

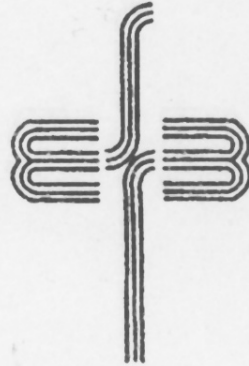
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Punjab State Electricity Board

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**SERVICE OF ENGINEERS (CIVIL)
REGULATIONS, 1965.**



(Re-Print - Edition)
(Incorporating Amendments upto 31-7-2001)

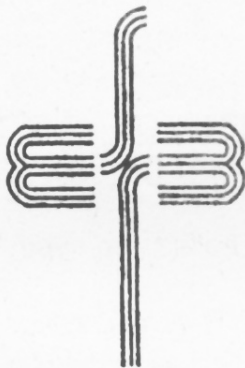
Published By :

**THE SECRETARY
PUNJAB STATE ELECTRICITY BOARD
PATIALA
2001**

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No. 39/Reg-25/B/PSEB, Dated Patiala, the 1st Oct. 1965

In exercise of the powers conferred by clause (c) of Section-79 of the Electricity (Supply) Act, 1948, the Punjab State Electricity Board is pleased to make the following regulations governing the recruitment and conditions of service of persons appointed to the Punjab State Electricity Board Service of Engineers(Civil) namely :-

SHORT TITLE, COMMENCEMENT AND APPLICATION

1. (1) These regulations may be called the "Punjab State Electricity Board Service of Engineers (Civil) Recruitment Regulations, 1965".
(2) They shall come into force at once.
(3) They shall apply to every member of the service.

Provided that where any of these regulations varies to the disadvantage of any such member the conditions of service applicable to him, immediately before the date of commencement of these regulations, the rules applicable to such member immediately before that date in respect to his conditions of service, to the extent to which any of these regulations is to his disadvantage, shall continue to apply to him.

DEFINITIONS

2. Unless there is anything repugnant in the subject or context in these regulations :-

(2)

(a) **"Act"** means the Electricity (Supply) Act, 1948

(b) **'BOARD'** means the Punjab State Electricity Board constituted under Section-5 of the Electricity (Supply) Act, 1948.

(c) **'DIRECT APPOINTMENT'** means an appointment made otherwise than by promotion to the Service or by transfer of an officer already in the service of any other Board or Government or any undertaking of Government.

(d) **'GOVERNMENT'** means the Government of the State of Punjab.

(e) **'MEDICAL AUTHORITY'** means the standing Medical Board of the Punjab State Government or such other authority as may be appointed by the Board.

(f) **'SERVICE'** means the Punjab State Electricity Board Service of Engineers (Civil).

(g) **'DRAWING ESTABLISHMENT'** includes Asstt. Draftsmen, Divisional Head Draftsmen, Circle Head Draftsmen and Chief Draftsmen.

(h) **'ENGINEERING SUBORDINATE, TECHNICAL SUBORDINATES / SUBORDINATE CLASS'** includes Sectional Officers (overseers) and members of the Drawing Estt. and holders of such other posts as may be specified by the Board from time to time.

**CADRE OF SERVICE AND CHARACTER OF POSTS
COMPRISING IT.**

3. The service shall comprise of the posts specified and its cadre of various posts shall be as shown in Appendix-'A'

(3)

Provided that the Board shall have full powers to increase or reduce the number of posts in the cadre as it may deem necessary either temporarily or permanently from time to time.

CONSTITUTION OF THE SERVICE

4. The service shall consist of the following persons, namely :-

(a) Person who at the commencement of these Regulations are/were members of the Punjab Service of Engineers (Electricity Branch) and were holding any of the posts mentioned in Appendix 'A' on the civil side.

(b) Persons appointed to the Service in accordance with these Regulations.

APPOINTMENTS

5. All appointments to the service (both by direct appointment and by promotion) referred to in column 1 of appendix 'D' of these Regulations shall be made by the authorities specified against them in column 2 thereof.

NATIONALITY & DOMICILE

6 (i) (a) No person shall be appointed to the Service unless he is :-

(a) a citizen of India, or

(b) a subject of Sikkim, or

(c) a subject of Nepal, or

(d) a subject of Bhutan, or

(4)

(e) a Tibetan refugee who came over to India before 1st January, 1962 with the intention of permanently settling in India, or

(f) a person of Indian origin who has migrated from Pakistan, with the intention of permanently settling in India.

Provided that :-

(i) a candidate belonging to category (c), (d), (e) and (f) shall be a person in whose favour a certificate of eligibility has been given by the competent authority, and

(ii) if he belongs to category (f), the certificate of eligibility will be issued for a period of one year after which such a candidate will be retained in service subject to his having acquired the Indian citizenship.

(2) A Candidate, in whose case a certificate of eligibility is necessary, may be admitted to an examination or interview conducted by the Board or any other recruiting authority, on his furnishing proof that he has applied for the certificate and he may also provisionally be appointed subject to the necessary certificate being given to him by the competent authority.

RECRUITMENT TO THE SERVICE

7. Recruitment to the Service shall be made by the Appointing Authority by any of the methods indicated below as may be determined in each case :-

(a) In-case of posts of Asstt. Engineers.

(i) By direct appointment as provided in Regulation-9

(ii) By Promotion as provided in Regulation 10

(iii) By transfer of an officer already in the service of a Government or any other State Electricity Board or an Undertaking of Government.

(b) In case of posts of Asstt. Executive Engineers.

(i) By promotion from amongst Asstt. Engineers.

