2016**.
- (ii) They shall come into force with immediate effect.
- (iii) These regulations shall apply to every member of the Service including persons whose services were placed at the disposal of RVPN under the Rajasthan Power Sector Reforms Transfer Scheme, 2000 and those who have been appointed since formation of RVPN on 19.7.2000.
- (iv) These regulations shall not apply to the posts governed by the RVPN's Scheduled Areas, Ministerial and Class-IV Service (Recruitment and other service conditions) Regulations, 2016, except as otherwise provided in those Regulations.

#### **2. Definitions :**

In these Regulations, unless there is anything repugnant in the subject or context:-

- (a) **'Appointing Authority'** means the Managing Director or any other officer(s) to whom powers in this behalf may be delegated by the Board of Directors.

- (b) **'Board'** and **'BoD'** means the Board of Directors of Rajasthan Rajya Vidyut Prasaran Nigam Limited.
- (c) **"Cadre"** means one of following sections of service:—
  - i) Electrical & Mechanical Engineering Cadre
  - ii) Tele-communication (PLCC) Engineering Cadre
  - iii) Civil Engineering Cadre
  - iv) Information Technology Cadre
- (d) **'Chairman'** means the Chairman of the Board of Directors of Nigam.
- (e) **'Committee'** means, the Departmental Promotion Committee constituted under Regulation 28 or any other Committee constituted by the Managing Director for the purpose of selection of suitable persons to fill up vacancies in the service by promotion and/ or direct recruitment or for any other purpose.
- (f) **'Direct Recruitment'** means recruitment made in accordance with the procedure prescribed in Part-IV of these Regulations.
- (g) **'Director'** means the Whole-time Director(s) appointed on the Board of Nigam.
- (h) **'Government'** means the Government of Rajasthan.
- (i) **'Managing Director'** means the Managing Director of the Nigam.
- (j) **'Member of Service'** means a person appointed to a post in the Service on the basis of regular selection under provisions of these Regulations, or Regulations or Orders superseded by these Regulations.
- (k) **'Nigam'** means Rajasthan Rajya Vidyut Prasaran Nigam Limited (RVPN).
- (l) **'Promotion'** means appointment made in accordance with the method prescribed in Part-V of these Regulations.
- (m) **'Schedule'** means Schedule appended to these Regulations.
- (n) **'Secretary (Admn)'** means Secretary (Administration) of the Nigam.
- (o) **'Service'** means Rajasthan Rajya Vidyut Prasaran Nigam Limited Service of Engineers.
- (p) **'State'** means the State of Rajasthan.

- (q) **'Substantive Appointment'** means an appointment made under the provisions of these Regulations to a substantive vacancy after due selection by any of the methods of recruitment prescribed under these Regulations or Regulations or orders repealed by these Regulations and includes an appointment on probation or as a probationer followed by confirmation on completion of the probation period.

**Note:** Due selection by any method of recruitment prescribed under these Regulations will include recruitment either on initial constitution of Service or in accordance with the provisions of any Regulations or Orders, now superseded, except urgent temporary appointment.

- (r) **'Service'** or **'Experience'** wherever prescribed in these Regulations as a condition for promotion from one Service to another or within the Service from one category to another or to senior posts, in the case of a person holding a lower post eligible for promotion to higher post shall include the period for which the person has continuously worked on such lower post(s) after regular selection in accordance with Regulations or Orders promulgated by Rajasthan Rajya Vidyut Prasaran Nigam Limited or erstwhile Rajasthan State Electricity Board.

**Note:-** Absence during service e.g. training, leave and deputation, etc. which are treated as "duty" under the RVPN Employees Service Regulations, 1964 shall also be counted as service for computing experience or service required for promotion.

- (s) **"Year"** means the Financial year.

### **3. Interpretation:**

Unless the context otherwise requires, the Rajasthan General Clauses Act, 1955 (Rajasthan Act VIII of 1955) shall apply for the interpretation of these Regulations as it applies for the interpretation of the Rajasthan Act.

**PART—II**

**CADRE AND CONSTITUTION OF THE SERVICE**

**4. Composition and Strength of the Service :**

- (1) The Service shall consist of posts as specified in Column No.2 of Schedule-I.
- (2) The Strength of posts in each Cadre shall be such as may be determined by the Board of Directors, from time to time.

Provided that the Board of Directors may -

- (a) create any post, permanent or temporary from time to time, as may be found necessary and may abolish any such post in the like manner without thereby entitling any person to any compensation; and
- (b) leave unfilled or hold in abeyance, abolish or allow to lapse any post, permanent or temporary, from time to time, without thereby entitling any person to any compensation.

**5. Constitution of the Service:**

The Service shall consist of –

- (a) all persons holding substantively the posts specified in the Schedule-I on the date of commencement of these Regulations;
- (b) all persons recruited to the post(s) included in service before the commencement of these Regulations; and
- (c) all persons recruited to the service in accordance with the provisions of these Regulations, except on urgent temporary appointment under Regulation 31.

## **PART—III**

### **RECRUITMENT**

#### **6. Method of Recruitment :**

- (1) Recruitment to posts in the Services after the commencement of these Regulations shall be made by the following methods in the proportion as indicated in Column 3 of the Schedule- I:-
  - (a) by direct recruitment in accordance with procedure laid down in Part IV of these Regulations; and ;
  - (b) by promotion in accordance with the procedure laid down in Part-V of these Regulations;

Provided that if the Appointing Authority is satisfied that suitable persons are not available for appointment by either method of recruitment in a particular year, appointment by the other method in relaxation of the prescribed proportion, may be made in the same manner as specified in these Regulations.

