

SERVICE REGULATIONS OF ELECTRICAL
ENGINEERS APPLICABLE IN H.S.E.B.

O/O No. 35/Reg-25A/PSEB Dated Patiala, the 1st Sept., 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 Elec. Board service of Engineers (Electrical) namely:-

SHORT TITLE, COMMENCEMENT AND APPLICATION

1. (i) These regulations may be called the "Punjab State Electricity Board service of Engineers (Electrical) Recruitment Regulations, 1965".
- (ii) They shall come into force at once.
- (iii) 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

Unless there is any thing repugnant in the subject or context in these regulations:-

- (a) 'ACT' means the Electricity (Supply) Act, 1948.
- (b) 'BOARD' means the Punjab State Elec. Board constituted under section 5 of the Electricity (Supply) Act, 1948 and shall include its successors and assigns.
- (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 the Government.
- (d) 'GOVERNMENT' means the Government of any State in India and includes the Union Government.
- '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 (Electrical).
- (g) 'ENGINEERING SUBORDINATES' means Junior Engineers and Chief Draftsmen who possess 3 or 4 years Diploma in Electrical/Mechanical Engineering 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.

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) Persons who at the commencement of these Regulations, are members of the Punjab Service of Engineers (Electricity Branch).
- (b) Persons appointed to the Service by the composite PSEB and taken over by the HSEB.
- (c) Persons appointed to the Service by the H.S.E.B.

NATIONALITY & DOMECILE

5. (1) 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
- e) a Tibetan refugee who came over to India before 1st January, 1962, with the intention of permanently settling in India.
- 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

6. Recruitment to the Service shall be made by any of the methods indicated below as the Board may determine in each case :-

each case :-

(a) In case of posts of Assistant Engineers

- (i) By direct appointment.
- (ii) By promotion as provided in Regulation-9
- (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 Assistant 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 Assistant Executive Engineers as provided in Sub-Regulation 9(4).

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Present provs. have been made applicable wef 31.3.87 v/ O/O 17/REG-18 dt. 2.4.87

- (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. The Diploma Holding Executive Engineers shall however be considered for promotion to the post of Superintending Engineers on the conditions that :-

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- (a) the officer must be a outstanding ability.
- (b) the consideration will be on the basis of seniority-cum-suitability as Executive Engineer.
- (c) at any one time there will not be more than one diploma holder working as a Superintending Engineer.

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

(e) In case of posts of Addl. 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 Undertaking of Government.

(f) In case of posts of Chief Engineers and equivalent rank

- (i) By selection from Additional Chief 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.

AGE LIMIT

7. A candidate for direct appointment shall not be less than 20 years and more than 30 years of age on or before the first day of August next preceding the last date of submission of application to the Board.

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 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 extent of the service rendered by them under the Government/Board concerned.

QUALIFICATIONS FOR DIRECT APPOINTMENT

8. No person shall be appointed to the Service by direct appointment unless he :-

- (a) i) has passed the examination making him eligible for obtaining a Degree/Diploma/Certificate mentioned in Appendix 'B'. or
- ii) is a Corporate Member either of Institution of Mechanical Engineers or of the Institution of Electrical Engineers, London, or
- iii) has passed Parts 'A' and 'B' of the Associate Membership Examination of the Institute of Engineers(India), or
- iv) possesses qualifications which exempt him from passing parts A & B of the Associate Membership Examination of the Institute of Engineers(India) or
- v) has passed the Graduateship Examination of the Institution of Electrical Engineers (London) and has obtained practical training or experience for at least one year after passing the examination mentioned above in some reputable Electrical or Mechanical Engineering firm or on the Electrical works of any Government Department, or State Electricity Board in India in the Designs,

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Operation, Maintenance and Construction of H.T. and L.T. Lines, Diesel Power Stations, OF WORK-shops engaged on Mechanical Engineering practice.