(ii) By transfer of an officer already in the service of a Government or any other State Electricity Board or an Undertaking of Government.

(c) In case of posts of Executive Engineers and equivalent rank.

(i) By Promotion from amongst Asstt. Executive Engineers.

(ii) By transfer of an officer already in the service of a Government or any other State Electricity Board or an Undertaking of Government.

(d) In case of posts of Superintending Engineers and equivalent rank.

(i) By selection from Executive Engineers.

(ii) By transfer of an officer already in the service of a Government or any other State Electricity Board or an Undertaking of Government.

(6)

7.(e) In Case of Posts of Chief Engineers and equivalent rank :

- i) By selection from superintending Engineers.
- ii) By transfer of an officer already in the service of a Government or any other State Electricity Board or an under taking of Government.

AGE LIMIT

8. A candidate for direct appointment shall not be less than 20 years and more than 33 years of age on or before the first day of January of the year immediately preceding the last date of submission of application.

Provided that :-

- (a) In the case of candidates who are displaced persons and in whose case the age limit for admission to Engineering Colleges had been relaxed by the Competent authority, and in the case of candidates belonging to the scheduled castes, scheduled tribes and other backward classes, the upper age limit may be relaxed by five years;
- (b) In the case of candidates possessing the requisite qualifications, who are already in the service of the Government or any of the State Electricity Boards, the upper age limit shall be relaxed upto the extent of the service rendered by them under the Government/ Board Concerned;
- (c) In the case of released Indian Armed Forces Personnel who joined service during National Emergency on 1-11-62 or after and released there-after and in the case of ex-servicemen, the upper age limit may be relaxed to the extent of service rendered.

(d) In the case of :-

(i) Widows :

(ii) Women who are legally separated from their husbands or have been divorced;

(iii) Women whose husbands have been ordered by Civil or Criminal courts to pay maintenance to them;

(iv) Women who have, because of their desertion, been living separately from their husbands for more than two years;

(v) Women whose husbands have re-married; and

(vi) Wives of the serving Military personnel and wives of those who are disabled while in military service, the upper age limit shall be 40 years

AMENDMENT

**PSEB SERVICE OF ENGINEERS (CIVIL) REGULATIONS-1965
(REPRINT EDITION- 2001) QUALIFICATION FOR
DIRECT APPOINTMENT OF REGULATION-9 (PAGE-7)**

o/o no 955 dt 7-1-09 CL no. 1/2009

Existing Regulation	Proposed Regulation
<p>No person shall be appointed as A.E. (Civil) on training by direct appointment unless he has passed BE in Civil Engineering from recognized Institution / University (Equivalency as notified by the Institution of Engineers Association of Indian Universities/Pb University/ Punjabi University Calendar.</p>	<p>No person shall be appointed as A.E. Civil (on training) in the Civil Disciplines unless he has passed BE/ BSc Engineering or equivalent Degree in Civil discipline recognized by AICTE or UGC or DEC or Institution of Engineers (India) or PIU or any other statutory bodies established/ to be established under the Act of Parliament.</p>

PSEB Serving sectional officers (Civil) who possess 3/4 years diploma in Civil Engineering & have minimum 12 years qualifying service as Sectional officer (Civil) with satisfactory service record, shall also be eligible to apply for the post.

(8)

Their seniority fixed in the order of merit determined at the time of selection shall not be disturbed except as provided for in Regulation 16.

On their appointment the directly recruited Assistant Engineers (Civil) on training will undergo such training for such period as the competent authority may from time to time prescribe. The Appointing Authority may terminate the services of an Assistant Engineer (Civil) on training without giving any notice if his work and/or conduct during the period of training is not satisfactory.

Candidate appointed as Assistant Engineer/Civil on training by direct appointment will be required to give in writing an undertaking on a duly stamped paper that they will serve the Punjab State Electricity Board for a minimum period of two years failing which they will be required to refund to the Board, the entire cost (pay & allowances) incurred by the Board on their training and thereafter during the course of their employment under the Board subject to a minimum of 3 months pay and allowances, together with interest thereon, from the date of demand.

- (a) Where an Assistant Engineer/Civil on training is called for Military Service under Regulation 11-A of these Regulations within the period of training (original or extended) or thereafter within a period of two years, the period of Military Service shall count towards the training period and the condition of two years service in the Board will not apply in his case.

(9)

- (b) has obtained from the Medical Authority Certificate of mental and physical fitness as prescribed in Appendix 'C' and is considered by the medical Authority to be fit in all respects for active outdoor duty.

Note : Fee to the medical Authority shall be payable by the candidates. In the case of candidates belonging to Scheduled Castes, the fee so payable shall be reimbursed to the candidates.

- (c) the Appointing Authority is satisfied that his character and antecedents are such as to qualify him for appointment as Assistant Engineer/Civil on training, and

- (d) has not more than one wife living, or in the case of a woman she is not married to a person already having a wife living.

Provided that the Appointing Authority may, if it is satisfied that there are special grounds for doing so, exempt any person from the operation of this condition, and

- (e) he is not a dismissed Government/Board's/Govt. Undertaking's employee or a person convicted of an offence involving moral turpitude.

**QUALIFICATION FOR APPOINTMENT BY
PROMOTION**

- 10.1 (a) J. Es. Civil under the Board having their record

(10)

above average and with not less than 10 years experience to their credit shall be eligible for appointment to the service as Asstt. Engineer, subject to the condition that their number does not exceed 30% of the total number of cadre posts of Asstt. Engineer.

