

ADMN. 30

JODHPUR
VIDHYUT VITRAN
NIGAM LTD

NO.JdVVNL/CMD/Secy.(Admn)/JU/ S.Est/ F. / OO. 02 D. 05
dated 8-11-06

ORDER

Sub:- Amendment in the various Service Regulations.



The Board of Directors in its 103 meeting held on 29.09.2006 has decided to make following amendment in the JdVVNL Officers Service (Recruitment, Promotion and Seniority) Regulations, 1974, Service of Engineers (RPS) Regulations, 1969 and Ministerial Staff Regulations, 1962, namely:-

- i) In each of the service regulations, mentioned in Column No. 2 of the under mentioned Table-A, the following new proviso be inserted below the existing Regulation mentioned under Column No. 3, namely.

"Provided that preference shall be given to suitable candidates having relevant experience in Power Distribution Sector Chairman is authorized to reserve certain vacancies for the experienced persons, depending upon requirement of number of experienced persons in the Nigam.

On the recommendation of the Selection Committee, the Chairman & Managing Director may allow higher remuneration/ higher start in the prescribed pay scale to such experienced persons."

TABLE-A

S. No.	Name of Service Regulation	Regulation No.
1.	JdVVNL Officers Service (Recruitment, Promotion & Seniority) Regulations, 1974.	6 (a)
2.	JdVVNL Service of Engineers (Recruitment, Promotion & Seniority) Regulations, 1969.	7 (i)
3.	JdVVNL Ministerial Staff Regulations, 1962	After first para of Reg. 16.

- ii) The existing entries under Column No. 3 against S.No. 13 of Schedule of the JdVVNL Officer Service (Recruitment, Promotion & Seniority) Regulations, 1974 be substituted by the following words, namely,

"50% by direct recruitment and
50% by promotion"

- iii) In each of the service regulations, mentioned in Column No. 2 of the Table-B, (given below), the following new proviso be substituted/ inserted in the Regulation mentioned under Column No. 3 of the same, namely;

"Provided that if the Chairman & Managing Director is satisfied that sufficient number of suitable candidates are not available for appointment by either method of recruitment in a particular year, vacancies of that quota remained so unfilled, can be filled in relaxation to the prescribed proportion, by the other quota.

TABLE-B

S. No.	Name of Service Regulation	Regulation No.
1.	JdVVNL Officers Service (Recruitment, Promotion & Seniority) Regulations, 1974.	Existing Regulation 6 (b) (1) be substituted.
2.	JdVVNL Service of Engineers (Recruitment, Promotion & Seniority) Regulations, 1969.	Existing proviso of Regulation 7 be substituted.
3.	JdVVNL Ministerial Staff Regulations, 1962	Inserted as Regulation 6 (10)

iv) In each of the service regulations, mentioned in Column No. 2 of the following table-C, the words "Business Management" be substituted by the words "Human Resource Management/ Development" in the provisions mentioned in column No.3.

TABLE-C

S. No.	Name of Service Regulation	Regulation No.
1.	JdVVNL Officers Service (Recruitment, Promotion & Seniority) Regulations, 1974.	Entries in (a) against S.No. 13 under Column 4 of the Schedule.
2.	JdVVNL Ministerial Staff Regulations, 1962	Regulation 10 (5) (i) (a).

v) In the end of the "NOTE" appearing against S.No. 13 under Column 4 of the Schedule appended with the JdVVNL Officers Service (RPS) Regulations, 1974, the following new provision be inserted, namely;

"If it is decided to hold written competitive Examination, the procedure and syllabus of the examination shall be as per Appendix-B.

APPENDIX-B

PROCEDURE & SYLLABUS FOR RECRUITMENT TO THE POST OF PERSONNEL OFFICER;

S. No.	Subject	Max. Marks	Mini. Pass Marks for		Duration
			Gen.	SC/ ST/ OBC/ Female	
1.	Paper-I	Max. 150 marks			3 Hours
	Section-I Hindi	50	150	75 (50%)	
	Section-II English	50			
Section-III Gen. Knowledge	50				

The Standard and Syllabus of examination papers shall be of Graduation level Examination of a University established by Law.

2. Paper-II - Max. 150 Marks

(Objective Type i.e. Multiple Choice Questions)

(Minimum passing marks for Gen. Category candidate = 75

and for SC/ ST/ OBC and Female category candidates marks) = 60

Section-A Max. 50 Marks

- i) Industrial Disputes Act, 1947.
- ii) Factories Act, 1948.
- iii) Trade Unions Act, 1926.
- iv) Industrial Employment (Standing Order) Act, 1946.
- v) Workmen's Compensation Act, 1923.