- (2) Recruitment to the service by the aforesaid method shall be made in such a manner that the persons appointed to the service by each method do not, at any time, exceed the percentage laid down in the Regulations/ Schedule of the total cadre strength as sanctioned for each category, from time to time.
- (3) Notwithstanding anything contained in these Regulations recruitment, promotion, seniority and confirmation etc. of a person who joins the Army/ Air Force/ Navy during an Emergency shall be regulated by such orders and instructions as may be issued by the Government from time to time, provided that these are regulated *mutatis mutandis* according to the instructions issued on the subject by the Government of India.

#### **7. Reservation of vacancies for the Scheduled Castes and the Scheduled Tribes:**

- (1) Reservation of vacancies for the Scheduled Castes and the Scheduled Tribes shall be in accordance with orders of the Government for such reservation in force at the time of recruitment i.e. by direct recruitment and by promotion.
- (2) Vacancies so reserved for promotion shall be filled-in by seniority-cum-merit and/ or merit, as the case may be.
- (3) In filling up vacancies so reserved, the eligible candidates who are

members of the Scheduled Castes and the Scheduled Tribes shall be considered for appointment in the order in which their names appear in the list prepared for direct recruitment by the Committee and in the case of promotes, by the Departmental Promotion Committee or the Appointing Authority, as the case may be, irrespective of their relative rank as compared with other candidates.

- (4) Appointment shall be made strictly in accordance with the rosters prescribed separately for direct recruitment and promotion.
- (5) In the event of non-availability of the eligible and suitable candidates amongst the Scheduled Castes and the Scheduled Tribes, as the case may be, for direct recruitment in a particular year, vacancies so reserved for them shall be carried forward to the subsequent three recruitment years. After expiry of three recruitment years, such carried forward vacancies shall be filled in accordance with the normal procedure:

Provided that if recruitment is not held in any recruitment year, such recruitment year shall not be counted for the purpose of this sub-regulation.

Provided further that filling-up of vacancies in accordance with the normal procedure under this sub-regulation shall not affect the reservation of posts as per the post based roster and vacancies of the reserved posts available in the roster may be filled-in from amongst persons belonging to the Scheduled Castes or the Scheduled Tribes, as the case may be, for which such vacancy is available in subsequent years.

- (6) In the event of non-availability of the eligible and suitable candidates for promotion amongst the Scheduled Castes and the Scheduled Tribes, as the case may be, in a particular year, vacancies so reserved for them shall be carried forward until suitable Scheduled Castes and Scheduled Tribes candidate(s), as the case may be, are available. In any circumstances no vacancy reserved for Scheduled Caste and Scheduled Tribes candidates shall be filled by promotion from General Category candidates. However, in exceptional cases wherein the public interest the Appointing Authority feels that it is necessary to fill-up the vacant reserved post(s) by promotion from General Category candidates on urgent temporary basis, the Appointing Authority may fill-up such post(s) by promoting the General Category candidate(s) on urgent temporary basis clearly stating in the promotion order that General

Category candidate(s) who are being promoted on urgent temporary basis against the vacant post(s) reserved for Scheduled Castes or Scheduled Tribes candidates, as the case may be, shall have to vacate the post as and when the candidate(s) of that category become(s) available:

Provided that there shall be no carry forward of vacancies in posts or class/category/group of posts, in any cadre of Service to which promotions are made on the basis of merit alone under these Regulations.

**8. Reservation of Vacancies for Backward Classes, Special Backward Classes and Economically Backward Classes:**

Reservation of vacancies for Backward Classes, Special Backward Classes and Economically Backward Classes shall be in accordance with the provisions of law in force as applicable for sanction posts/ vacancies in Government of Rajasthan at the time of direct recruitment. In the event of non-availability of eligible and suitable candidate amongst Backward Classes, Special Backward Classes and Economically Backward Classes in a particular year, vacancies so reserved for them shall be filled in accordance with the normal procedure.

**9. Reservation of Vacancies for Women:**

Reservation of vacancies for women candidates shall be 30% category-wise in direct recruitment, out of which one third shall be for widows and divorced women candidates in the ratio of 80:20. In the event of non-availability of eligible and suitable candidates, either in widow or in divorcee, in a particular year, the vacancies may first be filled by interchange, i.e. vacancies reserved for widows by the divorcees and vice versa. In the event of non-availability of sufficient widow and divorcee candidates, the unfilled vacancies shall be filled-up by other women of the same category and in the event of non-availability of eligible and suitable woman candidates, vacancies so reserved for them shall be filled up by male candidates of the category for which vacancy is reserved. The vacancy so reserved for women candidates shall not be carried forward to the subsequent year. The reservation for women including widow and divorcee women shall be treated as horizontal reservation, within the category, i.e. even the women selected in general merit of the category shall first be adjusted against the women quota. In the case of widow, she will have to furnish a certificate of death of her husband from the Competent Authority and in case of divorcee she will have to furnish the proof of divorce.

**10. Reservation of Vacancies for Nigam's employees:**

7% vacancies of Junior Engineers shall be reserved for Nigam's employees in regular service and possessing the requisite qualification and experience prescribed in the Schedule-I. It shall be horizontal reservation.

In case sufficient number of in-service candidates of Nigam are not available, such unfilled vacancies shall be filled amongst candidates from open market.

**11. Nationality:**

A candidate for appointment to the Service must be:

- (a) a citizen of India; or
- (b) a subject of Nepal; or
- (c) a subject of Bhutan; or
- (d) a Tibetan refugee who came over to India before the 1<sup>st</sup> January, 1962 with the intention of permanently settling in India; or
- (e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka and East African Countries of Kenya, Uganda and the United Republic of Tanzania (formally Tanganyika and Zanzibar), Zambia, Malawi, Zaire and Ethiopia with the intention of permanently settling in India;

Provided that a candidate belonging to category (b), (c), (d) & (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government in Department of Home Affairs and Justice after proper verification.

**12. Conditions of eligibility of persons migrated from other Countries to India:**

Notwithstanding anything contained in these Regulations provision regarding eligibility for recruitment to the service with regard to nationality, age-limit and fee or other concessions to a person, who may migrate from other countries to India with the intention of permanently settling in India, shall be regulated by such orders or instructions as may be issued by the State Government from time to time and the same shall be regulated mutatis mutandis according to the instructions issued on the subject by the Government of India.