10.1 (b) ^{Provided that :-} ~~Provided further that :-~~

Order no 901/186 2003

Proviso-1st The Promotion quota *23/2003*
the total representation of I.E/Civil in the cadre of
AE

Regulation 10.1(b) Page-10, First Proviso

AE/

ay

Order No 901 " Provided that :-

186 2003

The promotion quota posts shall be calculated on 90% strength of AEs and AEEs including B.M.U. as stood on ending February before the consideration year. It

Es.

23/2003

PSEB Service of Engineers(Civil) Regulations 1965
(Reprint Edition 2001)

Order no 941/136 07

10/

Regulation 10.1(b) (Page-10) Following note is added at the end of proviso-2

Note : This proviso has been relaxed to allow 6 extra posts instead of 2 as a one time measure in the consideration year 2004 -05 and ten extra posts instead of 2 as one time measure in the consideration year 2005 -06 and 2006- 07.

certificate of a duration of two years either for continued course of Draftsmanship granted by the Pb. Govt. School of Engg. or in Civil Draftsmanship of some recognised Institute and with not less than 13 years experience as Divisional Head Draftsmen and on higher posts, out of which a minimum service of ⁵3 years shall

Regulation 10.2 (Page-10)

Order no 917/244 04 8/2004

as

The words " Service of 5 years" appearing in line 6 of the above Regulation have been substituted with the words "Service of 3 years".

of

After selection as Asstt. Engineers, the Chief Draftsmen/Circle Head Drafts-

Amended vide Order no 917/214 04 8/2004

(11)

men may be given practical training for six months before appointment

Regulation 10.2 (page 10/11)

Following note is added at the end.

O/S No 941/13.6.0

Note: Two posts available under this Regulation have been diverted equally one each to Regulation No.10.4 (unamended) and Regulation No.10.6 (unamended) till the availability of eligible incumbents under Regulation No.10.2.

Sub-Regulation (1) and (2) above shall not be eligible for promotion to the posts of Asstt. Executive Engineer and above, unless they possess the qualification prescribed in Regulation 9.

Note: As a result of conversion of the posts of Chief draftsmen to that of Asstt. Engineers the promotion of Chief Draftsmen as Asstt. Engineers shall be in addition to the existing quota of promotion fixed for promotion from Chief Draftsmen/Circle Head Draftsmen to Assistant Engineers.

10.4 14% of the cadre posts of Asstt. Engineers (Civil) shall be reserved for Departmental employees (Technical Subordinates and Drawing Staff) possessing A.M.I.E./Degree in Civil Engineering and who have completed three years service in that capacity.

Regulation 10.4 (Page 11)

O/S No 941/13.6.07

A new Note 2 is to be added by numbering the present note as Note 1 as under

Note 2. The operation of this Regulation in the present form has been stayed by the Punjab & Haryana High Court in CWP No.11726 of 1997 and presently are being made as per Regulation No.10.4 and 10.6 as 21.5.1997 i.e. @ 9% for those who have qualified AMIE/Degree from the Board and @ 5% for those who have passed AMIE/Degree from the Board. Six extra posts over and above the quota of Regulation No.10.4 (unamended) and four extra posts over and above the quota of 5% under Regulation No.10.6 (unamended) have been provided as a special measure on 28.11.2006. Further, two posts presently available under Regulation No.10.2 have been temporarily diverted equally to Regulation No.10.4 (unamended) and Regulation No.10.6 (unamended) till the availability of eligible incumbents under Regulation 10.2.

(12)

Accounts Examination for Engineering Officers or has been exempted from passing the same, in the following manner :-

- (i) In the case of Diploma- holder A.Es (Civil) to the extent of 10% of the total permanent and temporary posts in each category excluding the posts, B.B.M.B./B.C.B. and deputation posts or posts where PSEB cannot directly post its officer i.e. Hydrel Design Directorate, Chandigarh.
- (ii) In the case of non-diploma holder A.Es. (Civil) but possessing minimum qualification of Matriculation alongwith a certificate in the trade of Draftsmanship (Civil) from the recognised Industrial Training Institute to the extent of 10% of the total permanent and temporary posts in each category excluding the posts with BBMB/BCB and deputation posts or posts where PSEB cannot directly post its officers i.e. Hydle Design Directorate Chandigarh.

Provided that in the event of non availability of non diploma holder A.Es.(Civil) the posts reserved for them shall be filled up from amongst Diploma Holder A.Es(Civil).

On promotion these officers shall be posted on Maintenance and Civil Construction side only.

- (b) Out of the officers who have been promoted as Asstt. Executive Engineers, only diploma holders Asstt. Executive Engineers (Civil) shall be eligible for consideration for further promotion as Executive Engineer (Civil) to the extent of 10% of the total posts in that category excluding the post with B.B.M.B./B.C.B. and deputation posts or posts where P.S.E.B. cannot directly post its officers i.e.

(13)

Hydle Design Directorate, Chandigarh, on completion of total 20 years service out of which 12 years service must have been rendered as Assistant Engineer and Assistant Executive Engineer, provided further that out of the above 12 years service a minimum of 4 years service be as Asstt. Engineer and a further minimum of 6 years service as Asstt. Executive Engineer. On promotion as Executive Engineer, they shall be posted on Mtc. & Civil Const. Sides.

(c) The existing percentages prescribed for direct recruitment of Asstt. Engineers. Civil shall be reduced by 6% At no stage, the representation of the promotee Asstt. Engineers class other than AMIE qualified hands shall exceed 30% in the case of Asstt. Engineers/Civil. At no stage, the representation of promotee Asstt. Executive Engineers shall be more than 20% of the total posts of Asstt. Executive Engineers(Civil), In the same manner, the representation of promotee Executive Engineers (Civil) shall not exceed 10% of the total posts of Executive Engineers Civil.

