

RAJASTHAN STATE ELECTRICITY BOARD

TECHNICAL WORKMEN SERVICE REGULATIONS

In exercise of the powers conferred under clause© of section 79 of the Indian Electricity (Supply) Act 1948, the Rajasthan State Electricity Board with the prior concurrence of the Government of Rajasthan in pursuance of the directive issued by the Govt. under sub-section(I) of Sec.78(A) of the said Act, hereby makes the following regulations:

1. Short title and commencement:

- (i) These regulations may be called the **Rajasthan State Electricity Board(Technical Workmen) Service Regulations 1975.**
- (ii) They shall come into force **with effect from 27th January,1976.**

2. Extent of application

These Regulations shall be applicable to the workmen as defined under clause(i) of Regulation 3 of these regulations.

3. Definitions:

In these regulations, unless there is anything repugnant in the subject or context.

- (3a) **“Appointing Authority”** means any authority as may be authorised by the Chairman to appoint any person on any post/category/trade/class of technical workmen.
- (aa) **“Board”** means the Rajasthan State Electricity Board.
- (b) **“Chairman”, “Chief Engineer”, “Addl.Chief Engineer”, “ Director of Personnel”, “Dy.Chief Engineer” and “Superintending Engineer”** means the Chairman, Chief Engineer, Addl.Chief Engineer, Director of Personnel, Deputy Chief Engineer and Superintending Engineer of Rajasthan State Electricity Board respectively.
- (c) **“Competent Authority”** means, in relation to the exercise of any power, the Chairman or any other authority to which the power is delegated by him.
- (d) **“Establishment”** means the staff engaged to run a Power House/Workshop/Grid Sub-Station of the Board, and will also include the staff engaged on distribution, transmission and construction of lines or any work incidental to or connected with the work of the Board.
- (e) **“Manager”** means the incharge of Power House/Workshop/Grid Sub-Station or such other person or persons as may be authorised by the Chairman to exercise the powers of a Manager under these Regulations, but not below the rank of Assistant Engineer.
- (f) **“Muster Roll”** means the attendance register or registers maintained under the provisions of the Factories Act, 1948 or any other law for the time being in force requiring the maintenance of attendance registers.
- (g) **“Notice”** means the notice in writing required to be given or notified for the purposes of these regulations.
- (h) **“Notice Board”** means the notice Board specially maintained and kept in a conspicuous place or near the main entrance to the works premises

and of all sections thereof for the purpose of displaying notices required to be notified or affixed under the provisions of these regulations and clearly marked as notice board.

***(i) “Workman”** means any person employed in the Board to do any skilled or unskilled, manual, supervisory or technical work for hire or reward, who is employed on any post included in Schedule-I, whether the terms of his employment be expressed or implied, but does not include any such person:-

- (i) Who is employed mainly in managerial or administrative capacity.
- (ii) Who is employed on any post included in Schedule-II
(substituted vide order No.RSEB/F&R/F.17(i)/D.64 dt.24.11.86.
- (iii) “Work premises” means the area of property owned on lease or hired by the Board and shall include the place/places used for the constructions, transmissions or distribution of power/power lines.

***4(A) Method of Recruitment:**

Subject to the provisions of hereinafter contained in these regulations, appointments to posts in each category/trade/class of technical workman by direct recruitment or by promotion as the case may be shall be made by the appointing authority by the method and in the proportion as indicated in Schedule-III.

Provided that if in any particular year suitable persons are not available for appointment by direct recruitment or by promotion in the proportion indicated in Schedule-III, Chairman may in relaxation of the proportion permit appointment by either of the method to the extent of deficiency.

4(B) Determination of vacancies:

(i) Subject to the provisions of these Regulations, the appointing authority shall determine each year the number of vacancies anticipated during the following 12 months having regard to the post sanctioned by the Board and the number of persons likely to be recruited by each method. Such vacancies shall be determined again before the expiry of the 12 months of the last determination of such vacancies.

(ii) In calculating the actual number to be filled by each method on the basis of the percentage prescribed in Schedule-III, the Appointing Authority shall adopt an appropriate cycle order to correspond to the proportion laid down in Schedule-III e.g.where the appointment by direct recruitment and promotion is in proportion of 25 and 75, the cycle shall run as follows:

- First by direct recruitment.
- Second by promotion
- Third by promotion
- Fourth by promotion
- Fifth by direct recruitment
- Sixth by promotion
- Seventh by promotion
- Eighth by promotion
- Ninth by direct recruitment and so on.

4© Reservation of vacancies for the Schedule Castes and Schedule Tribe:

Reservation of vacancies for the Schedule Castes and Schedule Tribes shall be in accordance with the orders of the Board for such reservation in force at the time of recruitment.

*(Substituted vide order No.RSEB/F&R/F.17(i)/75/D.62 dt.14.11.84.

***4(D) Age:**

A candidate for direct recruitment to a post enumerated in Schedule-III must have attained the age of 18 years and should not have attained the maximum age limit as prescribed in Schedule-III for various categories of posts on the first day of January next following the last date fixed for receipt of applications.

Provided;

(i) That the upper age limit mentioned in Schedule-III shall be deemed to have been raised by 5 years in the case of candidates belonging to the Schedule Castes or Schedule Tribes.

(ii) That the upper age limit may be relaxed by the Chairman, in exceptional cases.

*(Renumbered vide order No.,RSEB/F&R/F.17(i)/pt.III/D.77 dt.3.8.90.)

***4(D)(2)** Age for the purpose of these Regulations, shall be computed from the date of birth, as given in the Higher Secondary, Matriculation and/or other School Leaving Certificates. Other evidence in proof of age shall be considered only if the Appointing Authority is satisfied that in the particular circumstances Higher Secondary, Matriculation and/or School Leaving Certificate would not be available.

4(D)(3) If the year of birth of an employee is known but not the exact month and date, 1st July of the year should be treated as the date of birth for the purpose of this Regulation. If the year and month of the birth of an employee are known but not the exact date, the 16th of the month will be taken as the date of his birth for the purpose of these Regulations.

4(D)(4) If neither the year nor the month is known or date of birth entered in the Service Book is doubtful or having no base, the competent authority may at his discretion refer the case either to the Principal/District Medical Officer of the Govt. of Rajasthan or a Medical Practitioner approved by the Board or Medical Board constituted by the RSEB, the certificate specifying the approximate year, may be accepted by the Competent Authority under Regulation(3) above.

*(inserted vide order No.RSEB/F&R/D.77 dt.3.8.90)

4(D) (5) The evidence in proof of age should be produced immediately at the time of joining. No representation for corrections of age recorded at the time of joining service shall be entertained if it is not made within three years of joining the service.

4(E) Academic Technical qualifications and experience:

A candidate for direct recruitment must hold academic and technical qualifications and experience as indicated against respective post in Schedule-III.

4(F) Character:

The character of a candidate for direct recruitment must be such as will qualify him for employment in the Board services. He must produce a certificate of good character from the Principal, Academic Officer of the University or College or School in which he was last educated or if employed from his last employer. He shall also be required to produce two certificates issued not more than 6 months prior to the date of application, from two responsible persons not related to him.

4(G) Physical fitness:

A candidate for recruitment by either method must be in good mental and physical health and free from any mental or physical defect likely to interfere with the efficient performance of his duties as a workman. A candidate for direct recruitment, if selected, must produce a certificate to the effect from the Medical Authority notified by the Board for the purpose.

A Certificate issued by the Medical Authority notified by the Board for the purpose of indicating mental and/or physical disability shall be ample proof for debarring a workman from further continuance in the Board's service.

4(H) Employment by irregular or improper means:

A candidate who is or has been declared by selection committee/appointment authority/Director of Personnel as the case may be, guilty of impersonation or submitting fabricating document or documents, which have been tempered with or of making statements which are incorrect or false or suppressing material information or using or attempting to use unfair means in the examination/trade test/interview or otherwise/resorting to any other irregular or improper means for obtaining admission to the test/examination/interview, may in addition to rendering himself liable to criminal prosecution, be debarred either permanently or for specific period:-

- (a) by the selection committee or Director of Personnel as the case may be from admission to any examination or appearance to any interview or test or both held by the selection committee for selection of candidate; and
- (b) by the Chairman for employment under the Board;
- (c) a candidate who is already in employment shall also be liable for disciplinary action.

4(I) Procedure for direct recruitment:

(i) Inviting of applications:

Applications for direct recruitment to the various posts shall be invited by the Director of Personnel by advertising the vacancies to be filled in such a manner as may be deemed fit. The Director of Personnel after such scrutiny as he deems necessary shall prepare the list of eligible candidates and place the same for consideration before the selection committee.

***“ Provided** that for the administrative convenience, the Director of Personnel may delegate the work of inviting applications for direct recruitment to various posts to an officer authorised in this behalf by the Chief Engineer, Thermal Power Station, Kota.”

*(inserted vide order No.RSEB/F&R/F.17(i)Pt.III/D.38 dt.12.5.89.)

4(I)(2)(a) Selection Committee:

The Selection Committee shall consist of Director of Personnel or his nominee not below the rank of Dy.Director Personnel, Chief Engineer(O&M)

and Chief Engineer(T&C) or their nominee not below the rank of Superintending Engineer(or as may be constituted by the Chairman).*

*(Inserted vide order No.RSEB/F&R/D.38 dt.12.5.89)./

***4(I)(2)(b) Selection Committee for Thermal Power Station, Kota**

The Selection Committee shall consist of Addl.Chief Engineer(O&M) or his nominee not below the rank of Superintending Engineer, Dy.Chief Engineer(P&A) or his nominee not below the rank of Superintending Engineer, and Director of Personnel or his nominee not below the rank of Dy. Director Personnel or as may be constituted by the Chairman.

*(Inserted vide order No.38 dt.12.5.89)

4(I)(3)(a) Recommendation of the Selection Committee

The Selection Committee after trade test and interview shall prepare a list of candidates not exceeding one and half times of the advertised vacancies, whom it considered suitable for appointment to the post concerned arrange in order of merit and forward such list to the Director of Personnel. The Director of Personnel shall allocate the candidates to the Appointing Authorities on requisition by them. The inclusion of a candidate name in the list shall confer no right of appointment.

***4(I)(3)(b) Recommendation of Selection Committee for Thermal Power Station,Kota:**

The Selection Committee for Thermal Power Station, Kota will prepare a list of candidates in the manner stated at (a) above and forward the list to the Appointing Authority for appointment. The inclusion of name of a candidate in the list shall confer no right to appointment.

The list so prepared as per (a) & (b) above shall remain valid for a period of six months from the date of submission by the Selection Committee. The Chairman may extend the validity of such list for a period not exceeding six months.

*(Inserted vide order No.RSEB/F&R/F.17(i)/Pt.III/D.38 dt.12.5.89).

4(J)(i) Every person appointed against the vacancy in service by direct recruitment shall be placed on probation for a period of two years and those appointed by promotion/special selection to any post against the vacancy shall be on probation for a period of one year.

(ii) During the period of probation specified in sub-regulation(i) above, each probationer may be required to pass such departmental examination and to undergo such training/test as the Board may, from time to time, specify.

Explanation:

In case of a person who dies or is due to retire on attaining the age of superannuation, the period of probation shall be reduced so as to end one day earlier on the date immediately proceeding the date of his death or retirement from Board service. The condition of passing the departmental examination or training/tests shall be deemed to have been waived in case of death or retirement.

(iii) If the workman has failed to give satisfaction or has not fulfilled any of the conditions prescribed for confirmation such as passing of departmental examination, training or any test etc.,the period of probation may be extended by one year both for those appointed by direct recruitment or by promotion/special selection. If the workman still fails to fulfill the prescribed conditions or fails to give satisfaction, he will be liable to be discharged from such post in the same manner as a probationer or reverted to his substantive or lower post, if any, to which he may be entitled.

(iv) Notwithstanding anything contained in the above proviso to class-(iii) above during the period of probation, if a probationer is placed under the suspension or disciplinary proceeding are contemplated or started against him, the period of his probation may be extended till such period, the Appointing Authority thinks fit in the circumstances.

(v) A probationer reverted or discharged from service during or at the end of the period of probation shall not be entitled to any compensation.

4(K) Disqualification for Appointment:

1. No male candidate who has more than one wife living shall be eligible for appointment to the service unless Board after being satisfied that there are special grounds for doing so, exempt any candidate from the operation of this sub-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 Board after being satisfied that there are special grounds for doing so, exempt any female candidate from the operation of this sub-regulation.

3. No candidate, male or female, who has more than three children shall be eligible for appointment to the service unless one of the spouses has undergone sterilisation or in the case of a female candidate, she is above 45 years of age.

Provided that any married candidate, male or female, who had no child for the last 10 years shall be exempted from the operation of this sub-regulation.

Explanation:

(i) For the purpose of this sub-regulation, a child shall include an adopted child or a step child, and

(ii) For claiming exemption under the proviso to this sub-regulation, the candidate shall have to produce a certificate either from the Registered Medical Practitioner or swear an affidavit to the effect that the age of his or her youngest child is not less than 10 years.