**13. Determination of vacancies:**

- (1) Subject to provisions of these Regulations, Secretary (Administration), with the approval of Appointing Authority, shall determine on the 1<sup>st</sup> April every year, the actual number of vacancies occurring during the financial year.
- (2) Where a post is to be filled in by a single method as prescribed in the Regulation or Schedule, vacancies so determined shall be filled in by that method.
- (3) Where a post is to be filled in by more than one method as prescribed in the Regulation or Schedule, the apportionment of vacancies, determined under sub-regulation (1) above, to each such method shall be done maintaining the prescribed proportion for the over - all number of posts already filled in. If any fraction of vacancies is left over after apportionment of vacancies in the manner prescribed above, the same shall be apportioned to the promotion quota.
- (4) Secretary (Administration) with the approval of Appointing Authority shall also determine vacancies of earlier years, year-wise, which were required to be filled in by promotion, if such vacancies were not determined and filled earlier in the year in which they were required to be filled in.

**14. Age:**

A candidate for direct recruitment to a post(s) in the service must have attained the age of 21 years and must not have attained the age of 35 years on the first day of January next following the last date fixed for receipt of applications;

Provided that :

- (i) the upper age limit mentioned above shall be relaxed by :
  - (a) 5 years in the case of male candidates belonging to the Scheduled Caste(SC), Scheduled Tribes(ST), Backward Class(BC) and Special Backward Class (SBC);
  - (b) 5 years in the case of woman candidate of General Category and Economically Backward Classes; and
  - (c) 10 years in the case of woman candidate belonging to SC, ST, BC and SBC;

- (d) 10 years, 13 years and 15 years for the Physically Handicapped candidates belonging to General category, BC/SBC category and SC/ST category, respectively.
- (ii) the upper age limit mentioned above shall not apply in the case of an ex-prisoner who had served under the Government/ Nigam on a substantive basis on any post before his conviction and was eligible for appointment under the Regulations.
- (iii) the upper age limit mentioned above shall be relaxable by a period equal to the term of imprisonment served in the case of ex-prisoner who was not overage before his conviction and was eligible for appointment under the Regulations.
- (iv) the persons appointed temporally to a post in the Service shall be deemed to be within the age limit had they been within the age limit when they were initially appointed even though they have crossed the age limit when they appear finally before the Committee and shall be allowed upto two chances had they been eligible as such at the time of their initial appointment.
- (v) the upper age limit mentioned above shall be relaxable by a period equal to the service rendered in the N.C.C. in the case of Cadet Instructors and if the resultant age does not exceed the prescribed maximum age limit by more than three years, they shall be deemed to be within the prescribed age limit.
- (vi) the Released Emergency Commissioned Officers and Short Service Commissioned Officers after release from the Army shall be deemed to be within the age-limit even though they have crossed the age limit when they appear before the Committee had they been eligible as such at the time of their joining the Commission in the Army.
- (vii) there shall be no age limit in the case of persons repatriated from Pakistan during the 1971 Indo-Pak War.
- (viii) there shall be no upper age limit for candidates already serving in connection with affairs of Nigam.
- (ix) there shall be no upper age limit in the case of widows and divorced women.

**Explanation-** In the case of widow, she will have to furnish a certificate of death of her husband from the

Competent Authority and in case of divorcee, she will have to furnish the proof of divorce.

- (x) if a candidate would have been entitled in respect of his/ her age for direct recruitment in any year in which no such recruitment was held, he/ she shall be deemed to be eligible in the next following recruitment, if he/ she is not overage by more than three years.
- (xi) the upper age limit mentioned above shall be relaxed by one year for appointment to the post of Junior Engineer-I in case the candidate had undergone apprenticeship training under provisions of the Apprentices Act, 1961 in Nigam.

### **15. Academic & Technical qualifications and Experience :**

A candidate for direct recruitment to the posts enumerated in the Schedule-I shall possess the qualifications and experience prescribed in Column 6 of the Schedule.

Provided that a person who has appeared or is appearing in the final year examination of the course, which is the requisite educational qualification for the post as mentioned in the Regulations or Schedule for direct recruitment, shall be eligible to apply for the post but he/ she shall have to submit proof of having acquired the requisite educational qualification to the appropriate selection agency/ Committee at the time fixed for documents verification after written competitive exam.

### **16. Character:**

The character of a candidate for direct recruitment to the Service must be such as to qualify him for employment in the service. He must produce a certificate of good character from the Principal/Academic Officer of the University or College in which he was last educated and two such certificates written not more than six months prior to the date of application from two responsible persons not connected with his School or College or University or Institution and not related to him.

**Note:**(1) A conviction by a Court of Law need not of itself involve the refusal of a certificate of good character. The circumstances of the conviction should be taken into account and if they involve no moral turpitude or association with crimes or violence or with a movement which has as its object the overthrow, by violent means, of Government as law established, the mere conviction need not be regarded as a disqualification.

- (2) Ex-Prisoners, who by their disciplined life while in prison and by their subsequent good conduct have proved to be completely reformed, should not be discriminated against on grounds of the previous conviction for the purpose of employment in the Service. Those, who are convicted of offence not involving moral turpitude shall be deemed to have been completely reformed on the production of a report to that effect from the Superintendent, After Care Home or if there are no such Homes in a particular district, from the Superintendent of Police of that district.
- (3) Those convicted of offences involving moral turpitude shall be required to produce a certificate from the Superintendent, 'After Care Home', or if there is no such Homes in a particular district, from the Superintendent of Police of that district, endorsed by the Inspector General of Prisons, to the effect that they are suitable for employment as they have proved to be completely reformed by their disciplined life while in prison and by their subsequent good conduct in an After Care Home.