Provided that:-

- (1) The condition of one year's practical training or experience after passing of the examination will not be necessary in the case of candidates who have passed A.M.I.E.(India) examination and possesses practical experience of a responsible post of Junior Engineer/Line Superintendent, Sub-Station Operator, Technical Subordinate, etc. of a duration of not less than three years before the passing of such examination.
- (2) the candidate possessing the Master's Degree in the Electrical Engineering shall be exempted from receiving one year's practical training/experience for the purpose of recruitment to the posts of Assistant Engineer.
- (3) the condition of one year's practical training or experience is relaxed to six months in the case of candidates who have obtained at least 60% marks in Degree Examination in Engineering.

Provided further that:-

Candidates who have obtained at least second or equivalent class in Degree, Diploma or a Certificate mentioned in Appendix 'B' but who do not fulfil the conditions regarding practical training or experience may be appointed as Graduate Technical Apprentices for a period of one year on basic pay of Rs.750/-fixed per mensem.

These Graduate Technical Apprentices shall be appointed as Assistant Engineers on satisfactory completion of one year training which may be extended upto a maximum of three years by the Board. The Board may terminate the services of a Graduate Technical Apprentice if his work and/or conduct during the period of apprenticeship is not satisfactory.

Candidates appointed as Graduate Technical Apprentice will be required to give in writing an undertaking on a duly stamped paper that they will serve the Punjab State Elec. Board for a minimum period of two years after completion of the training failing which they will be required to refund to the Board the entire cost(Pay & Allowances etc.) incurred by the Board on their training during the period of apprenticeship and thereafter during the course of their employment under the Board, subject to a maximum of Rs.2500/- and minimum of three months pay and allowances, together with interest thereon from the date of demand.

Where a Graduate Technical Apprentice is called for military service under Regulation 10A of these Regulations within the period of apprenticeship (original or extended) or thereafter within a period of two years, the period of Military service shall count towards the Apprenticeship period and the condition of two years service in the Board will not apply in his case.

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- (b) has obtained from the Medical Authority a 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 candidate.

- (c) the Board is satisfied that his character and antecedents are such as to qualify him for appointment to the service.
- (d) has not more than one wife living, or in the case of a women, who is not married to a person already having a wife living.

Provided that Board may, if it is satisfied that there are special grounds for doing so, exempt any person from the Operation of this condition.

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

9. APPOINTMENT AS ASSISTANT ENGINEER BY PROMOTION

(1) (1) Upto 35% (Thirty Five percent) of the total number of cadre posts of Assistant Engineers, may be filled up by promotion, calculating this quota in the manner given in Clause (ii) of this Sub-Regulations, out of various types of Engineering Subordinates under the Board. The share of various categories in this 35% quota would be as follows:-

(a) Engineering Subordinates possessing minimum academic qualifications of Matriculation or its equivalent and with not less than 10 years total service as Junior Engineers, Line Superintendent Sub-Station Operator, Control Room Operator or on such other posts, as may be declared by the Board to be equivalent to these posts and having not less than one year's service as Junior Engineer... to the extent of 10% (Ten percent).

(b) Engineering Subordinates holding diploma of all types in Electrical and Mechanical Engineering of recognised institute, with 5 years service in the Board out of which one year must be as Junior Engineer... to the extent of 14%(Fourteen percent).

(c) Drawing Establishment (whether Diploma holders or non-diploma holders) holding the posts of Chief Draftsmen and with one year experience as such... to the extent of 4%(Four percent).

(d) Engineering Subordinates who are Bachelor of Engineering or A.M.I.E. during the service of the Board. ..to the extent of 7%(seven percent) of calculated quota posts.

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Provided that if qualified candidates from one or more categories mentioned above are not available for promotion then their promotion vacancies may be filled-up by promotion of excess number from the categories in which qualified persons as above are available.

CLARIFICATION :

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- a) Only such non-diploma holders shall be considered for promotion to the 10% quota who are senior as Junior Engineers to the remaining Diploma-holders, Graduates and A.M.I.Es.
- b) Only such Diploma holders shall be considered for promotion in the 14% quota who are senior as Junior Engineers to the remaining Graduates and A.M.I.Es. and above.
- c) The vacancies which had occurred before the present amendment to the Regulations would be filled, in accordance with the percentages and qualifications laid down earlier.