(d) Such of the A.M.I.E. qualified hands, (Civil) as have been promoted as A. Es (Civil) on the basis of existing reservations in the respective regulations, shall not reap any further benefit on account of these decisions.

(e) The decision shall be enforced with immediate effect with the rider that none of the existing Asstt. Executive Engineers (Civil) shall be reverted merely in order to make room for promotee officers. On the other hand, their exact share on the basis of total posts both permanent and temporary shall be worked out and they shall have to wait until posts become available on the basis of the workload from time

(14)

to time. As and when, posts become available, it has been decided administratively to fill up such posts, the claims of the promotee officers shall be considered on the basis of their service record in such a manner that 50% posts shall be filled from amongst them and 50% posts from others Graduates till the share of the promotee officers to the extent of 20% of the total posts is fulfilled. Similar procedure shall be followed while making promotion to the posts of Xens. In each category except in the case of Non-Diploma holder Asstt. Executive Engineers who shall not be considered for further promotion as Xens.

(f) Non-Diploma holder Asstt. Executive Engineers, shall not be eligible for promotion as Xens, and Diploma holder Xens, shall not be eligible for promotion as S. Es.

(g) In case a Junior officer has completed four years as Asstt. Engineer but his senior has not yet done it, the former shall have to wait until the latter completes it.

(h) Inter-se seniority amongst Graduate Engineers and promotee officers in the rank of Asstt. Executive Engineers shall be determined on the basis of their seniority as A.E. in each category provided, the latter (officers promoted from rank) shall appear below all the Asstt. Executive Engineers, already promoted upto and on 11-10-73.

PROCEDURE FOR RECRUITMENT BY DIRECT APPOINTMENT

11. (1) Appointing Authority shall invite applications from candidates through advertisement in the press for filling up posts by direct recruitment.

(2) All direct appointments to the service shall be made by the Appointing Authority after conducting written test followed by interview of the candidates by

(15)

the Selection Committee constituted by the Board for the purpose.

(3) 25% / 5% posts reserved for candidates belonging to scheduled castes/ scheduled tribes and backward classes respectively. If suitable candidates are not available the posts in question will be carried forward.

After the carry forward rule has been exhausted and a suitable scheduled caste candidate has still not become available, a vacancy reserved for this category should first of all be offered to a candidate belonging to the backward classes before it is thrown open for general recruitment. In case a backward class candidate avails of such a vacancy the vacancy properly reserved for a Backward classes candidate later in the roster would then go to a scheduled caste candidate instead.

The reservation in services will, however, continue to be subject to the condition that the minimum qualification prescribed for a post would not be lowered with a view to accommodating any candidate. The vacancies to be reserved for members of scheduled castes in a lot of 100 vacancies would be at the points specified below :-

1, 5, 9, 13, 17, 21, 25, 29, 33, 37, 41, 45, 49, 53, 57, 61, 65, 69, 73, 77, 81, 85, 89, 93 & 97, and so on. Vacancies at serial No. 15, 35, 55, 75, and 95 shall be treated as reserved for members of Backward Classes.

The roster already existing will not be abandoned, but will be maintained in continuation from the vacancy in the existing roster last filled up according to the new pattern of reservation that has been described above.

(These orders take effect w.e.f. 6th March, 1974.)

(16)

COMPULSORY LIABILITY SCHEME.

MILITARY SERVICE

11-A. Any person appointed by direct recruitment to the posts of Asstt. Engineers or Apprentice/Trainee Engineers or Asstt. Executive Engineers on or after the 1st of May, 1966 shall, if so required be liable to serve in any Defence Service or post connected with the Defence of India for a period of not less than four years including the period spent on training, if any.

Provided that such person :-

- (a) Shall not be required to serve as aforesaid after the expiry of ten years from the date of appointment;
- (b) Shall not ordinarily be required to serve as aforesaid after attaining the age of 40 years.

APPOINTMENT BY PROMOTION

12 Appointment by promotion shall be made on the basis of seniority-com-merit and on completion of minimum service in a particular rank as noted below against each grade :-

Regulation-12(Page-16/17) Appointment by promotion.

o/o no 943/21⁶/₀₇ 12/2

The existing column No.4 (minimum service for promotion to next grade) of Sr.No. 1 of the above Regulation shall be substituted/amended as under:-

" Three years for promotion from class-II posts to junior grade in class -I"

"Note: figure and word " 8 years" may be read as '6 years' for the consideration year 2001-2005 i.e. 1.7.2004 to 30.6.2005".

2. Minimum service of engineers (Civil) regulations-1965 (Re-print addition- 2001)

Regulation-12(Page-16/17) (Appointment by promotion)

o/o no 917/21.4.04 8/2004

The existing Column No.4 (Minimum service for promotion to next grade) of Sr.No.3 of the above regulation shall be substituted/amended as under:-

" 8 years for promotion from PSEB Service of Engineers(Civil)Regulations 1965 (Reprint editi

Regulation-12 Sr.No.4 (Page-16/17)

o/o no 915 dt 30.1.2004

The existing regulation-12 Sr.No.4 appearing at page 16/17 shall be substituted/amended as under:-

Sr. No.	Fay Scale & Grade	Post	Minimum Service for promotion to next grade
1	2	3	4
4.	15800-21100	SEs/Dy.CEs (Civil) Directors & other equivalent posts.	3 years from selection grade to Super time grade

Equivalent

Posts.

Note inserted here

vid o/o no 924/6.10.04.