#### **17. Physical Fitness :**

A candidate for direct recruitment to the Service, must be in good mental or bodily health and free from any mental or physical defect likely to interfere with the efficient performance of his duties as a member of service and if selected must produce a certificate to that effect from a Medical Authority as may be notified by the Nigam for the purpose. The Appointing Authority may dispense with production of such certificate in the case of candidate who is already serving in connection with the affairs of the Nigam if he has already been medically examined for the previous appointment and the essential standard of Medical Examination of the two posts held by him are to be comparable for efficient performance of duties of the new post and his age has not reduced his efficiency for the purpose.

#### **18. Employment of irregular or improper means :**

A candidate who is or has been declared by the Appointing Authority guilty of impersonation or of submitting fabricated documents which have been tampered with or of making statements which are incorrect or false, or of suppressing material information, or of using or attempting to use unfair means in the examination or interview or otherwise resorting to any other irregular or improper means for obtaining admission to the examination or appearance at any interview, shall, in addition to rendering himself liable to criminal prosecution, be debarred either permanently or for a specified period, by the Appointing Authority from admission to any examination or appearance at any interview held by Nigam for selection of candidates.

**19. Canvassing :**

No recommendation for direct recruitment either written or oral, other than that required under the Regulations, shall be taken into consideration. Any attempt on the part of a candidate to enlist support directly or indirectly for his candidature by any means, may disqualify him for recruitment.

## **PART-IV**

### **Procedure for Direct Recruitment**

#### **20. Competitive examination, authority for conducting examination, syllabus and frequency of examination :**

- (1) The competitive examination for direct recruitment to the posts included in the Service, shall be held by the Appointing Authority itself or through an outside Agency, as may be decided.
- (2) Pattern of the Written Competitive Exam including the syllabus for various posts to be filled by Direct Recruitment shall be as detailed in the Schedule-II. Additional conditions and details not inconsistent with these regulations, may be provided before or at the time of examination.
- (3) Direct recruitment to the posts specified in the Schedule, shall be held as far as possible, once in a year unless the Nigam decides that direct recruitment for any of these posts shall not be held in any particular year.

#### **21. Inviting of applications :**

Applications for direct recruitment to posts in the Service shall be invited after obtaining approval of Managing Director by advertising vacancies to be filled-in, in such manner, as may be deemed fit by the Appointing Authority. The advertisement shall contain a clause that a candidate who accepts the assignment on the post being offered to him/her shall be paid monthly fixed remuneration at the rate fixed by the Nigam, from time to time, during the period of probation and the Pay Band and Grade Pay of the post as shown else-where in the advertisement shall be allowed only from the date of successful completion of the period of probation training mentioned in these regulations.

The number of vacancies once advertised, may be increased or decreased at the discretion of Nigam provided that while selecting candidates for vacancies so advertised, Managing Director may, if an additional requirement not exceeding 50% of the advertised vacancies, is determined before selection, also select suitable persons to meet such additional requirement.

**22. Form of Application :**

The application shall be made in the form approved and notified along with detailed notification in the manner as may be deemed fit by the Appointing Authority.

**23. Application Fee :**

A candidate for direct recruitment to a post in the service shall pay to the Appointing Authority such fee as fixed from time to time, in such manner as may be indicated by him.

**24. Scrutiny of Applications:**

Applications received in response to the advertisement notified and published shall be scrutinized and eligible candidates qualified for appointment under these Regulations, shall be required to appear in written examination.

Provided that permission at all stages of the recruitment process shall be purely provisional, subject to satisfying the prescribed eligibility criteria and also presuming that all information submitted by the candidate are complete and correct in all respect. Checking of eligibility criteria with reference to original documents as well as other terms & conditions shall be done at the time of verification of original documents.

Provided further that the decision of the Appointing Authority regarding eligibility or otherwise of a candidate shall be final.

**25. Recommendations of the Committee:**

A list of candidates considered suitable for appointment to the post concerned shall be prepared and arranged in the order of merit on the basis of marks obtained in the examination and forward to the Appointing Authority.

Provided that to the extent of 50% of the advertised vacancies, names of suitable candidates may be kept on the reserve list, which shall remain in force for 6 months from the date of issuance of first appointment order.

**26. Disqualification for appointment:**

(1) No male/female candidate, who has more than one wife / husband, living, shall be eligible for appointment to the Service unless Nigam, after

being satisfied that there are special grounds for doing so, exempt any candidate from the operation of this regulation.

(2) No female candidate, who is married to a person having already a wife living, shall be eligible for appointment to the service unless the Nigam after being satisfied that there are special grounds for doing so, exempt any female candidate from the operation of this regulation.

(3) No married candidate shall be eligible for appointment to the Service, if he/she had at the time of his/her marriage accepted any dowry;

**Explanation:** For the purpose of this sub-regulation, "Dowry" has the same meaning as in the Dowry Prohibition Act, 1961 (Central Act 28 of 1961).

(4) No candidate shall be eligible for appointment to the service who has more than two children on or after 1-6-2002.

Provided that :-

- (i) the candidate having more than two children shall not be deemed to be disqualified for appointment so long as the number of children he/she has on 1<sup>st</sup> June, 2002, does not increase.
- (ii) where a candidate has only one child from earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.
- (iii) the provisions of this sub-regulation shall not be applicable to the appointment of a widow under the provisions of the Rajasthan Compassionate Appointment of Dependents of Deceased Government Servants Rules, 1996 as adopted by Nigam.
- (iv) while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted.

Provided also that any candidate who performed remarriage which is not against any law and before such remarriage he is not disqualified for appointment under this sub-regulation, he shall not be disqualified if any child is born out of single delivery from such remarriage.



**27. Selection by the Appointing Authority:**

Subject to the provisions of Regulations 7, 8, 9, 10 and 11, the Appointing Authority shall select candidates in the order of merit in the list prepared under Regulation 25.