(ii) The number of vacancies in the cadre of Assistant Engineers to be filled by promotion from amongst the Engineering Subordinates will be determined in the following manner:-

- a) Posts of Assistant Engineers are to be so reserved to be filled in by promotion of Engineering Subordinates that they constitute 35% of the total sanctioned strength of posts of Assistant Engineers in the Board plus 35% of (80% of the sanctioned posts of Assistant Executive Engineers minus the number of Engineering Subordinates who stand promoted as Assistant Executive Engineers).

ILLUSTRATION:

Suppose sanctioned strength of posts of Assistant Engineers in the Board is 400 and that of Assistant Executive Engineers is 300 and the number of such Assistant Executive Engineers who have (via Assistant Engineer's Posts) been promoted from the ranks of Engineering Subordinates in the Board is 50, then the promotion quota for Assistant Engineers' posts would be as follows:-

- 35% of 400 plus 35% of (80% of 300 minus 50)
- OR 140 plus 35% of (240-50)
- OR 140 plus 35% of 190
- OR 140 plus 66.5
- OR 206.5
- OR 206.

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b) The promotion quota will be determined as and when vacancies occur and by taking into account the position as it obtained at the end of the previous quarter (31st March, 30th June, 30th Sept. and 31st December as the case may be).

c) The promotion quota will be calculated on the basis of sanctioned strength of the posts of Assistant Engineers and Assistant Executive Engineers including the posts of each category reserved for the Board's Officers by Organisations like the BBMB and BCB but not including such posts where officers go on deputation whether in India or abroad.

All the Assistant Engineers, whether promoted from amongst Engineering Subordinates or directly recruited, will henceforth be eligible for promotion without any limit to the posts of Assistant Executive Engineers, Executive Engineers and Superintending Engineers, on the basis of Seniority-cum-merit.

Provided firstly that an untrained Matriculate promoted as Assistant Engineer will not be eligible for any further promotion.

Provided secondly that a Matriculate with technical qualifications lesser than Diploma though promoted as Assistant Engineer will be eligible for promotion upto the rank of Assistant Executive Engineer only.

(3) The Assistant Engineers promoted from Diploma holders, Non-diploma holders and Drawing Establishment will on promotion to the post of Assistant Executive Engineer be placed junior to all the Assistant Executive Engineers already promoted as such. In other words, the provisions of fifth proviso of Regulation-15 of these Regulations, will not be available to such promotees for the purpose of regaining their seniority on the basis of their seniority in the earlier rank (i.e. Assistant Engineer).

(4) The posts of Executive Engineers, shall be filled by promotion from amongst the Assistant Executive Engineers on the basis of Seniority-cum-merit provided they hold minimum qualification of a Diploma in Engineering.

EXPLANATION:

It is clarified that the posts of Executive Engineers referred to above, shall include temporary and permanent posts in the Board and also quota posts in organisations like BBMB, BCB, but shall not include such posts where officers go on deputation whether in India or abroad.

The present provisions have been made applicable wef 31.3.87 vide O/O No.17/Reg-18/L dt. 9.4.1987.

(5) The scope of the Departmental Accounts Examination meant for Engineering Officers as contained in Appendix-I(L) of the Electricity Branch Manual of Orders, is extended to the engineering subordinates who are eligible for promotion as Assistant Engineer against quota posts viz. Junior Engineers, Chief Draftsman, sectional Officers etc.

A Junior Engineering Subordinate who will pass the examination shall not be entitled to promotion over senior person who has not passed the examination merely for that reason.

(6) The posts of Assistant Engineers in the Carrier Communication Service and M&P would also be pooled together with other posts for the purposes of determining promotion quota and that the Junior Engineers in Carrier and M&P Service would also be entitled alongwith others for promotion to the posts of Assistant Engineers on combined general side in accordance with the policy laid down above.

9. PROCEDURE FOR RECRUITMENT BY DIRECT APPOINTMENT

(1) For filling posts by direct appointment, the Board will advertise them and invite applications.