17/2004

13.
14.
15.
16.
17.
18.
19.

india
o/o
8/30/04
4.

No officer shall have any claim to promotion as a matter of right on the basis of mere seniority.

Provided that a member of the service shall not be eligible for promotion to

:-

AMENDMENT

*Cir. No. 13/09
No. 985/5/10/09*

PSEB Service of Engineers(Civil)Regulations 1965 (Reprint edition -2001)
Regulation 12 (A)(page-18/19) (Appointment by promotion)

Existing Clause	Proposed Clause
<p>Clause-12 (A)(Page No.-19) 16% of the posts to be filled by promotion to or within class I & II services in the PSEB shall be reserved for members of scheduled castes & Backward classes (14% for members of scheduled castes & 2% for members of Backward classes) subject to the following conditions:-</p> <p>a) The persons to be considered must possess the minimum necessary qualifications, and</p> <p>b) they should have a satisfactory record of service.</p> <p>In a lot of 100 vacancies occurring from time to time, those falling at Sr.No. mentioned below shall be treated as reserved for the members of scheduled castes:- 1,7,15,22,30,37,44,51,58,65,72,80,87,94 and so on. Vacancies falling at Sr.No. 26 &76 shall be treated as Backward classes.</p> <p>The reservation prescribed shall be given effect to in accordance with a roster to be maintained. The roster will be implemented in the form of a running account from year to year.</p>	<p>Clause-12 (A) (Page No.19) 14% of the posts to be filled by promotion to or within class I & II services in the PSEB shall be reserved for members of scheduled castes subject to the following conditions: -</p> <p>a) The persons to be considered must possess the minimum necessary qualifications, and</p> <p>b) they should have a satisfactory record of service.</p> <p>In a lot of 100 vacancies occurring from time to time, those falling at Sr.No. mentioned below shall be treated as reserved for the members of scheduled castes:- 1,7,15,22,30,37,44,51,58,65,72,80,87, 94 and so on.</p> <p>The reservation prescribed shall be given effect to in accordance with a roster to be maintained. The roster will be implemented in the form of a running account from year to year.</p>

b) They should have a satisfactory record of service.

(19)

2. In a lot of 100 vacancies occurring from time to time, those falling at serial numbers mentioned below shall be treated as reserved for the members of scheduled castes:

1, 7, 15, 22, 30, 37, 44, 51, 58, 65, 72, 80, 87, 94 and so on. Vacancies falling at serial numbers 26 and 76 shall be treated as reserved for the members of Backward Classes.

3. The reservation prescribed shall be given effect to in accordance with a roster to be maintained. The roster will be implemented in the form of a running account from year to year.

The above amendment shall take effect from 6.3.74 and vacancies arising in Class-I & II Service in the PSEB, existing on/or arising after 6.3.74 shall be filled-up in accordance with instructions.

PROBATION

13. (1) (a) Officers appointed to the Service shall remain on probation for a period of two years, if recruited by direct appointment and one year if appointed otherwise.

(b) Officiating Service will be reckoned as period spent on probation, but no member who is officiating in any appointment shall, on completion of one or two years in the Service, as the case may be, be entitled to be confirmed until he is appointed against a permanent vacancy.

c) Where an Officer is called for Military Service under regulation

11-A of these regulations before expiry of his probationary period, the period of Military Service shall count towards the period of probation fixed under this regulation.

d) Service spent on, deputation to a corresponding or a higher post, may be allowed by the Appointing Authority to count towards the period of probation fixed under this regulation.

ing e) The period of probation may be extended by the Appointing Authority for such period as it may deem fit in the case of member :-

i) Whose work and/or conduct has in the opinion of the Appointing Authority not been satisfactory; and/or.

ii) Who has not been able to pass the Departmental Accounts Examination and Departmental Professional Examination in accordance with rules for the said examinations prescribed for Engineer Officers of the Board.

Provided the total period of probation including extension, if any, shall not exceed 4 years in any case.

(2) On the completion of the period of probation (original or extended as the case may be), the Appointing Authority may confirm such member in his appointment or if his work and/or conduct has, in the opinion of the Appointing Authority not been satisfactory or he has not been able to pass the

(21)

Departmental Accounts Examination and Departmental Professional Examination, and Safety code Examination, the Appointing Authority may dispense with his services if recruited direct or revert him to his former post or Department, as the case may be, if recruited otherwise. Provided that the Board may exempt any member from passing whole or any part of the said examination(s) for reasons to be recorded in writing.

RESIGNATION

14. A member of the Service may at any time resign his appointment by giving notice of his intention to do so. The period of such notice shall be three months in the case of Assistant Engineers and shall be six months in the case of Assistant Executive Engineers and above. Failure to give such notice shall involve forfeiture of pay and allowances for the period of notice required.

TERMINATION OF SERVICE

15. Without prejudice to provisions of Regulation 3, in the event of a post in service being abolished at any time owing to re-organisation of the cadre or any other reason the Appointing Authority may dispense with the service of Junior most man on the cadre if he was appointed to the service by direct appointment, after giving him three months notice in the case of Assistant Engineer and six months in the case of officer holding the post of Assistant Executive Engineer and above, or revert him to his former post or Department, if appointed otherwise.

SENIORITY

16. The Seniority interse of members of the service in a particular class of post viz. Assistant Engineers, Assistant Executive Engineers, Executive Engineers,

Superintending Engineers and Chief Engineers shall be determined by the dates of their continuous appointments in that class.