4(L) “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’ which has the same meaning as defined in section-2 of the Dowry Prohibition Act, 1961 (Central Act-28 of 1961) reproduced below:

“**Dowry**” means any property or valuable security given or agreed to be given either directly or indirectly:

a) by one party to a marriage to the other party to the marriage; or

b) by the parent of either party to a marriage or by any other person, to either party to the marriage or to any other person; at or before or after the marriage as consideration for the marriage of the said parties, but does not include dower or mahr in the case of persons to whom the Muslim Personal Law (Shariat) applies.

Explanation

1. For the removal of doubts, it is hereby declared that any present made at the time of marriage to either party to the marriage in the form of cash, ornaments, clothes or other articles, shall not be deemed to be dowry within the meaning of this section, unless they are made as consideration for the marriage of the said parties.

2. The expression 'valuable security' has the same meaning as in the section 30 of the Indian Penal Code(45 of 1960).

4. Classification:

(i) Permanent: A workman engaged on a permanent basis, including any person who has satisfactorily completed a probationary period of six months in the same or another occupation in the establishment including breaks due to sickness, accident, leave, lock out, strike(not being an illegal strike) or voluntary closure of a work and who has been confirmed against a permanent post.

(ii) Probationers: A workman provisionally employed to fill a permanent vacancy in a post and who has not completed six month's service therein or in case his period of probation has been extended to twelve months service. If a workman does not show requisite skill within six months or within the extended period of probation of twelve months, he may at any time during the probationary period, be reverted to his old permanent post and if he does not have lien on any permanent post, be kept in a temporary or other capacity or be discharged from Board's service.

(iii) Deleted.

(iv) Temporary: A workman, who is engaged for work, which is of an essentially temporary nature likely to be finished within a limited period.

(v) Casual: A workman, whose employment is of a casual nature.

(vi) Apprentice: A learner, who is or is not paid an allowance during the period of his training including an Apprentice under the Apprenticeship Act,1961.

6. Decision of the Manager to be final, subject to right of appeal:

(a) The decision of the Manager upon any question arising out of, in connection with or incidental to these Regulations, shall be final provided that the worker aggrieved by the Manager's decision shall have a right to appeal to the next higher authority as per procedure mentioned below:

The aggrieved worker may appeal against the order of the Manager to the next higher authority within a period of one week from the date of the communication of Manager's order. The next higher authority shall dispose of the appeal within a period of 15 days from the date of presentation of appeal.

The aggrieved worker shall have a right of second appeal to the Chief Engineer who shall dispose of the appeal within a period of one month.

No appeal shall lie against the order of the Chief Engineer.

(b) Should a worker send a notice through a legal practitioner or resort to any legal proceedings whatsoever, or indicate in any other manner his intention of having recourse to legal process, no appeal may be heard by the Superintending Engineer/Chief Engineer.

7. Shift working:

(a) Shift working shall be regulated in accordance with the provisions of the Factories Act, 1948 for the time being in force. More than one shift may be worked in a section or sections at the discretion of the Manager. At the time of the introduction of shift, it shall be specified whether the shift is a temporary or a permanent one.

- (b) Shift may be alternated at the sole discretion of the Manager.
- (c) If more than one shift is worked, workers shall be liable to be transferred from one shift to another at the discretion of the Manager.
- (d) A notice of fifteen days will be given before a permanent shift is discontinued which shall be placed on a notice board, provided that:
 - (i) It shall not be necessary to give any notice if as a result of discontinuance of the shift, no permanent workman is discharged, or
 - (ii) When a temporary shift is discontinued.

8. Attendance and late coming:

- (i) The period and hours of work for all classes of workmen in each shift shall be exhibited on a notice board.
- (iii) All workmen shall be at work at the work place at the times fixed and notified.
- (iv) Any worker found absent from his proper site or sites of work during working hours without permission or without sufficient reason, shall be liable to be treated as absent for the period of his absence.

If however, he is so absent from the work premises during working hours without written permission, he shall be liable to be treated as absent for the whole day, in case his absence commences before the recess period and for half a day in case his absence commences after the recess period.

- (v) If the worker is so absent from the work premises with the written permission of the Head of the Section, his wages for the period of absence only shall be liable to be deducted.
- (vi) The deductions from wages for the periods of absence under these Regulations shall be made in accordance with the Payment of Wages Act, 1936.

9. Leave of absence:

- (a) Any worker, who desires to obtain leave shall apply to the Manager or any officer authorised for this purpose whose name or names, shall be notified on the notice Board.
- (b) Applications for leave of absence for less than 3 days duration must be made atleast 24 hours previous to the time, from which the leave is required, except on medical grounds or death in the family in which case the application may be made on the same day. Before proceeding on leave all workers must leave their address with the section incharge and any change must be communicated to the section incharge.
- (c) Application for leave of absence for more than 3 days duration of a non-urgent character shall be made atleast 7 days previous to the date from which leave is required.
- (d) The leave sanctioning authority, if he deems fit and subject to the exigency of the work, may sanction a worker leave of absence for a period not exceeding one month.
- (e) Orders in writing shall be passed by the officer authorised for this purpose on all applications for leave within three days following the receipt of the

applications either refusing or sanctioning the leave applied for, provided that in case of urgent leave, orders shall be passed without delay. If the leave is refused the officer shall record his reasons for such refusal and if so requested by the applicant, communicate the reason to him. The orders passed by the officer shall immediately be communicated to the applicant, orally if he is present and in writing when the applicant is not present.

(f) In the event of a worker applying for extension of leave he shall make an application in writing to the Manager before the expiry of the previous leave and the manager shall immediately on receipt of such application, inform the worker in writing on the address given by him whether the extension of leave has been sanctioned or not and if so, for what period or whether the extension applied for has not been sanctioned. A certificate of posting granted by the post office shall be deemed to be sufficient proof of a reply having been sent provided that extension application must reach the manager a week before the expiry of leave of 15 days duration or more than two days before in cases of leave of lesser duration.

Provided always that the application for leave extension shall be made well in advance by reply aid telegram or a registered post enclosing an addressed stamped envelope so that a reply may reach the worker before the expiry of leave and that an extension of leave shall only be granted on medical and other valid reasons.

(g) *In the event of worker remaining absent in excess of the period of leave originally granted or subsequently extended, he shall loose his lien on his appointment unless (I) he returns within 8 days of the expiry of the period of leave and gives an explanation to the satisfaction of the manager of his inability to return on the expiry of the leave period.

*(Substituted vide order No.RSEB/F&R/F.17(i)/D.64 dt.24.11.86).

(h) If a worker absents himself for more than 8 consecutive days without leave, he shall be deemed to have left the services of the Board without notice, thereby terminating his contract of service.

Provided further that if the concerned worker proves to the satisfaction of the Manager that his absence was on account of sickness or other valid reason, the manager may at his own discretion convert his absence into leave due or leave without pay.

10. No worker shall leave the work premises without the permission of the person authorised to grant him leave.

11. Any worker who has been granted leave, paid off, suspended, discharged, resigned or is not working for any reason shall leave the work premises immediately.

12 .Liability to be searched on entering and leaving the work premises:

All male workers are liable on entering or leaving the work premises to be searched by the gateman and all female workers are liable to be searched by a female.

Provided that no search shall be made except in the presence of two other persons of the same sex.

13. Publication of holidays and pay days:

Notices specifying the days observed by the Board as holidays and pay days shall be notified on the notice board.

14. Notice specifying rates of wages:

In accordance with the Payment of Wages Act and rules for the time being in force, a notice in the specified form shall be displayed on the notice board specifying the rates of wages payable to all categories of workers.

15. Lay Off:

(a) The manager may at any time, in the event of a fire, catastrophe, break down of machinery epidemic civil commotion or other cause whether of a like nature or not, beyond the control of the Management, stop any machine, or machines, or sections, wholly or partly for any period without notice.

(b) In the event of a stoppage of any machine or section under this regulation, the worker effected shall be informed by a notice, as soon as practicable, when work will be resumed and whether they are to remain or leave their place of work.

(c) The period of detention at the work premises shall not ordinarily exceed two hours after the commencement of the stoppage.

(d) If the period of detention does not exceed one hour the workers so detained shall not be paid for the period of detention but if it exceeds one hour, worker shall be entitled to receive wages for the whole of the time during which they were detained in the work premises as a result of the stoppage.

(e) In case of piece-rated workers the average daily earnings for the previous wage period shall be taken to be the daily wage.

(f) In case where workmen are laid off for short periods on account of failure of plant or a temporary curtailment of production the period of unemployment shall be treated as compulsory leave either with or without pay, as the case may be, when, however, workmen have to be laid off for an indefinitely long period their services may be terminated after giving them due notice or pay in lieu thereof.

16. Closure due to strike:

(a) The Chairman may, in the event of a strike effecting either wholly or partially any one or more sections of the Power House/Workshops/Sub-Station close down, either wholly or partially such section or sections for any period or periods.

(b) The fact of such closure shall be notified on a notice board and also in the Section concerned. The workmen concerned shall be notified by a general notice prior to the resumption of work as to when the work will be resumed.

17. In accordance with Section-7 Sub-section 2© of the Payment of Wages Act, deductions may be made for loss of goods expressly entrusted to a workman for custody or for loss of money for which he is required to account, where such damage or loss is directly attributable to his neglect or default.

18. Termination of Service:

(a) The employment of any permanent worker may be terminated by the Manager by giving one month's notice for monthly rated workmen or 14 days notice in the case of other workmen by payment of one month or 14 days wages as the case may be, in lieu of notice. If the workman draws wages on a

piece rate basis, the wages shall be calculated on the average daily earning of such workers for the days actually worked during the previous wage period, one month in the case of monthly-rated and two weeks in the case of other workmen.

(b) The employment of a Badli or temporary or Apprentice or casual worker may be terminated by the Manager without assigning any reason and without any notice or any payment in lieu of notice. The services of a temporary workman shall not be terminated as a punishment unless he has been given an opportunity of explaining the charges of misconduct alleged against him in the manner prescribed.

(c) Where the employment of any worker is terminated by the Manager, the wages earned by him shall be paid before the expiry of the second working day from the day on which his employment was terminated in accordance with the provisions of Payment of Wages Act, 1936.

19. Deduction of wages for absence without notice:

(a) In accordance with the provisions of sub-section 2 of section 9 of the Payment of Wages Act and subject to any rules made in this behalf by the State Government, if 10 or more workmen acting in concert, absent themselves without giving 14 days notice, an amount not exceeding 12 day's wages may be deducted from the wages of any such persons in lieu of the time mentioned above.

Explanation (a) For the purposes of this section, a workman shall be deemed to be absent from the place where he is required to work, if although present in such place, he refuses, in pursuance of a stay-in-strike or for any other cause which is not reasonable in the circumstances, to carry out the work.

(b) If any permanent workman leaves the service of the Board without giving 14 days notice, he will be liable to forfeit 14 days wages.

(c) A probationer, temporary workman or an Apprentice or casual workman may leave the service of the Board without notice, but the wages due to such workman who have left employment without notice shall be paid alongwith co-workman on the due date of payment of the wages for the month and those who leave with a minimum of the three days notice shall be paid within a week of the date of leaving service.

20. Payment of Wages to employed workmen not present on usual pay day:

(a) Any wages due to the workmen, but not paid on the usual pay day on account of their being unclaimed, shall be paid by the employer on an unclaimed pay day in each week, which shall be notified on the notice board as aforesaid.

(b) Any wages to workman who has died shall be paid to his heir or heirs or nominee/nominees before the expiry of the third working day on which a substantiated claim is made. Such claim is to be made within one year of the death of the workman.

21. Acts and omissions of constituting misconduct:

The Acts and omission of the types, mentioned below shall be treated as misconduct:

(a) Willful insubordination or disobedience, whether alone or in combination with others, to any lawful or reasonable order of a superior,

(b) Striking work or inciting others to strike work in contravention of the provisions of any law or rule having the force of law.

- (c) Theft, fraud or dishonesty in connection with the Board's business or property.
- (d) Taking or giving bribes or any illegal gratification whatsoever.
- (e) Habitual absence without leave or absence without leave for more than 10 consecutive days.
- (f) Habitual late attendance.
- (g) The collection or canvassing for the collection of any money whatsoever for purposes not authorised by the management within the work premises.
- (h) Drunkenness, rioting, fighting, riotous or disorderly behaviour or conduct likely to cause breach of peace or danger to life or safety of any person or any act subversive of discipline during working hours.
- (i) Habitual negligence or neglect of work.
- (j) Habitual indiscipline or habitual breach of any rule or instruction for the maintenance and running of any section/department or its cleanliness.
- (k) Smoking within work premises where prohibited and damage to work in process or any other property of the Board.
- (l) Failure to observe safety instructions, the unauthorised removal, interference or damage to machine guards, fencing and other safety devices installed in the work premises.
- (m) Distributing or exhibiting inside the work premises any news paper, hand-bill, pamphlet or poster without the previous sanction of the manager.
- (n) Holding meetings inside the work premises without the previous sanction of the Manager.
- (o) Threatening, assaulting or intimidating any workman or employee of the Board within the work premises.
- (p) Disclosing to any unauthorised person or persons any confidential and material information in regard to working or the process of the work, which comes into possession of a workman during the course of his work.
- (q) Gambling within work premises.
- (r) The sale or canvassing for the sale of tickets of any lottery or raffles within the work premises.
- (s) The sale or canvassing for sale of any commodity except commodities sold at the authorised canteen.
- (t) Collecting union subscription in the work premises except with the permission of the manager.
- (u) Sleeping whilst on duty.
- (v) Deliberate delay of production or go-slow.
- (w) Any habitual breach of a regulation or repetition of misconduct as defined above.

