



RAJASTHAN RAJYA VIDYUT UTPADAN NIGAM LTD.

(A Government of Rajasthan Undertaking)

Corporate Identity Number (CIN) – U40102RJ2000SGC016484

Regd. Office & H.O.: Vidyut Bhawan, Janpath, Jyoti Nagar, Jaipur-302 005.

Tele Fax : +91-141-2741352 E-mail : hrd@rrvun.com Website : www.rvunl.com

No: RVUN/P&A/F.7th PC/D. 334

January 1, 2018

ORDER

Sub.: Amendment in the RVUN Employees Service Regulations, 1964.

In light of the recommendations of the Coordination Committee in its 8th meeting held on 7th November, 2017, the Chairman & MD in consultation with the Director(Finance) has been pleased to adopt, mutatis mutandis, the Government of Rajasthan's Notification No.F.1(4)FD(Rules)/2017-I dated 30.10.2017 read with Notification No.F.1(4)FD(Rules)/2017 dated 9.12.2017 and make consequential amendments in RVUN Employees Service Regulations, 1964.

Accordingly, following amendments are hereby made in the RVUN Employees Service Regulations, 1964, namely:-

In the said regulations -

- (i) **Amendment of Regulation 22** - The existing Regulation 22 shall be substituted by the following, namely:-

"22. Pay not to exceed Level in the Pay Matrix - A person appointed in Nigam's service to a post in Level in the Pay Matrix shall draw pay of the post as may be prescribed by the Nigam from time to time or as approved by the Nigam provided it shall not exceed Pay sanctioned by the competent authority for the post held by him. No special or personal pay shall be granted to a Nigam employee without the sanction of Nigam.

Provided further that a probationer-trainee will receive a fixed remuneration as may be prescribed by the Nigam from time to time and on successful completion of the period of probationer-trainee, pay of the first Cell of the Level in the Pay Matrix shall be allowed.

Provided further also that a Nigam employee, who is already in regular service of RVUN, if appointed as probationer-trainee on a post carrying Level in the Pay Matrix either equal or higher than the previous Level in the Pay Matrix shall be allowed pay in his/her Level in the Pay Matrix of the previous post or fixed remuneration at such rates as may be prescribed by the Nigam from time to time, whichever may be beneficial to him/her and after successful completion of period of probationer-trainee, his/her pay shall be fixed in Level in the Pay Matrix of the new post as per provisions of Regulation 24.

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Provided further also that a Nigam employee who is already in regular service of RVUN, if appointed as probationer-trainee on a post carrying lower Level than the Level of the previous post shall be allowed pay which he would have been entitled to as if the period of service rendered on the previous post would have been counted as service rendered against the new post or fixed remuneration prescribed for the new post whichever may be beneficial and after successful completion of the period of probationer-trainee, his/her pay shall be fixed in Level in the Pay Matrix of the new post as per provisions of Regulation 24."

- (ii) The following shall be inserted as Regulation 22(A) below the Regulation 22, namely :-

"22(A). Regulation of Pay in the further revised Level in the Pay Matrix-

The holder of a post, the Level of which is changed, shall be treated as if he was transferred to a new Level provided that he may at his option retain his old Level in the Pay Matrix until the date on which he earns his next or any subsequent increment or until he vacates his post or ceases to draw pay in that Level. The option once exercised shall be final."

- (iii) **Amendment of Regulation 24** - The existing Regulation 24 shall be substituted by the following, namely:-

"24(1). Fixation of pay of a probationer-trainee completing probation period successfully in the Pay Matrix in the relevant Level - A probationer-trainee on successful completion of probation period shall be allowed minimum pay in the Level (first Cell) in the Pay Matrix of the post.

Provided that a Nigam employee who is already in regular service of the RVUN, if appointed on another equal or higher post as a probationer-trainee and has opted to draw pay in the Level of the previous post, on successful completion of probation period his pay including annual increments due on previous post during the period of probationer trainee will be fixed in the Pay Matrix of the Level of the new post at the equal Cell and if there is no equal Cell than at the next Cell.

Provided further that a Nigam employee who is already in regular service of the RVUN, if appointed on lower post as a probationer-trainee and has opted to draw pay in the pay scale of the previous post, on successful completion of probation period his pay will be fixed in the Level in the Pay Matrix of the new post which he would have been entitled to as if the period of service rendered on the previous post would have been counted as rendered against the new post, subject to the condition that the pay fixed shall be restricted to the pay last drawn in the old post.

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Provided further also that a person who is already in regular service of the Government of India, State Governments and Vidyut Nigams of Government of Rajasthan including institutions of Government of India and State Governments, if appointed by direct recruitment under the RVUN on a post higher than the post last held under the previous employer on 'probation' and the pay last drawn by him is higher than the entry pay prescribed for the new post his pay will be fixed in the Level in the Pay Matrix of the new post at the equal Cell with reference to the pay of the previous post and if there is no equal Cell than at next higher Cell.