Provided, firstly, that in the case of members appointed by direct appointment, the order of merit determined at the time of selection shall not be disturbed so far as the seniority in the class of post to which direct appointment was made is concerned, except as here-in-after provided and persons appointed as a result of an earlier selection shall be senior to those appointed as a result of subsequent selection. An Assistant Engineer 'On Training' who secures less than 45% marks in the test, if any, regarding On THE JOB TRAINING will lose his merit position to those who pass the test by securing 45% or more marks.

However, an Asstt. Engineer appointed by direct recruitment, whose probation period is extended, will not be entitled to seniority on the basis of merit position at the time of selection and his seniority will be fixed on the basis of his deemed date of appointment as per note-2 hereunder.

Provided, secondly, that in the case of two or more members appointed on the same date, seniority shall be determined as follows :-

- a) In the order of the salaries allowed to them on such date, the higher paid being placed above the lower paid or if both the date of appointment and the salary be the same, in the order of age, the older being placed above the younger, and

(23)

- b) In the case of members of the service appointed as Assistant Engineers and above by promotion according to their relative seniority in the subordinate class which they were promoted unless a member of a subordinate class is promoted earlier than an other member of the subordinate class who is senior to him and the latter has been passed over on the score of un-suitability or ineligibility for promotion in which case the member of the subordinate class first promoted shall take rank in the higher class above such other member of the subordinate class, if and when the latter is promoted as Assistant Engineer and/or above.

Provided, thirdly, that a member of the Service who is appointed as Asstt. Engineer by direct appointment shall be senior to all members of the Service appointed as Asstt. Engineer by promotion from the subordinate class who may be appointed in the service after the appointment of any member by direct appointment in the same batch of selection.

Provided, fourthly, that the seniority of a member of the service appointed by transfer shall be determined by the Appointing Authority on the merits of each case.

Provided, fifthly, that if a member of the service is promoted temporarily to a post earlier than his senior, for reasons other than the inefficiency of the senior person or his ineligibility for promotion they will rank interse according to their relative seniority in the class from they were promoted

(24)

Provided, sixthly, that in case two or more Technical subordinates from different categories become eligible for promotion to the rank of AE, on fulfilling the requisite conditions against 14% reservation provided in the said regulation 10.4 their seniority for and on appointment as Asstt. Engineer shall be determined as under :-

- a) In order of their acquiring prescribed qualification of AMIE/ Degree in engineering, the subordinates who clear the final examination in earlier batch and complete a minimum of three years service will be placed above those fulfilling the two conditions subsequently. The seniority list on these basis shall be framed as and when the subordinates fulfill these conditions and maintained upto date.
- b) In Case of persons passing the examination in the same batch, in order of their status and scale of pay the higher paid and of higher status being placed senior.
- c) In case of subordinates enjoying equal status, according to their relative seniority in the seniority in the subordinate class to which they belong to; and
- d) In case of person fixed in identical scales of pay, but belonging to different classes, in the order of continuous length of service in identical scale and if the date of appointment is the same, in order of their age, the older being placed above the younger

Note :- 1. This regulation shall not apply to members appointed on purely provisional basis pending their passing the qualifying tests/examinations.

2. If any member to the service fails to qualify himself for continuous appointment within the prescribed period of probation, the Appointing Authority shall determine whether the date of his appointment for the purpose of this rule shall be postponed by a period, not exceeding the period by which such officer's continuous appointment is delayed beyond the prescribed period of probation.

Except those employees, who have already been confirmed prior to the amendment of Regulation-16 caused hereof, the seniority of the Members of the Service in a cadre would be regulated and determined in accordance with this Regulations.

PAY OF MEMBERS OF SERVICE

17. The members of the service will be entitled to such scale of pay as may be authorised by the Board from time to time. The scales of pay at present in force in respect of specified posts are given in Appendix 'A'.

Provided that the Board may for reasons to be recorded in writing grant to any person appointed to the service an initial start higher than the minimum pay of the scale in recognition of additional qualification and/or experience.

(Effective from 1-1-78)

LEAVE PENSION AND OTHER MATTERS

18. In respect of leave, pension and other cognate matters not expressly provided for in these regulations, the members of the service shall be governed by such regulations as may have been or may hereafter be framed by the Board under Section 79(c) of the Electricity (Supply) Act, 1948.

DEPARTMENTAL EXAMINATIONS

19. (1) The members of the Service shall be required to pass the following examinations after successful completion of training period.
- (a) Departmental Accounts Examination prescribed for Engineer Officers of the Board under PSEB Engineer Officers Departmental Examination Regulations-1983 as amended from time to time.
 - b) Departmental Professional Examination, and
 - c) Any other examination (s) as may be introduced by the Board from time to time.

NOTE :- The Examination against item (b) above shall be applicable to the new entrants only, who were/are appointed to the service on or after 2.6.71, either by direct recruitment or otherwise.

This would also apply to the provisions of Departmental Professional Examination appearing in regulations 12 and 13.

- 2) They shall not be considered for promotion unless they have passed the Departmental Accounts Examination prescribed for Engineering Officers. On passing the examination and, on promotion, they shall rank junior to all those, who have been promoted earlier to them.
- 3) The Engineering Subordinates with atleast five years service may be allowed to appear and qualify the Departmental Accounts Examination prescribed for Engineer Officers at any time prior to their promotion to the rank of Assistant Engineers.

4) (i) The member Incharge may grant exemption to any member of the service from passing the Departmental Accounts Examination at (a) above.

The grant of exemption shall be considered in extremely hard cases on the following considerations :-

- a) The officer making the request has attained the age of 50 years.
- b) The record of the Officer is consistently good and without blemish.