(x) Arrest of a workman in respect of any criminal offense or during the course of investigation or trial of a workman in respect of any criminal offense.

(y) Spreading false rumours, making of false or vexatious complaints against employees of the Board.

21-A Private Trade or Employment:

(i) No workman shall except with previous sanction of the Board engaged directly or indirectly in any trade or business or undertake any other employer:

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

Explanation:

(1) Canvassing by a workman in support of the business of insurance agency, commission agency and of like nature owned or managed by his wife or any other member of his family shall be deemed to be a breach of this regulation.

(2) Every workman 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 workman shall ask for or accept contribution to or otherwise associate himself with the raising of any funds or other collection in cash or kind, in pursuance of any object whatsoever except with the approval of the Chairman.

*(Inserted vide order No.RSEB/F&R/D.38 dt.12.5.89)

***21-B Taking part in politics & Elections**

(1) No workman 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, in any political movement or activity.

(2) It shall be the duty of every workman to endeavour to prevent any member of his family from taking part in, subscribe in aid of, or assist in any other manner any movement or activity which is or tends directly or indirectly to be, subversive of the Government as by law established and where a workman 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 organization 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.

(3) No workman shall canvass 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:-

(a) A workman 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.

- (b) A workman shall not be deemed to have contravened the provisions of this 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 workman on his person, vehicle or residence of any election symbol shall amount to using his influence in connection with an election, within the meaning of this sub-regulation.

Note: (i) A workman who has reason to believe that attempts are being made to induce him to break the provisions of this Regulation by or on behalf of an official superior or superiors shall report the facts to the Board.

- (vii) Proposing or seconding the nomination of a candidate at an election or acting as a Polling Agent shall be deemed as an active participation in the election.

*(Inserted vide order No.RSEB/F&R/F.17(i)/Pt.III/D.44 dt.20.3.91).

22. Disciplinary action for misconduct:

(1) A workman may be fined upto two percent of his wages in a month for any act and omission as may be specified by notice under sub-section(2) of section 8 of the Payment of Wages Act, 1936(Central Act 4 of 1936).

(2) A workman may be suspended for a period not exceeding 10 days at a time or dismissed without notice or any compensation in lieu of notice, if he is found guilty of any misconduct.

*(3) Any workman found guilty of any misconduct enumerated above in Regulation-21 is liable to be dismissed without notice or compensation in lieu thereof or discharged from service or reduced to a lower cadre or post or his increment or promotion may be withheld or he may be censured provided that no such order shall be made unless the workman concerned is informed in writing of the misconduct alleged against him and given a reasonable opportunity of being heard in respect of those charges of misconduct against him and where it is proposed after enquiry to dismiss him or reduce to a lower cadre or post until he has been given a reasonable opportunity of making representation on the penalty proposed but only on the basis of the evidence adduced during such enquiry.

*(Substituted vide order No. RSEB/F&R/F.17(i)/D.64 dt.24.11.86.

4(a) Whereas disciplinary proceeding against a workman is contemplated or is pending or where criminal proceedings against him in respect of any offence are under investigation or trial and the employer is satisfied that it is necessary or desirable to place the workman under suspension, he may, by order in writing, suspend him with effect from such date as may be specified in the order. A statement setting out in detail the reasons for such suspension shall be supplied to the workman within a week from the date of suspension.

(b) A workman placed under suspension under clause(a) shall during the period of such suspension be paid a subsistence allowance at the following rates, namely:-

- (i) Where the enquiry contemplated or pending is departmental, the subsistence allowance shall, for the first ninety days from the date of suspension be equal to one-half of the basic wages, dearness allowance and other compensatory allowance to which the workman would have been entitled if he was on leave with wages. If the departmental enquiry gets prolonged and the workman continues to

be under suspension for a period exceeding ninety days, the subsistence allowance for such period be equal to three-fourth of such basic wages, dearness allowance and other compensatory allowances.

Provided that where such enquiry is prolonged beyond a period of ninety days for reasons directly attributable to the workman, the subsistence allowance shall for the period exceeding ninety days be reduced to one-fourth of such basic wages, dearness allowance and other compensatory allowance.

(viii) Where the enquiry is by an outside agency or as the case may be where criminal proceedings against the workman are under investigation or trial, the subsistence allowance shall, for the first one hundred and eighty days from the date of suspension, be equal to one-half of the basic wages, dearness allowance and other compensatory allowance to which the workman would have been entitled to, if he was on leave. If such enquiry or criminal proceedings get prolonged and the workman continues to be under suspension for a period exceeding one hundred and eighty days, the subsistence allowance shall for such period be equal to three-fourth of such wages.

Provided that where such enquiry or criminal proceeding is prolonged beyond a period of one hundred and eighty days for reasons directly attributable to the workman, the subsistence allowance shall for the period exceeding one hundred and eighty days, be reduced to one-fourth of such wages.

*(c) If on the conclusion of the enquiry, or as the case may be of the criminal proceedings the workman has been found guilty of the charges framed against him and it is considered after giving the workman concerned a reasonable opportunity of making representation on the penalty proposed that an order of dismissal or suspension or fine or stoppage of annual increment or reduction in rank or with-holding promotion or censure would meet the ends of justice, the employer shall pass an order accordingly.

Provided that :

(1) When workman has been dismissed, removed, compulsorily retired or suspended is reinstated or would have been reinstated but for his retirement on superannuation while under suspension, the authority competent to order the reinstatement shall consider and make a specific order:

(a) Regarding the pay and allowance to be paid to the workman for the period of his absence from the duty or for the period of suspension, ending with the date of his retirement on superannuation as the case may be.

(b) Whether or not the said period shall be treated as a period spent on duty.

2. Where such competent authority holds that the workman has been fully exonerated or in the case of suspension that it was wholly unjustified, the workman shall be given the full pay and Dearness Allowance to which he would have been entitled had he not been dismissed, removed or compulsorily retired as a penalty or suspended as the case may be.

(3) In other cases, the workman shall be given such proportion of such pay and Dearness Allowance as such competent authority may prescribe.

(4) In a case falling under clause(2), the period of absence from duty shall be treated as a period spent on duty for all purposes.

(5) In a case falling under clause (3), the period of absence from duty shall not be treated as a period on duty unless competent authority specifically directs that it shall be so treated for any specified purpose.

*(Substituted vide order No. . RSEB/F&R/F.17(i)/D.64 dt.24.11.86.)

Provided further also that in the case of a workman to whom the provisions of clause (2) of Article-3ii of the constitution apply, the provisions of that article shall be complied with.

(d) If on the conclusion of the enquiry or as the case may be of the criminal proceedings, the workman has been found to be not guilty of any of the charges framed against him, he shall be deemed to have been on duty during the period of suspension and shall be entitled to the same wages as he would have received had he not been placed under suspension, but after deducting the subsistence allowance paid to him for such period.

(e) The payment of subsistence allowance under these Regulations shall be subject to the workman concerned not taking up any employment during the period of suspension.

(5) In awarding punishment under these Regulations, the Manager shall take into account the gravity of the misconduct, the previous record, if any, of the workman and any other extenuating or aggravating circumstances that may exist. A copy of the order passed by the manager shall be supplied to the workman concerned.

23. It shall not be necessary to follow the procedure laid down in Reg.22(3)

(a) Where a person is dismissed or removed or reduced in rank on the ground of conduct which has led to his conviction on a criminal charge.

(b) Where an authority empowered to dismiss or remove a person or to reduce him in rank is satisfied that for some reason, to be recorded by that authority in writing it is not reasonably practicable to hold such enquiry : or

(c) Where the Chairman is satisfied that in the interest of the security of the State it is not expedient to hold such enquiry.

Explanation: If in respect of a workman, a question arises whether it is reasonably practicable to hold such enquiry as is referred to in regulation 23(b) or (c) the decision of the Chairman shall be final.

24. Retirement:

(1) Except as otherwise provided in these Regulations, the date of compulsory retirement of a workman covered under Boar's pay scale No.1 to 6 of the Agreement dated 22.2.72 is the date on which he attains the age of 58 years.

(2) The workman may, after giving atleast 3 months previous notice in writing to the Board retire from the service on the date on which he completes 20 years of service or attains the age of 50 years or on any date thereafter t be specified in the notice.

(3) The Board may, after giving 3 months previous notice in writing, require a workman to retire from service on the date on which he completes 25 years of service or attains the age of 50 years or on any other date thereafter to be specified in the notice.

Note:

(j) The right conferred by Regulation 24(3) is intended to be exercised only against a workman whose efficiency is impaired, but against whom it is not

desirable to make formal charges of inefficiency of who has ceased to be fully efficient but not to such a degree as to warrant his retirement on compulsory grounds. It is not the intention to use this rule as a financial weapon, that is to say, the provisions should be used only in the case of a workman who is considered unfit for retention on personal as opposed to financial grounds.

(ii) Compulsory retirement under this regulation does not attract the provisions of clause 2 of the Article 3ii of the Constitution of India because such retirement is not conceived as a penalty but as the exercise of a right reserved by the Board of retiring a workman after he has served for a certain length of time. Accordingly, the procedure laid down under these regulations for formal proceedings against a workman before removing him from service is not meant to apply to such cases.

(iii) This rule shall be applicable both to the workmen who are members of the C.P.C. Scheme and those of the erstwhile E&M Department of the Government of Rajasthan who have opted for Board's service with pensionary benefits.

(iv) In the case of workman of erstwhile E&M Department opting for Board's service with pensionary benefits as also in case of other workman subscribing to C.P.F. the term service shall mean the period from the date of initial appointment under the State Government or the Board, as the case may be, to the date of compulsory retirement under sub-regulation (iv) above.

25. (a) Every permanent workman or probationer at the time of resigning service, dismissal or discharge shall be given a service certificate.

(b) Any objection from workman as to the correctness of the amount payable shall be enquired into by the Manager so that there may be no delay in payment by the time fixed.

(c) If due to any reason, it is not possible to conclude enquiry into the objection before the time fixed for payment, the objection shall be registered. If such objection is found correct, any difference in the amount payable to a worker shall be paid within six days of the date of filling the objection.

26. The management would not withdraw any existing welfare scheme except after taking such action as may be required by any law or rules having the force of law.

27. Criteria for promotion

(a) For the purpose of recruitment by promotion, a selection strictly on the basis of criteria laid down in Schedule-III shall be made from amongst persons who are eligible for promotion under the provisions of these regulations.

(b) In selecting candidates for promotion due regard shall be given to their:-

- (1) Seniority.
- (2) Previous record of service
- (3) Qualification and knowledge
- (4) Integrity
- (5) Tact, energy and intelligence and
- (6) Physical fitness

28.(1) Procedure for selection by promotion:

As soon as the Appointing Authority determines the No. of vacancies required to be filled-in by promotion, it shall prepare a correct and

complete list containing names equal to two times the number of vacancies out of the senior most persons who are eligible and qualified under these Regulations for promotions to such post and put up before the Selection Committee.

(2) The persons for appointment by promotion shall be eligible if they have put in after regular selection atleast 5 years service unless a higher period of service has been prescribed elsewhere in these Regulations, on the first day of the month of April of the year of selection on the post of category of post from which selection is to be made.

*Notwithstanding anything contained in this sub-regulation, the provision for promotion in case of Thermal Power Station, Kota shall apply as laid down in Schedule-III.

*(Inserted vide order No.RSEB/F&R/D.38 dt.12.5.89).

(3) Constitution of Selection Committee:

The Selection Committee shall consist of Appointing Authority the Director of Personnel or his nominee not below the rank of Personnel Officer and nominee(not below the rank of the Appointing Authority) of the authority next higher to the Appointing Authority *(or by such other Selection Committee as the Chairman by order, constitute for administrative reasons, to be recorded in writing).

*(Inserted vide order No.38 dt.12.5.89).

(4) Appointment shall only be made by the Appointing Authority taking persons out of the lists finally approved under these regulations, in the order in which they have been placed in the list. The list so prepared shall remain valid for a period of six months from the date of submission by the Selection Committee. The Chairman may extend the validity of such list for a further period not exceeding six months.

29. Promotion of a candidate from a lower post to a higher post shall take effect from the date on which he/she actually takes over the charge of the higher post.