Provided that the inclusion of a candidate's name in the list confers no right to appointment unless the Appointing Authority is satisfied, after such enquiry as may be considered necessary, that such candidate is suitable in all other respects for appointment to the post concerned.

## **PART V**

### **Procedure for Recruitment by Promotion**

#### **28. Constitution of Departmental Promotion Committee :**

The constitution of the Committee shall be as under :-

(a) For the post of Chief Engineer, Addl. Chief Engineer and Superintending Engineer:-

- |  |   |                  |
|--|---|------------------|
| 1. Chairman, RVPN, Jaipur  | - | Chairman         |
| 2. Managing Director, RVPN, Jaipur   | - | Member           |
| 3. Director (Finance), RVPN, Jaipur  | - | Member           |
| 4. Director (Technical/Operation), RVPN, Jaipur<br>(as may be nominated by the Chairman) | - | Member           |
| 5. Head of P&A Wing, RVPN, Jaipur  | - | Member Secretary |

(b) For the post of Executive Engineer and Assistant Engineer:-

- |  |   |                  |
|--|---|------------------|
| 1. Managing Director, RVPN, Jaipur   | - | Chairman         |
| 2. Director (Finance), RVPN, Jaipur  | - | Member           |
| 3. Director (Technical/Operation), RVPN, Jaipur<br>(as may be nominated by the Chairman) | - | Member           |
| 4. Head of P&A Wing, RVPN, Jaipur  | - | Member Secretary |

Provided that in case any Member or Member Secretary of Departmental Promotion Committee is not available due to prolonged leave or vacancy, Managing Director may nominate other Whole Time Director or Officer in his place to act as a Member or Member Secretary, as the case may be.

#### **29. Criteria, Eligibility and Procedure for Promotion :-**

(1) As soon as Secretary (Administration) with approval of the Appointing Authority determines the number of vacancies under the Regulation regarding determination of vacancies of these Regulations and decides that a certain number of posts are required to be filled in by promotion, it shall, subject to the provisions of sub-regulations(6), prepare a correct and complete list of the senior most persons who are eligible and qualified under these Regulations for promotion on the basis of Seniority-cum-Merit and/ or Merit.

(2) Persons holding post enumerated in the Column-4 of the Schedule-I shall be eligible for promotion to posts specified against them in Column-2

thereof, to the extent indicated in Column-3 subject to their possessing minimum qualification(s) and experience on the first day of the month of April of the year of selection as specified in the relevant Column-5 regarding minimum qualification and experience for promotion.

(3) No person shall be considered for first promotion in the service unless he is regularly selected on the post from which promotion is to be made in accordance with one of the methods of recruitment prescribed under provisions of these Regulations.

**Explanation:** In case direct recruitment to a post has been made earlier than regular selection by promotion in a particular year such of the persons who are or were eligible for appointment to that post by both methods of recruitment and have been appointed by direct recruitment first, shall also be considered for promotion.

(4) No person shall be considered for promotion for five recruitment years from the date on which his promotion becomes due, if he/she has more than two children on or after 1<sup>st</sup>April, 2012:

Provided that.-

- (i) the person having more than two children shall not be deemed to be disqualified for promotion so long as the number of children he/she had on 1<sup>st</sup>April, 2012, does not increase.
- (ii) where a person has only one child from earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.
- (iii) while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted.

Provided also that any person who performed remarriage which is not against any law and before such remarriage he is not disqualified for promotion under this sub-regulation, shall not be disqualified if any child is born out of single delivery from such remarriage.

(5) Selection for promotion on the post included in the service shall be made on the basis of Seniority-cum-Merit and/ or Merit, as prescribed in the Schedule-I.

Provided further that if the Committee is satisfied that suitable persons are not available for selection by promotion strictly on the basis of merit in a particular year, selection by promotion on the basis of seniority-cum-merit may be made in the same manner as specified in these Regulations.

- (6)(i) The zone of consideration of persons eligible for promotion shall be as under:

<b>Number of vacancies</b>	<b>Number of eligible persons to be considered</b>
(a) for one vacancy	five eligible persons
(b) for two vacancy	eight eligible persons
(c) for three vacancy	ten eligible persons
(d) for four or more vacancies	three times the number of vacancies

- (ii) where the number of eligible persons for promotion to higher post is less than the number specified above, all the persons so eligible shall be considered.
- (iii) where adequate number of candidates belonging to the Scheduled Casts or the Scheduled Tribes, as the case may be, are not available within the zone of consideration specified above, the zone of consideration may be extended to seven(7) times the number of vacancies and candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the case may be (and not any other), coming within the extended zone of consideration shall also be considered against vacancies reserved for them.

(7) Except as otherwise expressly provided in this Regulation, the conditions of eligibility for promotion, constitution of the Committee and procedure for selection shall be the same as prescribed elsewhere in these Regulations.

(8) The Committee shall consider cases of all the senior most persons who are eligible and qualified for promotion to the class of post(s) concerned under these Regulations and shall prepare a list containing name of persons found suitable on the basis of seniority-cum-merit and/ or on the basis of merit, as the case may be, as per the criteria for promotion laid down in these Regulations equal to the number of vacancies determined under these Regulations. The list so prepared on the basis of seniority-cum-merit and/or on the basis of merit, as the case may be, shall be arranged in the order of seniority of the post(s) from which selection is made.

(9) The Committee may also prepare a list on the basis of seniority-cum-merit or on the basis of merit, as the case may be, as per the criteria for promotion laid down in these Regulations, containing name of persons not exceeding the number of persons selected in the list prepared under sub-regulations(8) above, to fill temporary or permanent vacancies, which may occur subsequently. The list so prepared on the basis of seniority-cum-merit and/ or on the basis of merit shall be arranged in the order of seniority of the post(s) from which selection is made. Such a list shall be reviewed and revised by the Committee that meets in the subsequent year and that such list shall remain in force till the end of the last day of the year for which the meeting of the Committee is held.