(7) In case any Engineering officer does not agree to undergo training in Operation and Maintenance of Thermal Plants and/or to work in the Thermal Plants, he shall not be promoted to the next higher post. However, in case the Officer is not in a position to proceed on training immediately for the reasons which may be recorded, he may be detailed for training for the next course at the discretion of the Chairman. Further an Officer may be exempted from training in case Chairman feels that by virtue of experience, the Officer may not be detailed for training.

The present provisions have been made applicable w.e.f. 27.1.87 vide O/O No.18/Reg-18 dated 13.4.87.

10. PROCEDURE FOR RECRUITMENT BY DIRECT APPOINTMENT

(1) For filling posts by direct appointment, the Board will advertise them and invite applications.

(2) All direct appointments to the service shall be made by the Board after interview of the candidates by the Selection Committee constituted by the Board for the purpose (in the order of merit assigned to them).

10-A COMPULSORY LIABILITY SCHEME MILITARY SERVICE

Any person appointed by direct recruitment to the posts of Assistant Engineer or Graduate Technical Apprentice 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.

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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 forty years.

11. APPOINTMENT BY PROMOTION

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Appointment by promotion shall be made on the basis of merit and suitability in all respects with due regard to seniority. 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 the post of Assistant Executive Engineer and above until he has passed the Departmental Accounts Examination and Safety Code Examination prescribed for Engineering Officers, unless exempted by the Board from passing the said examinations. The Board may, however, promote an officer, who has not passed the Safety Code Examination, as Assistant Executive Engineer on provisional basis subject to the condition that he shall pass the said examination within a period of 3 months of his promotion or such extended period as may be allowed by the Board.

Provided further that the condition of passing the Departmental Accounts Examination and Safety Code Examination before promotion as Assistant Executive Engineer shall not apply to officers who are called for Military Service under Regulation 10 of these Regulations until their return from Military Service when they will be allowed to avail of two chances occurring immediately following the date of their reversion or any other special chance as may be allowed by the Board. On their failure to pass the said examination during these chances they would be liable to be reverted as Assistant Engineer.

Provided further that in case any Engineering Officer does not agree to undergo training in Operation and Maintenance of Thermal Plants and/or to work in the Thermal Plants, he shall not be promoted to the next higher post. However, in case the Officer is not in a position to proceed on training immediately for the reasons which may be recorded, he may be detailed for training for the next course at the discretion of the Chairman. Further an officer may be exempted from training in case Chairman feels that by virtue of experience, the officer may not be detailed for training.

The present provisions have been made applicable wef 27.1.1987 vide O/O No.18/Reg-18 dated 13.4.87.

12. PROBATION

- (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 shall 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 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-10 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 Board to count towards the period of probation fixed under this Regulation.
- (e) The period of probation may be extended by the Board for such period as it may deem fit in the case of a member;
- (i) whose work and/or conduct has in the opinion of the Board not been satisfactory; and/or
 - (ii) who has not been able to pass the Accounts Examination in accordance with Rules/Regulations for the said examination prescribed for Engineer Officers of the Board and also Safety Code Examination.

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 Board may confirm such a member in his appointment or if his work and/or conduct has, in the opinion of the Board not been satisfactory or he has not been able to pass the Accounts Examination and Safety Code Examination, the Board 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.

13. RESIGNATION

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 Engineer and six months in the case of Assistant Executive Engineer and above. Failure to give such notice shall involve forfeiture of pay and allowances for the period of notice required.

14. TERMINATION OF SERVICE

Without prejudice to the 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 Board 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 month's notice in the case of

Assistant Engineer and six month's 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.

15. SENIORITY

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The seniority of the member of the Service shall be determined as follows:-

(1) PRIOR TO CONFIRMATION : The Seniority interse of members of the Service in a particular class of post viz. Assistant Engineer, Assistant Executive Engineer, Executive Engineers, Superintending Engineers, Additional Chief Engineers and Chief Engineers shall be determined by the date of their continuous appointments in that class.

Provided, firstly, that in the case of members appointed by direct appointment, the order of merit determined by the Board shall not be disturbed so far as the seniority in the class of post to which direct appointment was made is concerned, and persons appointed as a result of an earlier selection shall be senior to those appointed as a result of subsequent selection.