30. The basis of seniority of regular workmen would be as follows:-

Category of the staff	Seniority jurisdiction	Authority to finalise seniority
i) Unskilled & semi-skilled staff	Sub-division level	By concerned controlling AEN
ii) Skilled 'B' & skilled 'A' categories	Division level	By concerned controlling XEN
iii) Supervisory staff having pay scale identical to scale 'A' category.	Circle level	By concerned controlling SE
iv) Remaining supervisory staff	State level	By concerned controlling CE

*(2) Notwithstanding anything contained in sub-regulation-(1) the seniority jurisdiction of the workmen who are Draughtsmen, Tracers, Ferromen and Vehicle Drivers or who are working in EHT Wing, a Power Station, a Meter & Relay Testing Wing, Store, PLCC or any other wing or office not specified herein shall be maintained separately by such authorities as may be decided by the Chairman.

(Substituted vide order No.38 dt.12.5.89)

(3) That the inter-se- seniority of persons appointed to a post in a particular group 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, within a time allowed, shall follow the order in which their names have been placed in the list prepared by the Selection Committee.

(4) That as the vacancies for direct recruitment as well as for promotion shall be determined every year and the persons promoted on the determination of such vacancies shall rank senior to the direct recruits of that year irrespective of their date of appointment.

(5) That the date of fixing the workmen in regular pay scales shall be the date for determination of seniority. In case the date of appointment/fixation in regular cadre being the same, the seniority will be determined as per the date of appointment in workcharged/muster roll capacity where the date being the same, the seniority shall be determined on the basis of their date of birth.

(6) That the inter-se-seniority of two or more workmen promoted from a lower post by the same order or orders of the same date shall be the same as their seniority in the lower cadre.

(7) That the tentative seniority list prepared shall be published and shall be displayed on Notice Board of the concerned offices. Copies of seniority list may be given to the recognised registered/representative trade unions or Associations and to the concerned workman on request.

(8) That the aggrieved workman shall have a right to file objections/representations against such seniority to the concerned Appellate Authority within a period of 30 days. The period of 30 days shall reckon from the date of issuing the seniority list. The representations so received, shall be duly considered and judiciously dealt and in this process due opportunity to the aggrieved workman in explaining their case shall be given if sought.

(9) That the next higher authority to the Authority who has been authorised to publish and finalise the seniority list as prescribed in regulation 30(i) above shall be the Appellate Authority to decide the objections/representations filed by the aggrieved workmen against the tentative seniority list, but in case of remaining supervisory staff, draughtsman, tracers, Ferroman, Vehicle Drivers, where seniority is to be finalised by concerned controlling Chief Engineer the Appellate Authority shall be Director of Personnel or any other officer as may be authorised by the Chairman.

31. Liability of Manager

The Manager of the establishment shall personally be held responsible for the purpose and faithful observance of the regulations.

32. Supersession and saving:

These Regulations shall supersede the existing Certified standing Orders, but any action taken or order issued under the Certified Standing Orders prior to the commencement of these Regulations shall not be vitiated by such supersession.

SCHEDULE-I

TECHNICAL SUB-ORDINATE STAFF

SUPERVISORY

1. Engineering Supervisor
2. Overseer
3. Store Superintendent
4. Junior Chemist
5. Foreman-I(corrected vide order dt.12.5.89)
6. Foreman-II
7. Line Inspector
8. Sub-Station Operator-I
9. Surveyor
10. Head Smith
11. Head Lineman/Electrician-I
12. Incharge Winding Shop
13. Chageman-I
14. Head Draughtsman
15. Meter Inspector-I
16. Mistry-I
17. Gate Surgent
18. Meter Tester & Repairer-I
19. Supervisor-I
20. Loco Foreman
21. Train Examiner
22. Data Acquisition Operator & System Analyst Gr.I
23. Computer System Analyst-cum-Operator Gr.I
24. Yard Master
25. Sub Fire Fitter-I
26. Asstt.PW-I
27. Supervisor Gr.II
28. Sr.Carriage Fitter-I
29. Data Acquisition Operator & System analyst Gr.I
30. Loco Operator Gr.I
(Sl.No.19 to 30 inserted vide order No.38 dt.12.5.89).

SKILLED-A
(Substituted vide order No.38 dt. 12.5.89)

1. Electrician-I
2. Welder
3. Turbine Attendant
4. Relay Tester
5. Mistry-II
6. Head Lineman & Electrician-II
7. Boiler Attendant-II
8. Fitter-I
9. Turbine Attendant-II
10. Artisan-I
11. Radio Mechanic-I
12. Meter Tester & Repairer-II
13. Driver-I
14. Cable Jointer
15. Welder-II
16. Asstt.Surveyor
17. Sub-Station Attendant-I
18. Turbine Driver
19. Black Smith-I
20. Electrician & Wireman-I
21. Wireman-I
22. Lineman-I
23. Carpenter-I
24. Painter-I
25. Turner-I
26. Moulder-I
27. Filter Operator
28. Estimator
29. Wireman
30. Mason-I
31. Crane Operator-I
32. Draughtsman-I
33. Senior Operator
34. Mechanic-I(Inst.)
35. Operator-I
36. Asstt.Yard Master
37. Computer System Analyst-cum-Operator Gr.II
38. Loco Operator
39. Fitter-I(Loco)
40. EOT/Crane Operator
41. Dozer Operator
42. Mechanic-I/Technician-I
43. Sr.Carriage Fitter-II
44. Permanent Way Mistry.

SKILLED-B

1. Electrician-II
2. Lineman-II
3. Cable Jointer-II
4. Sub-Station Attendant-II
5. Artison-II
6. Driver-II(Mechanic)
7. Mechanic-II
8. Fitter-II
9. Mistry-II
10. Auxiliary Attendant-II
11. Meter Tester & Repairer Gr.III*
12. Fireman-II
13. Radio Mechanic-II
14. Welder-III
15. Tool Keeper-II
16. Meter Inspector-II
17. Water treatment & Plant Attendant
18. Pump Driver
19. Vehicle Driver
20. Meter Reader & Meter Checker-I
21. Turner-II
22. Blacksmith-II
23. Moulder-II
24. Carpenter-II
25. Filter Attendant-II
26. Mason-II
27. Coal Jamadar-II
28. Painter-II
29. Wireman-II
30. Tracer
31. Electrician & Wireman-II
32. Operator-II
33. Sample Collector
34. Carriage Fitter
35. Fitter Gr.II(Loco)
36. Lead Fireman
37. Senior Fireman
38. Fire Tenderer Driver-cum-Pump Operator
39. Mechanic-II(Inst.)
40. Asstt.Loco Operator
41. Mechanic-II(Diesel)
42. Pump Operator
43. Mechanic-II/Technician-II
44. Fork Lift Operator
45. Compressor Operator

(* Substituted vide order No.38 dt.12.5.89)

(Sl.No.31 to 45 inserted vide order No.38 dt.12.5.89)

SEMI-SKILLED

1. Helper-I
2. Sub-Station Attendant-III
3. SBA-III
4. Consumer Call Attendant
5. Hammerman
6. Ferroman
7. Loco Fitter Gr.IV
8. Pointsman
9. Mate
10. Fireman
11. Semi-skilled Carriage Fitter
12. Consumer Call Attendant
13. Operator Gr.III
14. MR-II/M.C.II*

*(Meter Reader Gr.II/Meter Checker-II has been categorised in pay scale No.2 under the semi-skilled category).

(Sr.No.7 to 13 inserted vide order No.RSEB/F&R/D.38 dt.12.5.89)

UN-SKILLED

1. Helper-II
2. Shunting Porter-cum-Hokman
3. Trolleyman
4. Keyman

(Sr.No.2 to 4 inserted vide order No.38 dt.12.5.89)

SCHEDULE-III

1. Guard/Chowkidar/Watchman
2. Peon
3. Sweeper
4. Gardner
5. Attendant(Guest House/Rest House/Welfare Centre)
6. Bill Distributors
7. Watchman
8. Cycle Sawar
9. Daftri
10. Farrash
11. Amonia Machine Operator
12. Jamadar
13. Khalasi
14. Orderly
15. Record Lifter
16. Library Boy
17. Cleaner
18. Asstt.Bradma Operator
19. Gestetner Operator
20. Head Jamadar
21. Ferroman
22. LDC
23. Record Keeper
24. Asstt.Store Keeper
25. Ward Keeper
26. Bradma Operator
27. Telephone Operator
28. Compounder
29. UDC
30. Accounts Clerk
31. Store Keeper
32. Steno-typist
33. Superintendent Gr.II
34. Head Record Keeper
35. Stenographer Gr.II
36. Asstt.Store Superintendent
37. Statistical Assistant
38. Superintendent Gr.I
39. Accountant/Internal Auditor/Revenue Acctt.
40. Legal Assistant
41. Head Store Keeper(central store)
42. PA to Member/Steno Gr.I
43. Asstt.Labour Officer(Re-designated)
44. Stock Verifier
45. Section Officer
46. Care Taker(UDC)
47. UDC-Steno-typist
48. Head Time Keeper(O.S.Gr.II)
49. Staff Nurse
50. LDC-typist
51. Time Keeper(LDC)
52. Auxiliary Nurse-cum-Mid Wife
53. Photo Copier(LDC)
54. Cook
55. Ward Boy/Ward Maid
56. Asstt.Cook
57. Room Attendant-cum-Bearer
58. Store Keeper(UDC)
59. Compounder Gr.I

(Sr.No.46 to 59 inserted vide order No.38 dt.12.5.89)

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
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Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Foreman-I Engg.Supervisor	20% by direct recruitment & 80% by promotion	<p>3 years Diploma in Electrical or mechanical from a recognized Institution preferable with 1- year experience.</p> <p style="text-align: center;">Or</p> <p>Secondary with ITI certificate holder with 11 years active experience in power industry out of which 5 years experience in supervisory capacity.</p> <p style="text-align: center;">Or</p> <p>Secondary with National Apprenticeship Certificate with 10 years active experience in power industry out of which 5 years experience in supervisory capacity.</p> <p>i) For EHT Sub-Station Experience in installation maintenance and operation of EHT Sub-Station, Switching operations control equipments/panels and D.C., L.T. & HT system required on EHT S/S, EHT S/S auxiliaries, electric tools and appliances, both rotary and static condensor equipments and to understand electrical wiring diagrams. Experience in switchgear transformers at manufacturers works and assembly shops preferred.</p> <p>ii) For EHT Transmission Lines Supervisory experience on maintenance, operation & construction of EHT Transmission lines and switchyard structures.</p> <p>iii) For EHT/LT/Distribution Trade: a) Supervisory experience on maintenance operation & construction of HT/LT distribution lines. Experience of testing, installation, operation & maintenance of all electrical equipments of sub-station including switches D.O. fuse shunt capacitors, transformers, lighting arrestors and lines.</p>	35 years	<p>I) Sub-Station Operator Gr.I (For EHT Trade) ii) Foreman Grim (EHT Sub-Station)</p> <p>I) Head Lineman & Electrician-I (EHT Line Trade) ii) Line Inspector (EHT Line Trade) iii) Foreman-II (EHT Line Trade)</p> <p>I) Head Lineman & Electrician-I (HT, LT & LD Trade) ii) Line Inspector (HT, LT & LD Trade) iii) Foreman-II (HT, LT & LD Trade)</p> <p>i) Foreman-II</p>	Seniority cum suitability