(2) Fixation of pay of a Nigam employee appointed on urgent temporary basis and whose services are regularized on selection by selection committee prescribed in the relevant service rules/regulations - The Nigam employee working on urgent temporary basis, on selection by the selection committee under the relevant service rules/regulations are appointed afresh as probationer-trainee, during the period of probationer-trainee shall be allowed fixed remuneration and on completion of period of probationer-trainee shall be entitled to entry pay of the post.

(3) When appointment to the new post is made at the request of the Nigam employee under Regulation 15(a) of RVUN Employees' Service Regulations, 1964 or Rule 38(1)(b) of Rajasthan Civil Services (Pension) Rules, 1996 the pay shall be fixed in the Level in the Pay Matrix of the post at the equal Cell and if there is no equal Cell than at lower Cell.

Exception :- If a Nigam employee in service as probationer/on probation is appointed to new post before completion of the prescribed period of probation satisfactorily, the period of service rendered on old post shall not be counted for this purpose on the new post."

(iv) **Amendment of Regulation 27** - The existing Regulation 27 shall be substituted by the following, namely:-

"27. Fixation of pay on promotion on or after 01.01.2016 - The fixation of pay in case of promotion from one Level to another in the revised pay structure shall be made in the following manner, namely:-

(1) One increment shall be given in the Level from which the employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

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Illustration

1	Level in the revised pay structure: Level 4	Pay	5200-20200				
2	Basic Pay in the revised pay structure : 21000	Grade Pay	1700	1750	1900	2000	2400
3	Granted promotion in Level 5	Grade Pay No.	2	3	4	5	9
4	Pay after giving one increment in Level 4: 21600	Levels	1	2	3	4	5
5	Pay in the upgraded Level i.e. Level 5: 22000 (either equal to or next higher to 21600 in Level 5)	1	17700	17900	18200	19200	20800
		2	18200	18400	18700	19800	21400
		3	18700	19000	19300	20400	22000
		4	19300	19600	19900	21000	22700
		5	19900	20200	20500	21600	23400
		6	20500	20800	21100	22200	24100
		7	21100	21400	21700	22900	24800

(2) Fixation of pay of Nigam employee on promotion in the current year of DPC-

- (i) Where DPC of current year is convened and Nigam employee is promoted on the higher post, the pay fixation may be made on notional basis on the higher post from 1st April of the DPC year in respect of post carried forward from the previous year or from the date of vacancy against which the selection is made, as the case may be. The entitlement of actual benefit will be payable from the date of charge taken over on the promotion post by the serving employee.
- (ii) Where DPC of current year is convened but before issuance of the promotion order the promoted employee retires, in that case his notional fixation of pay may be made from 1st April of the DPC year in respect of post carried forward from the previous year or from the date of vacancy against which the selection is made or if it is not possible to identify the actual date of vacancy of the post, on the date of retirement of Nigam employee, as the case may be.
- (iii) If DPC is held in the current year and promotion order is issued in the next year, fixation of pay on promoted post shall be made on notional basis from 1st April of the DPC year in respect of post carried forward from the previous year or from the date of vacancy against which the selection is made or if it is not possible to identify the actual date of vacancy of the post, the notional fixation of pay shall be made on 31st March of the DPC year, as the case may be and actual payment shall be made from the date of charge taken over of the promotion post.

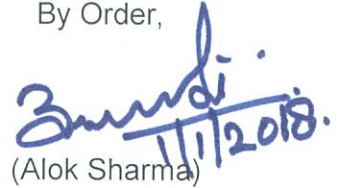
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- (3) If promotion is made on the date of annual increment in that case first annual increment shall be allowed on the lower post and thereafter fixation of pay on promotion on higher post shall be made.
- (4) If a Nigam employee is promoted on higher post after grant of ACP in the same Level, no further fixation of pay shall be made on the higher post.
- (5) The next date of increment after fixation of pay on promotion shall be 1st July of the year. "

This is subject to ratification by the Board of Directors.

By Order,


(Alok Sharma)

Jt. Director (Per. & Admn.)

Copy to the following for information and necessary action:-

1. Director (Technical/ Projects/ Finance), RVUN, Jaipur.
2. Chief/ Addl./ Dy. Chief Engineer (), RVUN,
3. CCOA/ CAO (), RVUN,
4. Company Secretary, RVUN, Jaipur.
5. Jt. Director Personnel (KTPS), RVUN, Kota.
6. Superintending Engineer (), RVUN,
7. DDP/ AS/ PO/ APO (), RVUN,
8. Sr. AO/ AO/ AAO (), RVUN,
9. Asstt. PRO, RVUN, Jaipur.
10. PS to CMD, RVUN, Jaipur.
11. AEn (Website Monitoring), RVUN, Jaipur for uploading order.



Jt. Director (Per. & Admn.)

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