(10) Lists prepared under sub-regulations (8) and (9) shall be sent to the Appointing Authority together with Annual Performance Appraisal Reports and other service records of all candidates included in the lists as also of those not selected, if any.

**Explanation:** For the purpose of selection for promotion on the basis of Merit, no person shall be selected if he does not have 'Outstanding' or 'Very Good' record of at least five out of seven years preceding the year for which the meeting of the Committee is held.

(11) If in any subsequent year, after promulgation of these Regulations, vacancies relating to any earlier year are determined under these Regulations which were required to be filled-in by promotion, the Committee shall consider cases of all such persons who would have been eligible in the year to which the vacancies relate irrespective of the year in which meeting of the Committee is held and such promotion shall be governed by the criteria and procedure for promotion as was applicable in the particular year to which the vacancies relate and the service/experience of an incumbent who has been so promoted, for promotion to higher post for any period during which he has not actually performed the duties of the post to which he would have been promoted, shall be counted. The pay of a person who has been so promoted shall be re-fixed at the pay which he would have derived at the time of his promotion, but no arrears of pay shall be allowed to him.

(12) The Appointing Authority may order for the review of the proceedings of the Committee held earlier on account of some mistake or error apparent on the face of record, or on account of a factual error substantially affecting the decision of the Committee or for any other sufficient reasons e.g. change in seniority, wrong determination of vacancies, judgment / direction of any Court or Tribunal, or where adverse entries in the Confidential Reports of an

individual are expunged or toned down or a punishment inflicted on him is set aside or reduced.

(13) Appointments shall be made by the Appointing Authority taking persons out of the lists finally approved under the preceding sub-regulation(10)in the order in which they have been placed in the lists, till such lists are exhausted or reviewed and revised or remained in force, as the case may be.

(14) Provisions of this Regulation shall have effect notwithstanding anything to the contrary contained in any provision of these Regulations.

**30. Restriction of promotion of persons foregoing promotions.-**

In case a person on his appointment by promotion to the next higher post either on the basis of urgent temporary appointment or on regular basis on the recommendations of the Departmental Promotion Committee, forgoes such an appointment through his written request, and if the Appointing Authority accepts his/her request, the person concerned shall be debarred for consideration for promotion (both on the basis of urgent temporary appointment or on regular basis) for subsequent two recruitment years for which the Departmental Promotion Committee is held and the name of such persons who foregoes promotion shall not be included in the seniority-cum-eligibility list to be placed before the Departmental Promotion Committee for subsequent two recruitment years.

## **PART VI**

### **Appointments, Probation and Confirmation**

#### **31. Appointment to the Service:**

Appointments to posts in the Service by direct recruitment or by promotion, as the case may be, shall be made by the Appointing Authority on occurrence of substantive vacancies from the candidates selected under regulation 25 in order of merit and by promotion from persons selected under regulation 29 of these regulations.

#### **32. Urgent temporary appointment :**

(1) A vacancy in the Service which cannot be filled-in immediately either by direct recruitment or by promotion under these Regulations may be filled-in by the Appointing Authority by appointing, in an officiating capacity thereto an officer eligible for appointment to the post by promotion or by appointing temporarily thereto a person eligible for direct recruitment to the Service, where such direct recruitment has been provided under the provisions of these Regulations.

Provided that such an appointment shall not be continued beyond a period of one year.

Provided further that in respect of the Service or a post in the Service for which both the methods of recruitment have been prescribed, the Appointing Authority shall not, save with the specific permission of the Board of Directors, fill the temporary vacancy against the direct recruitment quota by a whole-time appointment for a period exceeding three months, other-wise than out of person eligible for direct recruitment and after a short-term advertisement.

(2) In the event of non-availability of suitable persons fulfilling the requirements of eligibility for promotion, Board of Directors may, notwithstanding the conditions of eligibility for promotion required under sub-regulation (1) above, lay down general instructions for grant of permission to fill the vacancies on urgent temporary basis subject to such conditions and restrictions regarding pay and other allowances as it may direct.

### **33. Seniority :**

(1) Separate seniority lists shall be maintained for the different Cadre of engineers as mentioned below:-

- i) Electrical & Mechanical Engineering Cadre
- ii) Tele-communication (PLCC) Engineering Cadre
- iii) Civil Engineering Cadre
- vi) Information Technology Cadre.

(2) Seniority of persons appointed to the post encadred in each cadre of the Service shall be determined from the date of appointment on the post after regular selection in accordance with provisions of these Regulations. Appointment on ad-hoc or urgent temporary basis shall not be deemed to be appointment after regular selection.

Provided that:-

(i) the seniority inter-se of persons appointed to a post in a particular category by direct recruitment on the basis of one and the same selection, except those who do not join service when a post is offered to them by the last date mentioned in the appointment order or longer, if extended by the Appointing Authority, shall follow the order in which their names have been placed in the list prepared under Regulation 25;

(ii) the seniority inter-se of persons appointed to posts in a particular category by promotion shall follow the order in which their names have been placed in the lists prepared under sub-regulation(8) of Regulation 29.

(iii) the persons selected and appointed as a result of a selection, which is not subject to review and revision, shall rank senior to the persons who are selected and appointed as a result of subsequent selection.

(iv) while determining inter-se seniority of persons appointed on promotion and those appointed against Direct Recruitment quota vacancies in the same year, persons appointed on promotion shall be the en-bloc senior, followed en-bloc by persons appointed against Direct Recruitment quota vacancies irrespective of dates of their joining on the post.

(v) the seniority inter-se of persons selected on the basis of seniority-cum-merit and on the basis of merit in the same selection shall be the same as in the next below grade.

(vi) the seniority inter-se of Junior Engineers-I (Degree Holders) and Junior Engineers-II(Diploma Holders) promoted as Assistant Engineer in the same year, shall be determined on the basis of their length of service as JEn-I and JEn-II, as the case may be i.e. the person who has served in Nigam as JEn-I



and/or JEn-II for longer period, shall be placed higher in the seniority list of AEn.