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Line Inspector Foreman Gr.II Operator	25% by direct recruitment and 75% by promotion.	<p>3-yrs. Diploma in Electrical or Mechanical from a recognized Institution preferably with one-year experience.</p> <p style="text-align: center;">Or</p> <p>Secondary with ITI Certificate with 8 yrs. experience</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate with 7 yrs. experience</p> <p>Or</p> <p>Secondary or its equivalent with 10 yrs. experience.</p> <p>Line Inspector:</p> <p><u>i) For EHT Trade</u></p> <ul style="list-style-type: none"> a) Construction, maintenance and operation of EHT Lines. b) Installation of outdoor equipments on EHT S/S. c) Supervision of periodical maintenance. <p><u>ii) For HT/LT/Trade/Line</u></p> <ul style="list-style-type: none"> a) Construction, maintenance and operation of HT/LT Lines. b) Installation: Relaying fault location and maintenance of under ground cables upto 33 KV. c) Supervision of periodical maintenance. <p><u>Foreman Gr.II:</u></p> <p><u>i) For EHT Line Trade:</u></p> <ul style="list-style-type: none"> a) Const ruction, maintenance and operation of EHT Lines b) Installation of outdoor equipments and structures on EHT Sub-Stations. c) Supervision of periodical maintenance. <p><u>ii) For Sub-Station Trade:</u></p> <ul style="list-style-type: none"> a) Operation & maintenance of LT/EHT/HT Sub-Stations including control board wiring, switchgear and control equipments, transformers, battery, charges and other Sub- 	35 years	<p><u>i) Head Lineman & Electrician-II(EHT Trade)</u> (in case of no post of Head Lineman or Elect.I is created)</p> <p><u>ii) Lineman-I(EHT Trade)</u></p> <p><u>i) Head Lineman & Elect.I (HT/LT & LD Trade)</u> (in case no post of Head Lineman & Elect.I is created).</p> <p><u>ii) Lineman-I(HT,LT & LD Trade)</u></p> <p><u>iii) Wireman-I</u></p> <p><u>i) Head Lineman & Elect.II(EHT Trade)</u> (in case no post of Head Lineman & Elect.I is created).</p> <p><u>ii) Lineman Gr.I(EHT Trade).</u></p> <p><u>i) Sub-Station Attendant-I</u></p> <p><u>ii) Elect.II</u></p> <p><u>iii) Elect. & Wireman-I</u></p>	Seniority-cum-suitability.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Welder Gr.I	25% by direct recruitment 75% by promotion.	<p>ITI Certificate in welding trade and also possessing certificate of competence in HP Welding work from a recognized institution with 11 years experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in Welding Trade and also possessing Certificate of competency in HP Welding work from a recognized institution with 10 yrs. experience.</p> <p style="text-align: center;">Or</p> <p>Having good knowledge to read and write Hindi & possessing certificate of competence in High Pressure Welding work from Govt. Testing House, Alipore or any recognized institution with 10 years experience.</p> <p>a) Must have good and practical skill and experience of various types of welding (gas arc and resistance) and must be able to read & interpret fabrication drawings and welding symbols.</p> <p>b) Preferably be able to use all types of measuring instruments commonly used in fitting and fabrication jobs such as micrometer, vernier calipers, High gauge etc.</p> <p>c) Must have good knowledge of commonly used Engineering materials such as cast iron steel and non-ferrous metals alloys and fluxes used in welding of various ferrous and non-ferrous metals and alloys.</p>	35 years	Welder-II	Seniority-cum-suitability.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Welder Gr.I	25% by direct recruitment 75% by promotion.	<p>ITI Certificate in welding trade and also possessing certificate of competence in HP Welding work from a recognized institution with 11 years experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in Welding Trade and also possessing Certificate of competency in HP Welding work from a recognized institution with 10 yrs. experience.</p> <p style="text-align: center;">Or</p> <p>Having good knowledge to read and write Hindi & possessing certificate of competence in High Pressure Welding work from Govt. Testing House, Alipore or any recognized institution with 10 years experience.</p> <p>d) Must have good and practical skill and experience of various types of welding (gas arc and resistance) and must be able to read & interpret fabrication drawings and welding symbols.</p> <p>e) Preferably be able to use all types of measuring instruments commonly used in fitting and fabrication jobs such as micrometer, vernier calipers, High gauge etc.</p> <p>f) Must have good knowledge of commonly used Engineering materials such as cast iron steel and non-ferrous metals alloys and fluxes used in welding of various ferrous and non-ferrous metals and alloys.</p>	35 years	Welder-II	Seniority-cum-suitability.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Welder-II	20% by direct recruitment & 80% by promotion.	<p>ITI Certificate in welding trade and also possessing certificate of competency in HP welding work from a recognized institution with 8 years experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in welding trade and also possessing certificate of competency in HP welding work from recognized institution with 7 years experience.</p> <p style="text-align: center;">Or</p> <p>Having good knowledge to read & write Hindi possessing certificate of competence in high pressure welding work from Govt. Testing House, Alipore or any recognized institution with 7 years experience.</p> <p>a) Must have good practical skill and experience of various types of welding (Gas Arc and resistance) and must be able to read and interpret fabrication drawings and welding symbols. work from recognized institution with 7 years experience.</p> <p style="text-align: center;">Or</p> <p>Having good knowledge to read & write Hindi possessing certificate of competence in high pressure welding work from Govt. Testing House, Alipore or any recognized institution with 7 years experience.</p> <p>a) Must have good practical skill and experience of various types of welding (Gas Arc and resistance) and must be able to read and interpret fabrication drawings and welding symbols.</p> <p>b) Preferably be able to use all types of measuring instruments commonly used in fitting and fabrication, jobs such as micrometer, vernier calipers, height gauge etc.</p> <p>c) Must have good knowledge of commonly used Engineering material such as Cast Iron Steel and non ferrous metals alloys and fluxes used in welding of various ferrous and non</p>	32 years	Welder Gr.III	Seniority-cum-suitability.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Welder-III	20% by direct recruitment & 80% by promotion.	<p>ITI Certificate in welding trade and also possessing certificate of competency in HP welding work from a recognized institution with 5 years experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in welding trade and also possessing certificate of competency in HP welding work from recognized institution with 4 years experience.</p> <p style="text-align: center;">Or</p> <p>Having good knowledge to read & write Hindi possessing certificate of competence in high pressure welding work from Govt. Testing House, Alipore or any recognized institution with 4 years experience.</p> <p>a) Must have good practical skill and experience of various types of welding (Gas Arc and resistance) and must be able to read and interpret fabrication drawings and welding symbols. Work from recognized institution with 7 years experience.</p> <p style="text-align: center;">Or</p> <p>Having good knowledge to read & write Hindi possessing certificate of competence in high pressure welding work from Govt. Testing House, Alipore or any recognized institution with 7 years experience.</p> <p>a) Must have good practical skill and experience of various types of welding (Gas Arc and resistance) and must be able to read and interpret fabrication drawings and welding symbols.</p> <p>b) Preferably be able to use all types of measuring instruments commonly used in fitting and fabrication, jobs such as micrometer, vernier calipers, height gauge etc.</p> <p>c) Must have good knowledge of commonly used Engineering material such as Cast Iron Steel and non ferrous metals alloys and fluxes used in welding of various ferrous and non</p>	30 years	Helper-I	Selection after giving due weight age for the experience in the trade, seniority and trade test.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Turbine Attendant-I	25% by direct recruitment & 75% by promotion.	Secondary or its equivalent with 10 yrs. Experience. Or ITI Certificate in Mechanical/Instrumental/Electrical with 8 yrs. experience. Or National Apprenticeship Certificate in Mechanical/Instrumental/Electrical with 7 yrs. experience. Operation & maintenance of not less than 60 MW Coal fired thermal power plant with good knowledge, skill and ability to operate large size steam turbines both condensing and extraction type.	35 years	i) Turbine Attendant-II ii) Turbine Driver-I	Seniority-cum-suitability.
Turbine Attendant-II/Turbine Driver-I	20% by direct recruitment & 80% by promotion.	Secondary or its equivalent with 7 yrs. Experience. Or ITI Certificate in Mechanical/Instrumental/Electrical with 5 yrs. experience. Or National Apprenticeship Certificate in Mechanical/Instrumental/Electrical with 5 yrs. experience. Operation & maintenance of not less than 60 MW Coal fired thermal power plant with good knowledge, skill and ability to operate large size steam turbines both condensing and extraction type.	32 years	i) Auxiliary Attendant. ii) Pump Driver for circulating power water pump.	Selection after giving due weight age for the experience in the trade, seniority and trade test.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Boiler Attendant	20% by direct recruitment & 80% by promotion.	Secondary or its equivalent with Ist Class Boiler Competence Certificate with 7 yrs. experience. <ul style="list-style-type: none"> a) Must have worked in operation & maintenance of not less than 60 MW units high pressure coal fired Boilers of Thermal Power Plant and should have good knowledge, skill and ability to operate coal or oil or gas fired boilers. b) Should be able to guide for proper and safe operation of boiler coal/gas handling plant boiler, feed pumps and boiler auxiliaries. c) Should be able to monitor or control the quality of water and steam fuel gas and operate electrostatic precipitators, coal mills fuel oil pumps etc. 	32 years	Fireman with I Class Boilers Competence Certificate.	Seniority-cum-suitability.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Mechanic-I	20% by direct recruitment and 80% by promotion.	<p>ITI Certificate in the trade of fitter/Diesel Mechanic/Motor Vehicle Mechanic/Mechanical Rolling/Moving machinery or in mechanical trade with 6 yrs. Experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in the trade of Mechanic with 5 yrs. Experience.</p> <p style="text-align: center;">Or</p> <p>Secondary or its equivalent with 7 yrs. Experience.</p> <p>a) Must have very good practical skill and experience in all types of operation of tools setting and use of various adjustments of different workshop machines.</p> <p>b) Must be able to read and interpret manufacturing drawings and do simple shop calculations and be able to use all types of machinery instruments commonly used in general machines shop calculations such as micro-meter, vernier calipers, base gauge depth gauge etc.</p> <p>c) Must have knowledge to make and sharpen simple cutting tools such as knife edge, threading, simple profile such as radius tools, drill etc. used in workshop.</p> <p>d) Must have working and fitting knowledge as required in ordinary mechanical maintenance.</p> <p style="padding-left: 40px;">Must have knowledge or repair shop or diesel station or electrical sub-station/local distribution works.</p>		Mechanic-II of respective trade of Diesel Engine or local distribution,	Seniority-cum-suitability

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Mechanic-II	20% by direct recruitment and 80% by promotion	<p>ITI Certificate in the trade of fitter/Diesel Mechanic/Motor Vehicle Mechanic/Mechanical Rolling/Moving machinery or in mechanical trade with 3 yrs. Experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in the trade of Mechanic with 2 yrs. Experience.</p> <p style="text-align: center;">Or</p> <p>Secondary or its equivalent with 4 yrs. Experience.</p> <p>a) Must have very good practical skill and experience in all types of operation of tools setting and use of various adjustments of different workshop machines.</p> <p>b) Must be able to read and interpret manufacturing drawings and do simple shop calculations and be able to use all types of machinery instruments commonly used in general machines shop calculations such as micro-meter, vernier calipers, base gauge depth gauge etc.</p> <p>Must have working and fitting knowledge as required in ordinary mechanical maintenance.</p> <p style="text-align: center;">Or</p> <p style="text-align: center;">Must have knowledge of repair shop or diesel station or electrical sub-station/local distribution works.</p>	30 years	Helper-I	Selection after giving due weight age for the experience in the trade, seniority and trade test.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Fitter-I	20% by direct recruitment and 80% by promotion	ITI Certificate in Fitter trade with 6 years experience. Or National Apprenticeship Certificate in the trade of Fitter with 5 years experience. Or a) Must be able to use all types of measuring instruments commonly used in fitting and assembly shop such as micro-meter vernier calipers height gauge etc. b) Must have very good practical skill and experience in manufacturing assembly work sawing chipping, scraping, drilling, tempering, tapping, soldering etc. c) Must have good knowledge of commonly used engineering material such as cast iron, mild steel alloy steel non-ferrous alloys etc. d) Must have working and fitting knowledge as required in ordinary mechanical maintenance. Or Must have knowledge of repair shop or Diesel station or electrical sub-station/local distribution works.	32 years	Fitter-II	Seniority-cum-suitability.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Fitter-II	20% by direct recruitment and 80% by promotion	ITI Certificate in Fitter trade with 3 years experience. Or National Apprenticeship Certificate in the trade of Fitter with 2 years experience. Or Secondary or its equivalent with 4 yrs. Experience. a) Must be able to use all types of measuring instruments commonly used in fitting and assembly shop such as micro-meter vernier calipers height gauge etc. b) Must have very good practical skill and experience in manufacturing assembly work sawing chipping, scraping, drilling, tempering, tapping, soldering etc. c) Must have good knowledge of commonly used engineering material such as cast iron, mild steel alloy steel non-ferrous alloys etc. d) Must have working and fitting knowledge as required in ordinary mechanical maintenance. Or Must have knowledge of repair shop or Diesel station or electrical sub-station/local distribution works.	30 years	Helper-I	Selection after giving due weight age for the experience in the trade, seniority and trade test

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Electrician-I	20% by direct recruitment and 80% by promotion.	<p>ITI Certificate in the trade of Electrician/Switch Board Attendant with 6 yrs. Experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in the trade of Electrician with 5 yrs. Experience.</p> <p style="text-align: center;">Or</p> <p>Studied upto 8th standard with wireman competence certificate from the Electrical Inspector of the Govt. With 6 years experience.</p> <p style="text-align: center;">Or</p> <p>Secondary or its equivalent with 7 yrs. Experience.</p> <p>For EHT/HT & LT Trade:</p> <p>a) Erection testing overhauling repairing, maintenance and rectification of fault of equipments like Generator, Motor Switchgear, Transformer, G.O.Switches, D.O. fuses, CTs, PTs and Energy meters and Sub-Station equipments used in EHT/HT & LT Line & Sub-Stations.</p> <p>b) Capable of doing control wiring required in various EHT/HT & LT Sub-Station or Power Stations.</p>	32 years	Electrician-II	Seniority-cum-suitability.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Electrician-II	20% by direct recruitment and 80% by promotion	<p>ITI Certificate in the trade of Electrician/Switch Board Attendant with 3 yrs. Experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in the trade of Electrician or Switch Board Attendant with 2 years experience.</p> <p style="text-align: center;">Or</p> <p>Middle School Standard with Wireman competence certificate from the Electrical Inspector of Govt. with 3 yrs. Experience.</p> <p style="text-align: center;">Or</p> <p>Secondary or its equivalent with 4 yrs. Experience. For EHT/HT & LT Trade:</p> <p style="margin-left: 20px;">a) Erection testing overhauling repairing, maintenance and rectification of fault of equipments like Generator, Motor Switchgear, Transformer, G.O.Switches, D.O. fuses, CTs, PTs and Energy meters and Sub-Station equipments used in EHT/HT & LT Line & Sub-Stations.</p> <p style="margin-left: 20px;">b) Capable of doing control wiring required in various EHT/HT & LT Sub -Station or Power Stations.</p>	30 years	Helper-I	Selection after giving due weight age for the experience in the trade, seniority and trade test