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

(b) In the case of members of the service appointed as Assistant Engineers and above by promotion according to their relative seniority in the lower class from which they were promoted unless a member of a lower class is promoted earlier than another member of that class who is senior to him and the latter has been passed over on the score of unsuitability or ineligibility for promotion, including refusal to undergo Thermal Training and/or to work in Thermal Plants, unless exempted, in which case the member of the lower class first promoted shall take rank in the higher class, above such other members of the lower class if and when the latter is promoted as Assistant Engineer and/or above.

The present provisions have been made applicable w.e.f. 27.1.87 vide O/O No.18/Reg-18 dated 13.4.87.

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Provided thirdly, that a member of the service who is appointed as Assistant Engineer by direct appointment shall be senior to all members of the Service appointed as Assistant Engineer by promotion from the subordinate Class who may be appointed to 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 Board 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 which they were promoted.

(2) AFTER CONFIRMATION : Those who have been confirmed in a class, according to their respective date of confirmation.

Provided that where two or more members are confirmed on the same date, they shall retain the order in which they stood with respect to each other immediately prior to confirmation.

16. PAY OF MEMBERS OF SERVICE

The members of the Service will be entitled to such scales 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 grant an initial start to any person appointed to the Service higher than the minimum pay of the scale.

17. LEAVE, PENSION AND OTHER MATTERS

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 here after be framed by the Board under Section 79(C) of the Electricity(Supply) Act, 1948.

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18. ACCOUNTS EXAMINATION

The members of the Service shall be required to pass the Accounts Examination prescribed for Engineer Officers of the Board under Appendix-I(L) of the Electricity Board Manual of Orders, as amended from time to time.

19. VACCINATION

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

20. LIABILITY TO TRANSFER

Every member of the Service shall be liable to transfer under the Board any where in India.

21. DISCIPLINE, PENALTY AND APPEAL

(1) In matters relating to discipline, penalties and appeals the members of the Service shall be governed by Haryana State Electricity Board Employees (Punishment & Appeal) Regulations, 1980, as amended from time to time.

Provided that the nature of penalties which may be inflicted, the authority empowered to impose such penalties and the appellate authority shall be as specified in Appendix 'D'.

(2) The authority competent to make order under clause (d) (c) and (f) of Regulation 17(2) of Haryana State Electricity Board Employees (Punishment & Appeal) Regulations, 1980, shall be the 'Board'.

22. GENERAL

In all matters, not expressly provided in these 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.

23. POWERS TO RELAX

Where the Board is satisfied that the operation of any of these Regulations causes undue hardship in any particular case it may, by order dispense with or relax the requirements of that regulation to such extent, and subject to such conditions, as it may consider necessary for dealing with the case in a just and equitable manner.

By order of the Board.

Sd/-
SECRETARY,
PUNJAB STATE ELEC. BOARD,
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I.K.
15.4.1987.

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APPENDIX 'A'

(Referred to in Regulation 3 & 16)

C A P R E			Name of Appointment	Scale of pay
Perma- nent	Tempo- rary	Total		
1	1	2	Engineer-In-Chiefs	Rs. 2250-125/2-2750 plus SP Rs. 250/-
3	8	11	Chief Engineers	Rs. 2250-125/2-2750
10	-	10	20% of S.Es. Designated as Additional Chief Engineers.	Rs. 2250-125/2-2625 plus Rs. 250/-SP for Head Office only.
3	34	37	Superintending Engineers.	Rs. 2100-100-2500 plus Rs. 250/-SP for Head Office only.
69	137	206	Executive Engineers	1400-60-1700-75- 2000-100-2100 (2000-100-2300 SG for 20% posts) + Rs. 150/-SP for Head Office only.
227	279	497	Assistant Engineers	Rs. 1000-40-1200-EB- 1400-60-1700/75- 1850 + Rs. 100/-SP for Head Office only
70	277	347	Assistant Executive Engineers	(Rs. 1700-75-2000 SG upto 20% of combined regular strength of AEEs, AEEs plus Rs. 100/-SP for H.O. only. OR 940-40-1100/50-1400- 60-1700/75-2000 with- out SG + Rs. 100/-SP for H.O. only. On promotion as AEE to get two increments.