Provided that in case Junior Engineer-I and Junior Engineer-II, both are appointee of the same date, then name of Junior Engineer-I shall be placed higher in their inter-se-seniority.

(vii) the reservation for Scheduled Castes and Scheduled Tribes employees with consequential seniority, shall continue till the roster points are exhausted and adequacy of promotion is achieved.

Once the roster points are complete the theory of replacement shall thereafter be exercised in promotion whenever vacancies earmarked for Scheduled Castes/ Schedules Tribes employees occur.

If on the application of these provisions the Scheduled Castes / Schedules Tribes employees who had been promoted earlier and are found in excess of the adequacy level, shall not be reverted and shall continue on ad-hoc basis and also any employee who had been promoted in pursuance to notification No. F.7(1)DOP/A-II/96 dated 1.4.1997 shall not be reverted.

Notification No.F.7(1)DOP/A-II/96 dated 1.4.1997 shall be deemed to have been repealed w.e.f. 1.4.1997.

**Explanation:** Adequate representation means 16% representation of the Scheduled Castes and 12% representation of the Scheduled Tribes in accordance with the roster point.

#### **34. Period of Probation:**

(1) A person entering the Service by direct recruitment against a clear vacancy shall be placed as probationer-trainee for a period of two years.

Provided that any period after such appointment during which a person has been on deputation on a corresponding or higher post shall count towards the period of probation.

(2) During the period of probation, specified in sub-regulation (1) above, each such probationer-trainee may be required to pass such Departmental Examination and to undergo such training as the Nigam may, from time to time, specify.

**35. Confirmation in certain cases:**

(1) Notwithstanding anything to the contrary contained in the preceding regulation, a person appointed to a post in the Service temporarily or on officiating basis who, after regular direct recruitment as per the method of recruitment prescribed under these regulations, has not been confirmed, within a period of six months after satisfactory completion of the period of probation of two years' service as a probationer-trainee, shall be entitled to be treated as confirmed in accordance with his seniority if-

- (i) he has worked on the post or higher post under the same Appointing Authority or would have so worked but for his deputation or training;
- (ii) he fulfills conditions as are prescribed under regulation relating to confirmation subject to the quota prescribed under these regulations; and
- (iii) permanent vacancy is available.

(2) If an employee referred to in sub-regulation (1) above fails to fulfill the conditions mentioned in the said sub-regulation the period mentioned in sub-regulation (1) above, may be extended upto one year. If the employee still fails to fulfill the conditions mentioned in sub-regulation (1) above, he will be liable to be discharged or terminated from such post in the same manner as a probationer-trainee or reverted to his substantive or lower post, if any, to which he may be entitled.

(3) The employee referred to in sub-regulation (1) above, shall not be debarred from confirmation after the said period of service if no reasons to the contrary about the satisfactory performance of his/her work are communicated to him within the said period of service.

(4) The reasons for not confirming of any employee referred to in sub-regulation(1) above shall be recorded by the Appointing authority in his Service Book and Annual Performance Appraisal Report.

**Explanation:**

- (i) Regular recruitment for the purpose of this regulation shall mean -
  - (a) appointment by either method of recruitment or on initial constitution of service in accordance with the Regulations;

- (b) appointment to the post for which no Service Regulations exists, recruitment done as per decisions of Board of Directors;
- (c) appointment by transfer after regular recruitment where the service regulations specifically permit; and
- (d) persons who have been made eligible for substantive appointment to a post under these regulations shall be treated as having been regularly recruited.

Provided that it shall not include urgent temporary appointment or officiating promotion which is subject to review and revision.

- (ii) Persons who hold lien on another cadre shall be eligible to be confirmed under this regulation and they will be eligible to exercise an option whether they do not elect to be confirmed on the expiry of two years of their temporary appointment under this regulation. In the absence of any option to the contrary, they shall be deemed to have exercised option in favour of confirmation under this regulation and their lien on the previous post shall cease.

### **36. Unsatisfactory progress during period of probation:**

If it appears to the Appointing Authority, at any time, during or at the end of the period of probation, that services of a probationary trainee are not found to be satisfactory, the Appointing Authority may revert him/her to the post on which he/she is regularly selected immediately preceding his/her appointment as probationer trainee or in other cases may discharge or terminate him/her from service. The Appointing Authority shall accord appropriate opportunity to the probationer-trainee before final orders are passed in this respect:

Provided that the Appointing Authority may, if it so thinks fit in any case or class of cases, extend the period of probation of any probationer-trainee by a specified period not exceeding one year.

**37. Confirmation :**

A probationer shall be confirmed in his appointment at the end of his period of probation if.-

- (a) he/she has passed the departmental examination and has successfully undergone such training as Nigam may, from time to time, specify;
- (b) he/she has passed departmental test of proficiency in Hindi (if prescribed); and
- (c) the Appointing Authority is satisfied that his / her integrity is unquestionable and that he/she is otherwise fit for confirmation.

Provided that the probationers, who have already passed Matriculation, Intermediate or B.A. Examination with Hindi as one of their subjects and also those who have passed M.A. in Hindi may be exempted from appearing in the proficiency test in Hindi, as prescribed under the above sub- regulation (b).

## **PART – VII**

### **Pay**

#### **38. Scale of pay:**

The scale of monthly pay of a person appointed to a post in the Service shall be such as may be admissible under the Regulations referred to in Regulation 40 or as may be sanctioned by the Nigam from time to time.

#### **39. Pay during probation:**

A probationer-trainee appointed to the Service by direct recruitment, shall be paid monthly fixed remuneration during the period of probation at such rates as may be fixed by the Nigam from time to time.

Provided that an employee having been regularly selected as per provisions of recruitment regulations in the Nigam's service may be allowed emoluments in his/her own Grade Pay in the existing running Pay Band of the post during service as probationer trainee or fixed remuneration of the new post whichever is advantageous to him/her.