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Artisan-I	20% by direct recruitment and 80% by promotion	ITI Certificate in the concerned trade with 6 yrs. Experience in multifarious trade. Or National Apprenticeship Certificate in the concerned trade with 5 yrs. Experience in must ferrous trade. Or Secondary or its equivalent with 7 yrs. Experience in multifarious trade.	32 years	Artisan-II in concerned trade	Seniority-cum-suitability
Artisan-II	20% by direct recruitment and 80% by promotion	ITI Certificate in the concerned trade with 3 yrs. Experience in multifarious trade. Or National Apprenticeship Certificate in the concerned trade with 2 yrs. Experience in multifarious trade. Or Secondary or its equivalent with 4 yrs. Experience in multifarious trade.	30 years	Helper-I	Selection after giving due weight age for the experience in the trade, seniority and trade test

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Radio Mech.I PLCC Mech.	20% by direct recruitment & 80% by promotion.	ITI Certificate in the trade of Radio Mechanic with 6 yrs. Experience <p style="text-align: center;">Or</p> National Apprenticeship Certificate in the trade of Radio Mechanic with 5 yrs. Experience <p style="text-align: center;">Or</p> Secondary or its equivalent with 7 yrs. Experience. a) Wrapping, joint wiring, wiring of assemblies, Cable forming assembly or components on printed circuit board, soldering of internal circuit and basic knowledge of electronic components like resistors and capacitors. b) Installed, commissioning of control instruments & PLCC equipments in EHT Sub-Station. c) Working of PLCC Circuit in Sub-Station & telephone system.	32 years	Radio Mech.II	Seniority-cum-suitability.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Radio Mech.II PLCC Mech.	20% by direct recruitment & 80% by promotion.	ITI Certificate in the trade of Radio Mechanic with 3 yrs. Experience <p style="text-align: center;">Or</p> National Apprenticeship Certificate in the trade of Radio Mechanic with 2 yrs. Experience <p style="text-align: center;">Or</p> Secondary or its equivalent with 4 yrs. Experience. a) Wrapping, joint wiring, wiring of assemblies, Cable forming assembly or components on printed circuit board, soldering of internal circuit and basic knowledge of electronic components like resistors and capacitors. b) Installed, commissioning of control instruments & PLCC equipments in EHT Sub-Station. c) Working of PLCC Circuit in Sub-Station & telephone system.	30 years	Helper-I	Selection after giving due weight age for the experience in the trade, seniority and trade test

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Wireman-I	20% by direct recruitment & 80% by promotion	<p>ITI Certificate in the trade of Wireman with 6 yrs. Experience</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in the trade of Electrician, Wireman, Switch Board Attendant with 5 yrs. Experience</p> <p>Or</p> <p>Studied upto 8th std. With Wireman Certificate of the State Electrical Inspector with 6 yrs. Experience.</p> <p style="text-align: center;">Or</p> <p>Secondary or its equivalent with 7 yrs. Experience.</p> <p>a) Experience in wiring of switchgear control panels and control wiring in 33 KV Sub-Station and also in Energy Power Factor, Meter Volt Meters, Motors etc. wiring work.</p> <p>b) Installation and maintenance of various types of service connections. Also repair and renewal of service maintenance and experience of LT underground and cable circuit wiring.</p> <p>c) Wrapping, joint wiring, wiring of assemblies, Cable forming assembly or components on printed circuit board, soldering of internal circuit and basic knowledge of electronic components like resistors and capacitors</p>	32 years	Wireman-II	Seniority-cum-suitability

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Wireman-II	20% by direct recruitment & 80% by promotion	<p>ITI Certificate in the trade of Wireman with 3 yrs. Experience</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in the trade of Electrician, Wireman, Switch Board Attendant with 2 yrs. Experience</p> <p>Or</p> <p>Studied upto 8th std. With Wireman Certificate of the State Govt. with 3 yrs. Experience.</p> <p style="text-align: center;">Or</p> <p>Secondary or its equivalent with 4 yrs. Experience.</p> <p>a) Experience in wiring of switchgear control panels and control wiring in 33 KV Sub-Station and also in Energy Power Factor, Meter Volt Meters, Motors etc. wiring work.</p> <p>b) Installation and maintenance of various types of service connections. Also repair and renewal of service maintenance and experience of LT underground and cable circuit wiring.</p> <p>c) Wrapping, joint wiring, wiring of assemblies, Cable forming assembly or components on printed circuit board, soldering of internal circuit and basic knowledge of electronic components like resistors and capacitors</p>	30 years	Helper-I	Selection after giving due weight age for the experience in the trade, seniority and trade test

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Cable Jointer-I	20% by direct recruitment & 80% by promotion	<p>ITI Certificate Holder in Cable Jointing with 6 years experience.</p> <p style="text-align: center;">Or</p> <p>Knowledge of reading and writing Hindi with 10 years active experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in Cable Jointing with 5 years experience</p> <p style="text-align: center;">Or</p> <p>Termination, jointing, laying PLCCADTA&PVC/LT/HT Cable upto 33 KV of both aluminium & copper conductors. He should also have experience and knowledge of various types of post heads in use. He should also have an experience on laying of underground cable and testing of cable and cable boxes.</p>	30 years	Helper-I	Seniority-cum-suitability.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Cable Jointer-II	20% by direct recruitment & 80% by promotion	<p>ITI Certificate Holder in Cable Jointing with 3 years experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in Cable Jointing with 2 years experience</p> <p style="text-align: center;">Or</p> <p>Knowledge of reading and writing Hindi with 7 years experience In Termination, jointing, laying PLCCADTA&PVC/LT/HT Cable upto 33 KV of both aluminium & copper conductors. He should also have experience and knowledge of various types of potheads in use. He should also have an experience on laying of underground cable and testing of cable and cable boxes.</p>	30 years	Helper-I	Selection after giving due weight age for the experience in the trade, seniority and trade test.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Sub-Station Attendant-I	20% by direct recruitment & 80% by promotion	<p>ITI Certificate in the trade of Electrician/Switch Board Attendant with 6 years experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in the trade of Electrician/Switch Board Attendant with 5 years experience.</p> <p style="text-align: center;">Or</p> <p>Secondary or its equivalent with 7 years experience.</p> <p>a) Knowledge, skill & ability to do simple switching & multiple switching operations in the Sub-Station for EHT/HT/LT, operation & maintenance of switch Board distribution panel conductors and meter control Board.</p> <p>b) Maintenance of Sub-Station equipments such as circuit breakers, isolators, current transformers etc.</p> <p>c) Underground simple electric circuiting and wiring diagrams.</p> <p style="text-align: center;">Or</p> <p>Experience in repairs, maintenance and erection of electrical, installation HT/LT Motor/Starter, armature, winding and repair. Operation and control generation board, switchgear, alternators with its auxiliaries motors and synchronizing panels of alternators in any Thermal Hydel Power Stations. Understand simple electric circuiting and wiring diagrams.</p>	32 years	Sub-Station Attendant-II	Seniority-cum-suitability.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Sub-Station Attendant-II	20% by direct recruitment & 80% by promotion	<p>ITI Certificate in the trade of Electrician/Switch Board Attendant with 3 years experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in the trade of Electrician/Switch Board Attendant with 2 years experience.</p> <p style="text-align: center;">Or</p> <p>Secondary or its equivalent with 4 years experience.</p> <p>a) Knowledge, skill & ability to do simple switching & multiple switching operations in the Sub-Station for EHT/HT/LT, operation & maintenance of switch Board distribution panel conductors and meter control Board.</p> <p>b) Maintenance of Sub-Station equipments such as circuit breakers, isolators, current transformers etc.</p> <p>c) Underground simple electric circuiting and wiring diagrams.</p> <p style="text-align: center;">Or</p> <p>Experience in repairs, maintenance and erection of electrical, installation HT/LT Motor/Starter, armature, winding and repair. Operation and control generation board, switch gear, alternators with its auxiliaries motors and synchronizing panels of alternators in any Thermal Hydel Power Stations. Understand simple electric circuiting and wiring diagrams.</p>	30 years	Helper-I/SSA-III	Selection after giving due weight age for the experience in the trade, seniority and trade test.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Lineman-I	20% by direct recruitment & 80% by promotion	<p>ITI Certificate in Lineman trade with 6 years experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in the trade of Lineman with 5 years experience.</p> <p style="text-align: center;">Or</p> <p>Having knowledge of reading and writing Hindi with 10 years experience.</p> <p style="text-align: center;">Or</p> <p>Secondary or its equivalent with 7 years experience.</p> <p><u>For EHT Line:</u></p> <p>a) Construction, maintenance and operation of EHT overhead lines and rectification of faults.</p> <p>Fair knowledge of underground cable, laying and maintenance of works and working knowledge of transformers and switchgear, knowledge of isolators,</p> <p>b) Air breakers Switches and earth connections.</p> <p>c) Knowledge of sag tension charts and earthing resistance and earth connections.</p> <p><u>For HT/LT Line:</u></p> <p>Construction, maintenance and operation of HT/LT overhead lines and rectification of faults.</p> <p>a) Fair knowledge of underground cables, laying and maintenance of works and working knowledge of transformers and switchgear, knowledge of isolators, Air breakers Switches and earth connections.</p> <p>b) Knowledge of sag tension charts and earthing resistance and earth connections.</p>	32 years	<p>-</p> <p>Lineman-II of EHT Trade.</p> <p>Lineman-II of HT/LT Trade.</p>	Seniority-cum-suitability.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Lineman-II	20% by direct recruitment & 80% by promotion	<p>ITI Certificate in Lineman trade with 3 years experience.</p> <p style="text-align: center;">Or</p> <p>National Apprenticeship Certificate in the trade of Lineman with 2 years experience.</p> <p style="text-align: center;">Or</p> <p>Having knowledge of reading and writing Hindi with 7 years experience.</p> <p style="text-align: center;">Or</p> <p>Secondary or its equivalent with 4 years experience.</p> <p><u>For EHT Line:</u></p> <ul style="list-style-type: none"> a) Construction, maintenance and operation of EHT overhead lines and rectification of faults. b) Fair knowledge of underground cable, laying and maintenance of works and working knowledge of transformers and switchgear, knowledge of isolators, Air breakers Switches and earth connections. c) Knowledge of sag tension charts and earthing resistance and earth connections. <p><u>For HT/LT Line:</u></p> <ul style="list-style-type: none"> a) Construction, maintenance and operation of HT/LT overhead lines and rectification of faults. b) Fair knowledge of underground cables, laying and maintenance of works and working knowledge of transformers and switchgear, knowledge of isolators, Air breakers Switches and earth connections. c) Knowledge of sag tension charts and earthing resistance and earth connections. 	30 years	Helper-I	. Selection after giving due weight age for the experience in the trade, seniority and trade test

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Carpenter-I Blacksmith-I Painter-I Turner-I Moulder-I Winder-I	20% by direct recruitment and 80% by promotion.	ITI Certificate in the trade with 6 years experience or National Apprenticeship Certificate in the respective trade with 5 years experience in the concerned trade. Or Secondary or its equivalent with 7 years experience in the concerned trade.	32 years	Experience in the concerned trade Carpenter-II Blacksmith-II Painter-II Turner-II Moulder-II Winder-II	Seniority-cum-merit.
Carpenter-II Blacksmith-II Painter-II Turner-II Moulder-II Winder-II	20% by direct recruitment and 80% by promotion.	ITI Certificate in the trade with 3 years experience Or National Apprenticeship Certificate in the respective trade with 2 years experience in the concerned trade. Or Secondary or its equivalent with 4 years experience in the concerned trade.	30 years	Helper-I	Selection after giving due weight age for the experience in the trade, seniority and trade test.
Carpenter-II Blacksmith-II Painter-II Turner-II Moulder-II Winder-II	20% by direct recruitment and 80% by promotion.	ITI Certificate in the trade with 3 years experience Or National Apprenticeship Certificate in the respective trade with 2 years experience in the concerned trade. Or Secondary or its equivalent with 4 years experience in the concerned trade.	30 years	Helper-I	Selection after giving due weight age for the experience in the trade, seniority and trade test.
Crane Operator	100% by direct recruitment	Must be able to read and write Hindi and English and have Heavy Vehicle Driving License with 5 years experience of operating EOT and other mobile cranes of capacities upto 100 Tones while handling heavy packages weighting upto 100 tones.	32 years		