NOTE: Number of Permanent/ Temporary/and posts
have been copied from Budget Estimate 1987-88.

Adelaide	B.E. in Electrical & Mechanical Engineering.
Malbourne(Australia)	B.C.L.B. Mech. L or B.E.E. & Bachelor of Architecture.
Tasmania	B.E.
Western Australia	B.E.
Cape Town.	B.Sc. Engineering.
Mc Gill University(Canada)	B.Sc. in Electrical Engineering.
New Zealand	B.E. in Electrical Engineering.
Queensland	B.E. in Electrical Engineering.
South Africa	B.Sc. in Engineering(Not later than 1921).
Sydney	B.E. in Electrical Engineering.
University of Toronto	B.S. Sc in Electrical Engineering.
Witwatersrand.	B.Sc. in Electrical Engineering.
Germany	Diploma-Ing. of Technical University

ARIZONA

1. University of Arizona, Tucson, Arizona.

CALIFORNIA

2. California Institute of Technology, Pasadena, California.
3. Mills College, Oakland, California.
4. Stanford University, Stanford University California.
5. University of California, Berkeley, California.
6. University of California, Davis, California.
7. University of California, Los Angeles, California.
8. University of Southern California, Los Angeles, California

COLORADO

9. Colorado State College of Agriculture and Mechanic Arts Fort Collins, Colorado.
10. University of Colorado, Boulder, Colorado.
11. Colorado School of Mines, Golden, Colorado.
12. University of Denver, Denver, Colorado.

CONNECTR

13. Yale University, New Have, Connecticut.
14. University of Connecticut Storrs, Hariford and New Haven.

DELAWARE

15. University of Delaware, Newark, Delaware.

APPENDIX 'B'

(Referred to in Regulation 8(a))

Name of University or College	Degree, Diploma or Certificate
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INDIA

Aligarh.	B.Sc. (Degree) not Diploma.
Benaras.	B.E. or M.E. of Benaras University. B.Sc. of Benaras University.
Bombay.	B.E. or D.Sc. (Engineering)
Bangalore, Indian Institute of Science.	Certificate or Diploma in Electrical Engineering.
Calcutta.	B.E. (College of Engineering Sibpur). M.Sc. (Tech.) Degree in Applied-Physics University of Calcutta.
Delhi Polytechnic.	All India Diploma in Electrical Engineering.
Madras	B.Sc. (Engineering).
Mysore.	B.E.
Patna	B.C.E.
Punjab University.	B.Sc. Engineering.
Rangoon.	B.Sc. Engineering.
Rajputana University	B.E.
Punjabi University.	B.Sc. Engineering.
University of Roorkee.	B.E. Degree in Electrical Engineering. Graduate membership Exam. (For Tele-Communication Service). Graduate Examination of the Institute Graduate membership Examination (India) (For tele-communication service) passed in this (in all papers) and not by exemption.
Institution of Tele- Communication Engineers (India).	

PAKISTAN

Maclagan Engineering College.	'A' Class Diploma.
West Punjab University	B.Sc. in Engineering.

GREAT BRITAIN

Birmingham.	B.Sc. in Electrical Engineering.
Bristol	B.Sc. in Electrical Engineering.
Cambridge.	B.A. with Honours in Mechanical Science Tripos.
Aberdeen University	B.Sc. in Engineering.
Dublin	B.A.I.
Durham.	B.Sc. in Electrical Engineering.
Edinburgh.	B.Sc. in Engineering.
Faraday House Electrical Engineering College,	Diploma in Electrical Engineering.

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Engineering College,
 Glasgow
 Liverpool
 London.

*the B.Sc. in
 Engineering
 (metallurgy)

B.Sc. in Electrical Engineering.

B.Eng. in Electrical Engineering.

B.Sc. (Internal or External Degree)
 in Engineering not including the
 B.Sc. in Engineering (Mining) or *
 provided that in the case of external
 degree it shall be one which is
 recognised by the Institution of Civil
 Engineering as exempting from Section
 A & B of the A.M.I.C.E. Examination.