Section-B Max. 50 Marks

- i) Payment of Gratuity Act, 1972.
- ii) Payment of Bonus Act, 1948.
- iii) Payment of Wages Act, 1936.
- iv) Minimum Wages Act, 1948.
- v) Employees Provident Fund Act and Miscellaneous Provisions Act, 1952.
- vi) E.S.I. Act, 1948.

Section-C Max. 50 Marks

Concepts of Personnel Management and role of a Personnel Officer in an Industrial Organization, Labour Welfare, Social Security/ Insurance, Safety measures, Wages policy, working conditions, Industrial Development, Trade Union Movements, Collective Bargaining, functions of JMC and its role, etc.

- 3. A candidate of Unreserved Category is required to secure at least 75 marks (50%) in each paper, individually. SC/ ST/ OBC and Female Category Candidates shall be allowed 10% relaxation i.e. they will have to secure at least 60 marks in each individual paper for acquiring eligibility to appear in the interview. No candidate securing less than minimum prescribed marks shall be called for interview.
- 4. A merit list shall be prepared on the basis of marks obtained by the candidates in the Written Competitive Exam. Candidates limited to three times of vacancies under each category from the Merit list prepared on the basis of marks in the Written Competitive Exam. shall be called for adjudging suitability, interview and verification of their testimonials by the Selection Committee, to be constituted by the Chairman & Managing Director. The selection shall be made by giving 80% weightage to the total marks obtained in the Written Competitive Exam. and remaining 20% weightage be given to their performance in the interview.
- 5. Reserve List:- Name of candidates considered suitable by the Selection Committee, but not offered appointment, shall be kept in panel which shall remain in operation for next 12 months from the date of preparation of the lists. Further appointments shall be made from the panels in order of Merit.
- vi) The existing entries as appearing at 1 (g) of the Appendix-I, appended in the JdVVNL Ministerial Staff Regulations, 1962, be substituted by the following.

APPENDIX-I

PROCEDURE & SYLLABUS FOR RECRUITMENT TO THE POST OF ASSTT. PERSONNEL OFFICER

S. No.	Subject	Max. Marks	Mini. Pass Marks for		Duration
			Gen.	SC/ ST/ OBC/ Female	
1.	Paper-I	Max. 150 marks	75 (50%)	60 (40%)	3 Hours
	Section-I				
	Hindi				
	Section-II	50	75 (50%)	60 (40%)	3 Hours
	English				
	Section-III	50			
	Gen. Knowledge				

The Standard and Syllabus of examination papers shall be of Graduation level Examination of a University established by Law.

2. Paper-II - Max. 150 Marks

(Objective Type i.e. Multiple Choice Questions)

(Minimum passing marks for Gen. Category candidate = 75

and for SC/ ST/ OBC and Female category candidates marks) = 60

Section-A Max. 50 Marks

- i) Industrial Disputes Act, 1947.
- ii) Factories Act, 1948.
- iii) Trade Unions Act, 1926.
- iv) Industrial Employment (Standing Order) Act, 1946.
- v) Workmen's Compensation Act, 1923.

Section-B Max. 50 Marks

- i) Payment of Gratuity Act, 1972.
- ii) Payment of Bonus Act, 1948.
- iii) Payment of Wages Act, 1936.
- iv) Minimum Wages Act, 1948.
- v) Employees Provident Fund Act and Miscellaneous Provisions Act, 1952.
- vi) E.S.I. Act, 1948.

Section-C Max. 50 Marks

Concepts of Personnel Management and role of a Personnel Officer in an Industrial Organization, Labour Welfare, Social Security/ Insurance, Safety measures, Wages policy, working conditions, Industrial Development, Trade Union Movements, Collective Bargaining, functions of JMC and its role, etc.