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Filter Operator	20% by direct recruitment and 80% by promotion.	ITI Certificate in Electrical/Mechanical/Wireman Trade with 6 years experience. Or National Apprenticeship Certificate in the trade of Electrician/Mechanic/Wireman trade with 5 years experience. Or Having knowledge of reading and writing Hindi with 10 years experience Or Secondary or its equivalent with 7 years experience. Experience of maintenance and operation of filter machine.	32 years	Filter Attendant (Transformer Oil & Lubricating Oil)	Seniority-cum-suitability.
Filter Attendant	20% by direct recruitment and 80% by promotion.	ITI Certificate in Electrical/Mechanical/Wireman Trade with 3 years experience. Or National Apprenticeship Certificate in the trade of Wireman/Mechanic/Wireman trade with 2 years experience. Or Having knowledge of reading and writing Hindi with 7 years experience Or Secondary or its equivalent with 4 years experience. Experience of maintenance and operation of filter machine.	30 years	Helper-I	Selection after giving due weight age for the experience in the trade, seniority and trade test

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Driver-I (Mechanical)	20% by direct recruitment and 80% by promotion.	ITI Certificate in mechanic/Diesel Mechanic/ motor vehicle mechanic with 6 years experience. Or National Apprenticeship Certificate in the trade of mechanic with 5 years experience. Or Secondary or its equivalent with 7 years experience. Experience as Mechanic Driver of heavy machine/diesel engine etc.	32 years	Driver-II (Mechanical)	Seniority-cum-suitability.
Driver-II (Mechanical)	20% by direct recruitment and 80% by promotion.	ITI Certificate in mechanic/Diesel Mechanic/ motor vehicle mechanic with 3 years experience. Or National Apprenticeship Certificate in the trade of mechanic with 2 years experience. Or Experience as Mechanic Driver of heavy machine/diesel engine etc.	30 years	Helper-I or SBA Gr.III of Diesel Power Houses.	Selection after giving due weight age for the experience in the trade, seniority and trade test
Vehicle Driver	100% by direct recruitment.	Who can read and write Hindi in Devanagiri script and possesses heavy vehicle driving license with experience of driving heavy/light vehicles of 7 years.	30 years		

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Driver	20% by direct recruitment and 80% by promotion.	ITI Certificate in Filter/Mechanic trade with 3 years experience. Or National Apprenticeship Certificate in the trade of Filter/Mechanic with 2 years experience. Or Secondary or its equivalent with 4 years experience.	30 years	Helper-I	Selection after giving due weightage for the experience in the trade. Seniority and trade test.
Auxiliary Attendant	20% by direct recruitment and 80% by promotion.	ITI Certificate in the trade of Electrician/Switch Board Attendant with 3 years experience. Or Secondary or its equivalent with 4 years experience. a) Experience in repairs, maintenance and erection of electrical installation, HT/LT/Motor Starter armature, winding and repair. b) Operation and control generation Board, Switch gear, alternators with its auxiliaries motor and starter and synchronizing panels of alternators in any thermal hydel power stations and main distribution lines. c) Understand simple electric circuiting and	30 years	Helper-I	Selection after giving due weightage for the experience in the trade. Seniority and trade test.
Water Treatment Plant Attendant	20% by direct recruitment and 80% by promotion.	Secondary with Science subject or equivalent thereto with 4 years experience. Experience as Water Treatment Plant Attendant.	30 years	Helper-I with Secondary or equivalent qualification.	Selection after giving due weightage for the experience in the trade. Seniority and trade test.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Tool Keeper	20% by direct recruitment and 80% by promotion.	ITI Certificate in Electrical/Mechanical trade with 3 years experience. Or National Apprenticeship Certificate in Electrical/Mechanical trade with 2 years experience. Or Secondary with science or its equivalent with 4 years experience.	30 years	Helper-I with Secondary or equivalent qualification.	Selection after giving due weightage for the experience in the trade. Seniority and trade test.
a) Helper-I b) Sub-Station Attendant-III c) Switch Board Attendant-III	100% by promotion (in case of non-availability of suitable persons for promotion in any year, the posts shall be filled by direct recruitment.	ITI Certificate in the trade of Electrician/Wireman/SBA or similar trade. Or National Apprenticeship Certificate in the trade of Electrician/Wireman/Switch Board Attendant or in a similar trade, Or Secondary or its equivalent with 1-year experience.	28 years	(1)(a) Helper-II (2)(b,c,d) with the following minimum qualification: - ITI Certificate in the trade of Electrician/Wireman/SBA or similar trade. Or National Apprenticeship Certificate in the trade of Electrician/Wireman/Switch	Seniority-cum-merit.
Helper-II	100% by direct recruitment.	Who can read and write Hindi in Devanagri script and have good physique. Preference shall be given to work charged/muster roll employees who have put in two years or more continuous service as on 1st April of the year in which recruitment is made.	28 years	-	-

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
For Civil Trade:- 1,Mistry-I	25% by direct recruitment and 75% by promotion.	3 years Diploma uncivil Engg. From a recognized Institution. Or ITI Certificate in the trade of Mason/Carpenter Fitter/Plumber or any trade of Civil Engineering work with 8 years experience in supervisory capacity of reputed concern. Or National Apprenticeship Certificate in the trade of Mason/Carpenter/Fitter/Plumber or any trade of Civil Engineering work with 7 years experience of supervising the civil works of reputed Civil Engg. Concern.	35years	Mistry-II	Seniority-cum-suitability.
Mistry-II	20% by direct recruitment and 80% by promotion.	ITI Certificate in the trade of Mistry/Carpenter/Fitter/Plumber or any trade of Civil Engineering work with 6 years experience in supervisory capacity of reputed concern. Or National Apprenticeship Certificate in the t5rade of Mason/Carpenter/Fitter/Plumber or any trade of Civil Engineering work with 5 years experience of supervising the civil works of reputed Civil Engg. Concern	32 years	i) Mistry-III ii) Mason Gr.I iii) Artisan Gr.I	Selection after giving due weightage for the experience in the trade. Seniority and trade test.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Mistry-III	20% by direct recruitment and 80% by promotion.	ITI Certificate in the trade of Mistry/Carpenter/Fitter/Plumber or any trade of Civil Engineering work with 3 years experience in supervisory capacity of reputed concern. Or National Apprenticeship Certificate in the t5rade of Mason/Carpenter/Fitter/Plumber or any trade of Civil Engineering work with 2 years experience of supervising the civil works of reputed Civil Engg. Concern	30 years	i) Mate in Civil works, supervisor ii) Work Agent iii) Work Mistry or iv) Helper-I of civil trade.	Selection after giving due weightage for the experience in the trade. Seniority and trade test.
Meter & Relay Tester & Repairer	25% by direct recruitment and 75% by promotion.	3 years Diploma in Electrical and or Mechanical with Ist Division from recognized Institute. Or 3 years Diploma in Electrical and/or Mechanical from a recognized Institute with one year experience of Meter & Relay Testing.	35 years	Meter Relay & Tester Repairer-II	Seniority-cum-suitability.
Meter Relay & Tester Repairer-II	25% by direct recruitment and 75% by promotion	3 years Diploma in Electrical and or Mechanical from recognized Institute	32 years	Meter Relay & Tester Repairer-III	Selection after giving due weightage for the experience in the trade. Seniority and trade test.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Meter Relay & Tester Repairer-III	25% by direct recruitment and 75% by promotion	ITI Certificate in Electrical/Wireman/Radio Mechanic Trade with 3 years experience or Meter or Relay repairing or testing. Or National Apprenticeship Certificate in Electrical/Wireman/Radio Mechanic or meter testing and repairing trade with 2 years experience of meter or relay repairing or testing.	30 years	Helper-I with Secondary or equivalent.	Selection after giving due weightage for the experience in the trade. Seniority and trade test
Helper-I	100% by promotion	Secondary or its equivalent with 2 years experience. Or ITI Certificate in Electrical/Wireman/Radio Mechanic trade with 6 months experience. Or National Apprenticeship Certificate in Electrical/Wireman/Radio Mechanic or meter testing & repairing trade.	28 years	Helper-II with Secondary or equivalent thereto.	Seniority-cum-suitability.
Head Draughtsman	20% by direct recruitment and 80% by promotion.	Qualified Draughtsman from recognized Institution with 7 years experience.	35 years	i) 5 years experience as Draughtsman Gr.I from qualified D.M. from recognized Institution. ii) 10 years experience as Draughtsman Gr.I for others.	Seniority-cum-suitability.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Draughtsman Gr.I	25% by direct recruitment and 75% by promotion.	ITI Certificate in Draughtsman craft from recognized Institution with 6 years experience in Draughtsman Craft. Or National Apprenticeship Certificate in Draughtsman Craft from a recognized Institution with 5 years experience in Draughtsman Craft.	35 years	i) 5 years experience as Draughtsman Gr.II for qualified Draughtsman from recognized Institution. ii) 10 years experience as Draughtsman Gr.II for others.	Seniority-cum-suitability.
Draughtsman Gr.II	20% by direct recruitment and 80% by promotion.	Higher Secondary or equivalent thereto with 10 years experience as Tracer. Or ITI Certificate in Draughtsman Crafts from a recognized Institution with 4 years experience as Tracer. Or National Apprenticeship Certificate in Draughtsman Crafts from a recognized Institution with 3 years experience as Tracer.		i) 5 years experience as Tracer for qualified Draughtsman course from recognized Institution. ii) 10 years experience as tracer for others.	Seniority-cum-suitability
Tracer	100% by direct recruitment.	Higher Secondary or equivalent thereto from a recognized Institution with drawing as subject with 5 years experience as Ferroman. Or ITI Certificate in Draughtsman Craft from a recognized Institution.	30 years.	-	-

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Survey Wing Surveyor	25% by direct recruitment and 75% by promotion.	3 years Diploma in Survey or Mechanical or Civil in Ist Division from recognized Institution.	35 years	Asstt.Surveyor	Seniority-cum-suitability.
Asstt.Surveyor	100% by direct recruitment.	3 years Diploma in Survey or Mechanical or Civil from a recognized Institution. Or ITI Certificate in survey trade with 5 years experience in survey of HT/EHT lines. Or National Apprenticeship Certificate in survey trade with 5 years experience in survey of HT/EHT Lines.	32 years.	-	-
Estimator	100% by direct recruitment.	3 years Diploma in Electrical or Mechanical or Civil from a recognized Institution. Or ITI Certificate in Electrical/Mechanical/Civil trade with 2 years experience in preparing estimates. Or National Apprenticeship Certificate in Electrical/Mechanical/Civil trade with 1 years experience in preparing estimates	32 years	-	-

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Meter Inspector Gr.I	20% by direct recruitment and 80% by promotion.	Meter Inspector/Meter Readers:- a) ITI Certificate in Electrician/Lineman Trade with 5 years experience. Or National Apprenticeship Certificate in the trade of Lineman/Electrician with 4 years experience.	32 years	i) Meter Inspector Gr.II ii) Meter Reader-I	Selection after giving due weightage for the experience in the trade test.
Meter Inspector II Meter Reader-I	20% by direct recruitment and 80% by promotion.	ITI Certificate in Electrician/Lineman trade with 3 years experience. Or National Apprenticeship Certificate in the trade of Lineman/Electrician with 2 years experience.	30 years	Meter Reader-II	Selection after giving due weightage for the experience in the trade test.
Meter Reader Gr.II	100% by direct recruitment.	ITI Certificate in Electrician/Lineman trade. Or National Apprenticeship Certificate in the trade of Lineman/Electrician . Or Secondary with five years experience as Bill Distributor.	28 years	-	-