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Existing Regulation	Proposed Regulation
The Assistant. Engineers (Civil) who have crossed the age of 54 years are exempted from passing the Departmental Accounts Examination of Engineering officers.	The Assistant. Engineers /Asstt. Executive Engineers, who have crossed the age of 54 years, are exempted from passing the Departmental Accounts Examination of Engineering officers. No disability whatsoever, shall attach to them in order to consider them for further promotion.

20. Every member of the Service shall get himself vaccinated and revaccinated when the Board so directs by special or general order.

LIABILITY FOR SERVICE/TRANSFER

21. Every member of service shall be liable for service/transfer at any time with/ to the B.B.M.B., Beas Const. Board, Central Water & Power Commission and any other Undertaking that may be taken over by the Punjab State Electricity Board in partnership / collaboration with any Organisation/ State Elec. Board/State Government/Central Govt.

DISCIPLINE, PENALTY AND APPEAL

22. (1) In matters relating to discipline, penalties and appeals, the members of the Service shall be governed by Punjab State Electricity Board Employees (Punishment & Appeal) Regulations 1971 as amended from time to time. Provided that the nature of penalties which may be inflicted, the authority empowered to impose such penalties and appellate authority shall be as specified in Appendix-'D'

(2) The authority competent to make order under clauses, (c) and (d) of Regulation 18 of Punjab State Electricity Board Employees (Punishment & Appeal) Regulations 1971, shall be Appellate Authority as specified in Appendix- D except that in the case of Chief Engineers these power shall be exercisable by the Board.

GENERAL

23. In all matters, not expressly provided in the regulations the members of the Service shall be governed by such general regulations as may have been, or may hereafter be framed by the Board, from time to time.

POWER TO RELAX

24. Where the Board is of the opinion that it is necessary or expedient so to do it may, by order, for reasons to be recorded in writing, relax any of the regulations with respect to any class or categories of officials.

By Order of the Board,

Secretary,
Punjab State Electricity Board,
Patiala.

(29)

APPENDIX 'A'
(Referred to in Regulation 3 & 17)
CADRE & SCALE OF PAY

CADRE			Name of Posts	Scale of pay and Grade
Perma- nent	Tempo- rary	Total		
-	-	-	Chief Engineers	Rs. 18600-23100
-	2	2	S.Es.	Rs. 15800-21100
2	20	22	Xens.	Rs. 12500-19100
2	26	28	Assistant Execu- tive Engineers.	Rs. 7750-9100/ 10350-14500
6	70	76	Assistant Engi- neers.	(with initial start of Rs. 8550 P.M.)

APPENDIX 'B'
-DELETED-

APPENDIX 'C'

[Referred to in regulation 9 (b)]

1. To be passed as fit for an appointment as an Officer of the Punjab State Electricity Board Service of Engineers, a candidate must be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of the duties of his appointment.

2. In the matter of the correlation of age, height and chest girth, it is left to the Medical Authority to use whatever correlation figures are considered most suitable as a guide in the Examination of the Candidates.

3. The Candidate's height will be measured as follow :-

He will remove his shoes and be placed against the standard with his feet together and the weight on the heels and not on the toes or outer side of the feet, will stand erect without rigidity, and with the heels, calves, buttocks and shoulders touching the standard, the chin will be depressed to bring the vertex of the head level under the horizontal bar, and the height will be recorded in inches and parts of an inch to quarters No fixed limit of height is enforced.

4. The candidates's chest will be measured as follows :-

He will be made to stand erect with his feet together and to raise his arms over his head. The tape will be so adjusted around the chest that its upper edge touches the interior angles of the shoulder blades behind, and its lower edge the upper part of the nipples in front. The arms will then be lowered to hang loosely by the side and care will be taken that the shoulders are not thrown

upward or backwards so as to displace the tape. The Candidate will then be directed to take a deep inspiration several times and the minimum expansion of the chest will be carefully noted, The minimum and maximum will then be recorded in inches. 33-35, 34-36 $\frac{1}{2}$ etc In recording the measurement, fraction of less than $\frac{1}{2}$ inch should not be noted.

5. The candidate will also be weighed and his weight recorded in pounds. Fractions of a pound should not be noted.

6. The candidate's eyesight will be tested in accordance with the following rules. The results of each test will be recorded :-

(i) **GENERAL** : The candidate's eyes will be submitted to general examination directed to the detection of any disease or abnormality. The candidate will be rejected if he suffers from any morbid conditions of the eyes, eyelids or contiguous structures of such a sort as to render, or to be likely at a future date to render him unfit for service.

(ii) **VISUAL ACQUITY** : The examination to determine acuity of vision will include two tests, one for distance and the other for near vision. Each eye will be examined separately.

No candidate will be accepted whose visual acuity falls below the following standards :-

	The one eye	The other eye
Distant vision without glasses	6/24	6/24
Corrected with glasses.	6/6	6/12
Manifest Hyperopia.	1.5	1.5
Near vision with or without glasses.	0.8	10

(iii) **FIELD OF VISIONS** : The fields of vision of the candidate's eyes will be examined. Any defect will be a cause of rejection of the candidate.