#### **40. Regulation of Pay, Leave, Allowances, Pension, Contributory Pension, etc.-**

Except as provided in these Regulations, the pay, allowances, contributory pension, leave and other conditions of service of the members of the service, shall be regulated by :-

1. RVPN Employees Service Regulations, 1964, as amended from time to time;
2. RVPN Employees (Classification, Control and Appeal) Regulations, 1962, as amended from time to time;
3. RVPN Employees Conduct Regulations, 1976, as amended from time to time;
4. Rajasthan Civil Services (Medical Attendance & Treatment) Rules, 2013, as amended from time to time;
5. Rajasthan Civil Services (Revise Pay Scale) Rules, 2008, as amended from time to time;
6. RVPN Payment of Gratuity Rules, 1972, as amended from time to time;
7. RVPN Contributory Provident Fund Regulations, as amended from time to time;
8. RVPN Pension Regulations, 1988, as amended from time to time;
9. RVPN Pensioners Medical Concessions Scheme, 1992, as amended from time to time;
10. RVPN General Provident Fund Regulations, 1988, as amended from time to time;

11. RVPN Travelling Allowance Regulations, 1962, as amended from time to time;
12. Any other regulations prescribing general conditions of service made by the Nigam and for the time being in force.

**41. Removal of doubt:**

If any doubt arises relating to the application and scope of these regulations, it shall be referred to the Secretary (Administration) and decision of Board of Directors thereupon shall be final.

**42. Repeal and Saving:**

The Rajasthan Rajya Vidyut Prasaran Nigam Limited Service of Engineers (Recruitment, Promotion and Seniority etc.) Regulations, 1969 and orders issued in relation to the matters covered by that Regulations are hereby repealed.

Provided that any action taken under the regulations and orders, so repealed, shall be deemed to have been taken under the provisions of these regulations.

**43. Power to relax Regulation:**

In exceptional cases where Board of Directors is satisfied that operation of the regulations relating to age or regarding requirement of experience for recruitment causes undue hardship in any particular case or where the Board of Directors is of the opinion that it is necessary or expedient to relax any of the provisions of these regulations with respect to age or experience of any person, it may, by order dispenses with or relax the relevant provisions of these regulations to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner, provided that such relaxation shall not be less favourable than the provisions already contained in these regulations.

Provided that relaxation in the prescribed period of service or experience under this regulation shall only be granted by the Appointing Authority as per the recommendation of the Departmental Promotion Committee to the extent of 1/3<sup>rd</sup> period of service or experience prescribed for promotion to any post.

Provided further that relaxation in experience for promotion from Superintending Engineer to Chief Engineer can be given only by the Board of Directors.

By Order,

(.....)

## Schedule-II

### Pattern, Standard & Syllabus of Written Competitive Exam to the post of Assistant Engineer and Junior Engineer-I

1. A Computer based “Written Competitive Exam” shall be conducted through **Online mode**. The medium of written competitive examination will be ‘English’ only, except for the Hindi subject. The question paper shall be of maximum 100 marks, consisting of Objective Type Questions (Multiple Choice Options- MCQ) as under:-

<b>Question Paper</b>
(i) Reasoning & Mental Ability
(ii) Mathematics
(iii) General Knowledge & Everyday Science
(iv) Hindi General
(v) English General

2. There will be ‘Negative’ marking for each wrong answer.
3. To become eligible for consideration for appointment, candidates shall be required to secure minimum passing marks as detailed below in the written competitive exams :-
- |  |   |           |
|--|---|-----------|
| (i) UR category candidates                 | - | 30% marks |
| (ii) SC/ST/BC/ SBC/ PH Category candidates | - | 20% marks |
4. There shall be no ‘Interview’.
5. For selection against “Unreserved” vacancies, candidates must be eligible for appointment as “Unreserved” candidate. It is clarified that in case of availing relaxation in ‘Age’ and/or ‘Fee’, a candidate does not become ineligible for selection against “Unreserved” vacancy.
6. A brief out-line of scope of each paper is given hereunder for general guidelines of candidates, but is not intended to be exhaustive :-
- (i) **Reasoning & Mental Ability** :- Analytical Reasoning, Number series, Letter series, Odd man out, Coding-Decoding, Shapes and Mirror Images, Clocks, etc.
  - (ii) **Mathematics** :- Mathematics (Class-XII level).
  - (iii) **General Knowledge & Everyday Science** :- Current events, including issues of State (Rajasthan), National & International importance, Persons & Places in recent news, Games & Sports, Science, Indian History, Civics, Geography, Indian Polity, etc., with special reference to Rajasthan.
  - (iv) **Hindi General** :- Hindi Grammar and language (Class-X level).
  - (v) **English General** :- English Grammar and language (Class-X level).

7. If the examination is held in more than one session due to one or other reason, the scores across various sessions will be equated to adjust for slight differences in difficulty level of different test batteries used across sessions.
8. Nigam would analyse responses (answers) of individual candidates with those of other candidates to detect patterns of similarity of right and wrong answers. If it is inferred/ concluded that the responses have been shared and scores obtained are not genuine/ valid, Nigam reserves right to cancel the candidature of the concerned candidates and the result of such candidates (disqualified) will be withheld.
9. The scores of online exam will be obtained by adopting the following procedure :-
  - (i) Number of questions answered correctly by a candidate in the objective test is considered for arriving at the 'Corrected Score' after applying penalty for wrong answers.
  - (ii) The 'Corrected Scores' so obtained by candidates are made equivalent to take care of the minor difference in difficulty level, if any, in each of the objective tests held in different sessions to arrive at the 'Equated Scores'. Scores obtained by candidates on any test will be equated to the base form by considering the distribution of scores of all the forms.
  - (iii) Scores on total will be calculated with decimal point upto two digits.

\* \* \* \* \*