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Loco Foreman	100% by promotion	--	-	Chargeman possessing Secondary and ITI or NCTVT qualification with 3 years service Or Chargeman with 56 years service in respective trade.	
Supervisor Gr.I	100% by promotion.	--	-	Supervisor Gr.II possessing Secondary & ITI or NCTVT qualification with 3 years experience. Or Supervisor Gr.II with 5 years service in respective trade.	Seniority-cum-merit.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Train Examiner	100% by promotion	--	-	Sr.Carriage Fitter Gr.I possessing Secondary and ITI or NCTVT qualification with 3 years service. Or Sr.Carriage Fitter-I with 5 years service in respective trade.	Seniority-cum-merit.
Data Acquisition Operator & System Analyst Gr.I	100% by promotion	--	-	Data Acquisition Operator & System Analyst Gr.II with 5 years service in respective trade.	Seniority-cum-merit.
Computer System Analyst cum Operator Gr.I	100% by promotion	--	-	Computer system analyst cum Operator Gr.II with 5 years service in respective trade.	100% by promotion.
Yard Master	100% by promotion.	--	-	Assistant Yard Master with 5 years service in respective trade.	Seniority-cum-merit.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Sub Fire Officer	50% by direct recruitment and 50% by promotion.	Secondary or equivalent. Undertaken Sub-officers (Fire) training course from recognized Fire Service College and minimum 5 years experience of operation of modern and fire fighting equipments and fire services in a reputed concern or Thermal Power Station having Fire Tender and Regular Fire Fighting Squad.	35 years	Technical Workmen in scale No.4 possessing Secondary qualification with minimum 3 years relevant experience and having undertaken Sub Fire Officers (Fire) Training course Or Lead Fireman with minimum 10 years service in respective trade.	Seniority-cum-merit.
Assistant P.W.I	100% by promotion.	--	-	Permanent Way Mistry with 3 years service.	Seniority-cum-merit.
Supervisor Gr.II	100% by promotion.	--	-	Fitter-I/Elect.I/ Mech.I (Inst.)/Mech.I/Tech.I/Artison-I/Crane Operator/Dozer Operator possessing Secondary and ITI or NCTVT qualification with 3 years service. Or Fitter-I/Artison-I/Elect.I/Mech.I/Crane Operator/EOT Crane Operator/Dozer Operator/Mech.I/Tech.I with 5 years service.	Seniority-cum-merit.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Senior Carriage Fitter Gr.I	100% by promotion.	--	-	Senior Carriage Fitter Gr.II possessing Secondary, ITI or NCTVT qualification with 3 years service. Or Senior Carriage Fitter Gr.II with 5 years service.	Seniority-cum-merit.
Data Acquisition Operator & System Analyst Gr.II	100% by direct recruitment	Diploma in Computer Science with min. 2 years experience in computer programming and Data/information Acquisition System and Analysis filed in a reputed concern.	35 years	-	-
Loco Operator Gr.I	100% by promotion.	--	-	Loco Operator in scale No.4 having 5 years experience.	Seniority-cum-merit.
Senior Operator Gr.I	100% by promotion.	--	-	Sr.Operator Gr.II/Turbine/Boiler Attendant and possessing Secondary and ITI or NCTVT qualification in respective trade with 3 years service. Or Sr.Operator Gr.II/Turbine/Boiler Attendant with 5 years service.	Seniority-cum-merit.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Mech.Gr.I (Instrument)	100% by promotion.	--	-	Mech. Gr.II(Inst.) possessing Secondary and ITI or NCTVT qualification with 3 years service. Or Mechanic Gr.II(Inst.) with 5 years service.	Seniority-cum-merit.
Sr.Operator Gr.II	100% by promotion.	--	-	Operator-I possessing Secondary and ITI or NCTVT qualification with 3 years service. Or Secondary pass (or equivalent) Operator-I with 5 years service.	Seniority-cum-merit.
Operator Gr.I	100% by promotion	--	-	Operator Gr.II/Compressor Operator/Pump Operator possessing Secondary and ITI or NCTVT qualification with 3 years service.	Seniority-cum-merit
Assistant Master Yard	100% by direct recruitment	B.Sc. with minimum 3 years experience in supervision of yard in a reputed organization having its own railway yard, like cement plant, fertilizer plant etc. Preferably of Thermal Power Station.	35 years	-	
Computer System Analyst –cum-operator	100% by direct recruitment	Diploma in Computer science with minimum 2 years experience in the analysis of computer system in a reputed concern.	35 years	-	

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Loco Operator	100% by promotion	--	-	Asstt. Loco Operator with 5 years service.	Seniority- cum-merit.
Fitter Gr.I (Loco)	100% by promotion	--	-	Fitter-II (Loco)/Mech.II (Diesel) possessing Secondary and ITI or NCTVT qualification with 3 years service Or Fitter-II (Loco)/ Mech.II (Diesel) with 5 years service.	
Dozer Operator Gr.I	100% by direct recruitment.	Literate with possessing valid license for driving heavy vehicles and must be able to read and write Hindi in Devanagri script and have heavy license with at least three years experience of driving Dozer.	33 years	-	
Mechanic Gr.I/Technician Gr.I	100% by promotion	--	-	Mech.II – Tech.II/Mech.II possessing Secondary, ITI or NCTVT qualification with 3 years service. Or Mech.II- Tech.II/Mech.II with 5 years service.	Seniority-cum-merit.
Senior Carriage Fitter--II	100% by promotion	--	-	Carriage Fitter possessing Secondary and ITI or NCTVT qualification with 3 years service. Or Carriage Fitter with 5 years service.	

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Permanent Way Mistry	100% by direct recruitment.	Secondary or equivalent with minimum 8 years experience in the maintenance jobs of railway track in a reputed concern having its own railway system like cement plant, coal plant, fertilizer plant, power plant etc. Preferably of railways.	35 years	-	
Chargeman	100% by promotion			Fitter Gr.I (Loco) possessing Secondary and ITI or NCTVT qualification with 3 years service Or Fitter-I (Loco) with 5 years service in respective trade.	Seniority-cum-merit.
Operator Gr.II	50% by direct recruitment & 50% by promotion.	Secondary or equivalent with ITI (2 years course) or NCTVT (3 years course) preferably Elect./Fitter/Wireman/Boiler Attendant/Steam Turbine Operator/Switch Board Attendant trade course and minimum experience for ITI- 4 years and NCTVT- 3 years in a various operation system of Boiler/TG/Common Aux./Switch Yard equipments in a reputed concern. Preferably of Thermal Power Station.	33 years	Operator –III/Helper-I possessing Secondary and ITI or NCTVT qualification with 3 years service and experience in respective jobs. Or Operator-III/Helper-I with 5 years service and experience in respective job.	Seniority.
Sample Collector	100% by promotion			Helper-I possessing Secondary qualification with 4 years service and experience in the field of Coal sampling.	Seniority.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Carriage Fitter;	50% by direct recruitment & 50% by promotion.	Secondary or equivalent with ITI (Fitter) or NCTVT (Fitter) and minimum experience for ITI- 4 Years and NCTVT – 3 years in maintenance of railway wagons, brakes, hooks, wagon wheels and trolleys in a reputed organization having its own railway system, preferably of Railways or Thermal Power Station.	33 years	Semi-skilled Carriage Fitter/Points man possessing Secondary and ITI or NCTVT qualification with 3 years service and experience in respective job. Or Semi-skilled Carriage Fitter/Points man with 5 years service and experience in respective job.	Seniority.
Lead Fireman	50% by direct recruitment and 50% by promotion.	Secondary or equivalent with minimum 5 years experience in operation of modern fire fighting equipments and fire service in a reputed concern or Thermal Power Station having fire tendering and regular fire fighting squad with relevant training of civil defence or first aid. Ex-serviceman with the above experience will be preferred. Preferably persons possessing valid heavy vehicle driving license.	33 years	Fireman possessing Secondary qualification with 4 years service and experience in the respective field. Or Fireman with 5 years service and experience in the respective field.	Seniority
Fire Tender Driver-cum-Pump Operator	100% by promotion	--	-	Helper-I possessing Secondary qualification with 3 years experience in Operating and driving Fire tenderer and fire pump with valid driving license. Or Helper-I possessing valid driving license with 5 years service and experience in respective job.	Seniority

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Mechanic Gr.II (Inst.)	50% by direct recruitment and 50% by promotion.	Secondary or equivalent with ITI (Inst.Mech) or NCTVT (Inst. Mech,) and minimum experience for ITI 4years and NCTVT 3 years in testing, erection and calibration of various instruments in a reputed workshop, preferably of Thermal Power Station.	33 years	Helper-I possessing Secondary and ITI or NCTVT qualification with 3 years service experience in respective job. Or Helper-I with 5 years service and experience in respective job.	Seniority.
Assistant Loco Operator	100% by promotion	Secondary or equivalent with minimum 5 years experience in operation of Diesel/Electric Locomotives on main lines/railway siding in a reputed concern having own railway system, preferably of railways.	33 years	-	-
Mechanic Gr.II(Diesel)	50% by direct recruitment and 50% by promotion.	Secondary or equivalent ITI (Diesel Mechanic) or NCTVT (Diesel Mechanic) and minimum experience of 4 years in maintenance of Diesel Engines/Diesel Locomotives in a reputed concern having own railway system, preferably of Thermal Power Station or Railways.	33 years	Helper-I possessing Secondary ITI or NCTVT qualification with 3 years serviced and experience in respective job.	Seniority.
Pump Operator	50% by direct recruitment and 50% by promotion.	Secondary or equivalent with ITI (2 years course) or NCTVT (3 years course) and minimum experience for ITI – 4 years and NCTVT – 3 years in operation of various type of pump in a reputed concern. Preferably of Thermal Power Station.	33 years	Helper-I possessing Secondary and ITI or NCTVT qualification with 3 years service and experience of various pumps. Or Helper-I with 5 years service and experience in operation of various pumps.	Seniority.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Mechanic-II/ Technician-II	50% by direct recruitment and 50% by promotion.	Secondary or equivalent with ITI (Fitter/Mechanist) or NCTVT (Fitter/ Mechanist) and minimum experience for ITI- 4 years and NCTVT – 3 years in the maintenance of various machines/equipment in a workshop of reputed concern. Preferably of Thermal Power Station.	33 years	Helper-I possessing Secondary and ITI or NCTVT qualification with 3 years service and experience in respective job. Or Helper-I with 5 years service and experience in respective job.	Seniority.
Compressor Operator	100% by promotion	--	-	Helper-I possessing Secondary, ITI or NCTVT qualification with 3 years service and experience in operation of compressor. Or Helper-I with 5 years service and experience in the operation of Compressor.	Seniority.
Loco Fitter Gr .IV	50% by direct recruitment and 50% by promotion.	Secondary or equivalent with ITI in diesel mech./Fitter trade and experience of two years on equivalent post or 5 years on a post one rank lower to such post, if any.	31 years	Technical employee in regular pay scale No.1(who has put in five years service in regular capacity out of which two years working in maintenance job carried out in loco workshop.	Seniority.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Points Man	50% by direct recruitment and 50% by promotion.	High School or equivalent with 3 years experience of Points Man in a Thermal Power Station or in Railways	31 years	Technical employee in regular pay scale No.1, who has put in minimum 5 years service in regular capacity out of which 2 years of experience of shunting operator in railway yard.	Seniority.
Mate	50% by direct recruitment and 50% by promotion.	Literate. Minimum 5 years experience of gangman in maintenance of railway track having knowledge of packing leveling strengthening of rails of railway track in a reputed concern having own railway system, preferably of railways or Thermal Power Station.	31 years	Technical employee in regular pay scale No.1, who has put in minimum 5 years service in regular capacity out of which 2 years of experience in maintenance of railway track having knowledge of packing leveling, strengthening of rails or railway track.	Seniority
Fireman	50% by direct recruitment and 50% by promotion.	Literate with minimum 2 years experience in operation of modern fire fighting equipments and fire services in a reputed concern or Thermal Power Station having Fire tender and regular fire fighting squad with relevant training of Civil defences. Ex-serviceman with the above experience will be preferred.	31 years	Helper-II who has put in 5 years service in regular capacity out of which 2 years experience of fire fighting services and having training in civil defence or first aid.	Seniority.

Post	Mode of recruitment	Qualification & experience for direct recruitment	Max. age for direct recruitment	To be promoted from (against promotion quota)	Criteria for promotion
Semi-skilled Carriage Fitter	50% by direct recruitment and 50% by promotion.	Secondary or equivalent with ITI (Fitter) and minimum one year experience of the carriage fitting and maintenance jobs in a reputed concern having own railway system, preferably of railways or Thermal Power Station.	31 years	Technical employee in regular pay scale No.1, who has put in minimum 5 years service in regular capacity out of which 2 years of experience in operation and maintenance jobs connected to carriage fitter.	Seniority.
Operator Gr.II	50% by direct recruitment and 50% by promotion.	Secondary or equivalent with ITI 2 years course or NCTVT 3 years course. Preferably Fitter/Wireman/Boiler Attendant/Steam Turbine Attendant trade course. Minimum experience for ITI – 1 year and NCTVT 6 years in various operation systems of boiler/TG/Common auxiliary/Switch yard/equipments/fuel handling in a reputed concern, preferably of Thermal Power Station.	31 years	Helper-II who has put in 5 years service in regular capacity out of which 2 years experience in the operation activities on respective equipments.	Seniority.
Shunting Porter cum Hook-man	100% by direct recruitment	Literate with knowledge of Hindi and good physique and experience of two years on equivalent post or five years experience on such post, if any.	31 years		
Trolley Man	100% by direct recruitment.	Literate with knowledge of Hindi and good physique and experience of two years on equivalent post or five years experience on a post one rank lower to such post, if any.	31 years.		
Key Man	100% by direct recruitment	Literate with knowledge of Hindi and good physique and experience of two years on equivalent post or five years experience on a post one rank lower to such post, if any.	31 years		
Laboratory Assistant	100% by direct recruitment	Matriculate or equivalent (Secondary) with 3 years experience in handling laboratory equipments testing of material, sampling etc.	28 years.		