7. The urine (passed in the presence of the examiner) should be examined and result recorded.

8. The following additional points should be observed :

- a) that the candidate's hearing in each ear is good and that there is no sign of disease of the ear;
- b) that his speech is without impediment;
- c) that his teeth are in good order and that he is provided with dentures where necessary for effective mastication (wellfilled teeth will be considered sound);
- d) that his chest is well formed, and his chest expansion sufficient; that his heart and lungs are sound; and that his blood pressure is within normal limits;

(33)

- e) that there is no evidence of any abdominal disease;
- f) that he is not reptured;
- g) that he does not sufer from any sever degree of hydrecels, varicocele, varicose veins or piles;
- h) that his limbs, hands and feet are well formed and developed and that there is free and perfect motions of all his joints;
- i) that he does nor suffer from any inveterate skin disease;
- j) that there is no congenital malformation or defect;
- k) that he does noe bear traces of acute or chronicle disease pointing to an imparied constitutions; and
- l) that he bears marks of efficient vaccination. When any defect is found it must benoted and the Medical Examiners should state their opinion as to whether or not it is likely to interfere with the efficient performance of the duties which will be required of the candidate. If the condition is remediable by operation, it should be so stated. He should (unless he has already had small pox and shows obvious scare there of) have been seccessfully vaccinated or revaccinated within the previous 12 months.

ANNEXURE TO APPENDIX 'C'

Form of declaration as to Health to be completed by the candidates for appointment to the Punjab State Electricity Board Service of Engineers.

The candidate must make the statement required below prior to his medical examination, and must sign the declaration appended thereto in presence of the Medical Board/ Medical Authority :-

1. State your name in full (in Block Letters) _____
2. State place of Birth _____
3. State your age and Date of Birth _____
4. Furnish the following particulars concerning your family :-

Father's age if living and state of health.	Father's age at death and cause of death.	Number of Brothers living their ages & state of health.	Number of Brothers dead their ages and cause of death.
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Mother's age if living and state of health.	Mother's age at death and cause of death.	Number of Sisters living their ages & state of health.	Number of Sisters dead their ages and cause of death.
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5. Have any of your near relations suffered from Tuberculosis (Consumption scrofula), asthma, cancer, fits, epilepsy, insanity or any other nervous disease ?
6. Have you ever been abroad, if so, where and for what period and how long since ?
7. Have you ever served in the Navy, Army, Air Force or in any Government Department ?
8. Have you ever been examined (a) for Life Insurance or/and (b) by any Government Medical Officer or State Medical Board, Civil or Military ? If so, State Details and with what result ?
9. Have you ever :-
 - (a) had small-pox intermittent or any other fever, enlargement or suppuration of glands, spitting of blood, asthma, inflammation of lungs, pleurisy, heart disease, fainting attacks, rheumatism, appendicitis, epilepsy, insanity or other nervous disease, discharge from or other disease of the ear, syphilis, gonorrhoea, or
 - (b) had any other disease or injury which require confinement to bed or medical or surgical treatment, or
 - (c) undergone any surgical operation ?
10. Have you rupture ?
11. Have you varicocle, varicose veing or piles ?
12. Is your vision in each eye good ? (candidates who wear spectacles are requested to bring the prescription for their glasses with them.)

(36)

13. Is your Hearing in each ear good ?
14. Have you any congenital or acquired malformation defect or deformity ?
15. When were you last vaccinated ?
16. Is there any further matter concerning your health not covered by the above questions which should be communicated to the Medical Examiner (s) ?

DECLARATION BY CANDIDATE

[To be signed in the presence of the Medical Examiner, (s)]

1. I declare all the foregoing answers to be to the best of my belief, true and correct.
2. I willfully reveal to the Medical Examiner (s) all circumstances within my knowledge that concern my health and fitness for the appointment for which I am a candidate.

I am fully aware that my willfully supressing any information I shall incur the risk of not obtaining the appointment or of losing it if granted.

Signed in presence of

(Place) _____

Candidate's Signature

(Date) _____

Member of Medical Board/Medical Authority.

APPENDIX - 'D'

(Referred to in Regulation 5 & 22)

Designation of Officers	Appointing Authority	Nature of penalty	Authority competent to impose penalty	Appellate Authority
1 Chief Engineer	2 WTMs	3 PSEB, Service of Engineers (Civil) Regulations-1965 Re-print Edition 2001 (Page-37) APPENDIX - 'D' Referred to in regulations 5&22 2 WTMs 3 No Change 4 WTMs 5 Board.	4 Board WTMs Amended with G.O. No 905/21 & 2003 28/2003	5 Nil Board.

negligence or breach of the orders.

(iv) Withholding of increments of pay

without cumulative effect.

1 2 3 4 5
-Do- -Do-

MAJOR PENALTIES

- (v) Withholding of increments of pay with cumulative effect or reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;
- (vi) Reduction to a lower time scale of pay, grade, post or service, which shall ordinarily

(vi) Reduction to a lower time scale of pay,
grade, post or service, which shall ordinarily

1

2

3

4

5

be bar to the promotion of the employee to
the time scale of pay, grade, post, or service
from which he was reduced with or without further
directions, regarding conditions of restoration to the
grade or post or service from which the employee
was reduced and his seniority and pay on such
restoration to that grade, post or service.

(vii)

Compulsory retirement.

(viii)

Removal from service which shall not be a

disqualification for future employment under the Board

(xi)

Dismissal from service which shall ordinarily

be a disqualification for future employment

under the Board.

1	2	3	4	5
Superintending Engineers.	Whole-time-Members.	-do-	Whole-time-Members.	Board.
Executive Engineers including Selection grade Xens.	Member-in-charge according to distribution of duties & functions made by the Chairman amongst Whole-time-Members of the Board under Rule 14 of PSEB (Chairman's Powers) Rules, 1959.	-do-	Member incharge according to distribution of duties and functions made by the chairman amongst Whole-time-Members of the Board under Rule 14 of PSEB (Chairman's Powers) Rules, 1959.	Whole-time Members.
Assistant Executive Engineers including Selection grade AEEs.	the Board under rule 14 of PSEB (Chairman's Powers) Rules 1959.			