3. A candidate of Unreserved Category is required to secure at least 75 marks (50%) in each paper. individually. SC/ ST/ OBC and Female Category Candidates shall be allowed 10% relaxation i.e. they will have to secure at least 60 marks in each individual paper for acquiring eligibility to appear in the interview. No candidate securing less than minimum prescribed marks shall be called for interview.
4. A merit list shall be prepared on the basis of marks obtained by the candidates in the Written Competitive Exam. Candidates limited to three times of vacancies under each category from the Merit list prepared on the basis of marks in the Written Competitive Exam. shall be called for adjudging suitability, interview and verification of their testimonials by the Selection Committee, to be constituted by the Chairman & Managing Director. The selection shall be made by giving 80% weightage to the total marks obtained in the Written Competitive Exam. and remaining 20% weightage be given to their performance in the interview.
5. Reserve List:- Name of candidates considered suitable by the Selection Committee, but not offered appointment, shall be kept in panel which shall remain in operation for next 12 months from the date of preparation of the lists. Further appointments shall be made from the panels in order of Merit.
- vii) The following new proviso be inserted after the first proviso be appearing under Regulation 16 of JdVVNL Ministerial Staff Regulations, 1962, namely.

"Provided further that those having experience of working as Accountant/ Junior Accountant with Power Distribution Sector shall be given "Bonus marks" as follows:-

- | | |
|--|----------|
| a. One year or more, but Less than 2 years experience. | 10 marks |
| b. Two years or more but less than 3 years experience. | 15 marks |
| c. Three or more years experience. | 20 marks |


A merit list shall be prepared by giving 80% weightage to the marks secured by the candidates on the basis of academic record as detailed above and 20% weightage shall be given to the experience in the Power Distribution Sector. The selection shall be made strictly in order of the Merit List, so prepared."

- viii) In the Regulation No. 10 of the JdVVNL Officers' Service (RPS) Regulations, 1974.

A) the words "the first day of January next following" be deleted.

- B) The existing figures of maximum age as appearing against S.No. 3 of the table be substituted by "35".
- C) The existing provisions of proviso (v), be substituted by the following:
- (v) (a) the maximum age for male candidates of SC/ ST/ OBC category and female candidates of general category shall be relaxed by 5 years.
- (b) the maximum age for female candidates of SC/ ST/ OBC category shall be relaxed by 10 years.
- (c) The Physically Handicapped candidates of General category, OBC category and SC/ ST category shall be allowed age relaxation upto 10 years, 13 years and 15 years respectively, in the maximum age limit.
- D) the following shall be substituted as proviso (viii):
- "Candidates applying for vacancies reserved for experienced persons may be allowed relaxation in the maximum age limit equivalent to the relevant experience in Power Distribution Sector subject to maximum of four (4) years "relaxation".
- ix) In the Regulation 9 (A) of the JdVVNL Ministerial Staff Regulations, 1962.
- A) The existing provisions excluding proviso thereunder be substituted by the following:-
- "A candidate for direct recruitment to any post must have attained the age of 18 years and must have not attained the age of 35 years on the last date fixed for receipt of applications.
- B) The following be inserted as proviso No. (xii) and (xiii):-
- x) The Physically Handicapped candidates of general category, OBC category and SC/ ST category shall be allowed age relaxation upto 10 years, 13 years and 15 years respectively, in the maximum age limit.
- xi) Candidates applying for vacancies reserved for experienced persons may be allowed relaxation in the maximum age limit equivalent to the relevant experience in Power Distribution Sector, subject to maximum of four (4) years relaxation.

By order


Secretary (Admn.)
JdVVNL, Jodhpur.

Copy to the following for information and necessary action:

1. The Chief Engineer (CPM), JdVVNL, Jodhpur.
2. The Financial Advisor & Controller of Accounts, JdVVNL, Jodhpur.
3. The Dy. Chief Engineer (MM&C), JdVVNL, Jodhpur.
4. The Zonal Chief Engineer (JZ/ BZ), JdVVNL, Jodhpur/ Bikaner.
5. The Chief Accounts Officer, JdVVNL, Jodhpur.
6. The Addl. Superintendent of Police (Vig.), JdVVNL, Jodhpur.
7. The Superintending Engineer (), JdVVNL,
8. T.A. to Chairman & Managing Director, JdVVNL, Jodhpur/ Jaipur.
9. The Company Secretary, JdVVNL, Jodhpur.
10. The Dy. Director Personnel (HQ/ JZ/ BZ), JdVVNL, Jodhpur/ Bikaner.
11. The Executive Engineer (), JdVVNL,
12. The Sr. Accounts Officer (), JdVVNL,
13. The Accounts Officer (), JdVVNL,
14. The Public Relations Officer, JdVVNL, Jodhpur.
15. Office Order file.


Personnel Officer (Estt.)
JdVVNL, Jodhpur.