Institution of Electrical
 Engineers, London.

- (i) Part I & II till 1945.
- (ii) Section A & B
- (iii) Part I, II & III (from April, 1954)

Institution of Mechanical
 Engineers, London.

- (i) Section A & B
- (ii) ~~Section~~ Part I & II
- (iii) Part I (Conducted concurrently
 with Section A&B)
- (iv) Section A (Conducted concu-
 rrently with Part I & II).

British Institution of
 Radio Engineers, London.

Graduate Membership Examination held
 after November 1959 (in the field of
 Electrical Communications Engineering).

National University of
 Ireland
 Oxford

B.E.

B.A. with Honours in the Engineering
 Science Final Honours School.

Queen's University (Belfast)
 Shaffield.

B.Sc. in Engineering.

B.Eng. in Electrical Engineering
 (Honours degree or ordinary degree
 with first class in the Final Examina-
 tion).

St. Andrews
 University of Wales
 Victoria University,
 (Manchester).

B.Sc. in Engineering.

B.Sc. in Electrical Engineering.

B.Sc. (with Honours in Engineering
 if obtained before 1930) B.Sc.
 Technical in Mechanical or Electrical
 Engineering (Honours Division in the
 Final-Examination) and ordinary B.Sc.
 in Mechanical or Electrical Engineering.

City & Guilds College
 of Engineering.

Diploma (A.C.G.I.) of Engineering.

University of Nottingham
 and Southampton (U.K.)

B.Sc. Engineering Degree.

AUSTRALIA

COLONIES

New South Wales
 Kensington
 Kensington

B.E. in Electrical & Mechanical
 Engineering; and
 Degree of Bachelor of Architecture.

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DISTRICT OF COLUMBIA

16. George Washington University, Washington, D.C.
17. Georgetown University, Washington, D.C.
18. American University, Washington, D.C.
19. Catholic University of America, Washington, D.C.

FLORIDA

20. University of Florida, Gainesville, Florida.
21. Florida State College for Women, Tallahassee, Florida.

IDAHO

22. University of Idaho, Moscow, Idaho.

ILLINOIS

23. Aeronautical University, Chicago, Illinois.
24. Illinois Institute of Technology, Chicago, Illinois.
25. Northwestern University, Evanston, Illinois.
26. University of Chicago, Chicago, Illinois.
27. University of Illinois, Urbans, Illinois.
28. American College of Physical Education, Chicago, Illinois.

INDIANA

29. Indiana University Bloomington, Indiana.
30. Rose Polytechnic Institute, Terre Haute, Indiana.
31. Purdue University, Lafayette, Indiana.
32. University of Notre Dame, Notre Dame, Indiana.

IOWA

33. Iowa State College of Agriculture & Mechanic Arts, Iowa.
34. State University of Iowa city, Iowa.
35. Drake University, Des Moines, Iowa.

KANSAS

36. Kansas State College of Agriculture and Applied Science, Manhattan, Kansas.
37. University of Kansas, Lawrence, Kansas.

LOUISIANA

38. Louisiana State University and A & M College, University Station, Baton Reuge, New Orleans, Lake Charles and Monree, Louisiana.
39. Tulana University of Louisiana, New Orleans, Louisiana.

MAINE

40. University of Maine, Orono, Maine.

MARYLAND

41. Johns Hopkins University, Baltimore, Maryland.
42. University of Maryland, College Park, Maryland.

MASSACHUSETTS

43. Boston University, Boston, Massachusetts.
44. Harvard University, Cambridge, Massachusetts.
45. Massachusetts Institute of Technology, Cambridge, Massachusetts.
46. Massachusetts State College, Amherst, Massachusetts.
47. Radcliffe College, Cambridge, Massachusetts.
48. Smith College, Northampton, Massachusetts.
49. Wellesley College, Wellesley, Massachusetts.
50. Worcester Polytechnic Institute, Worcester, Massachusetts.
51. Clark University, Worcester, Massachusetts.

MICHIGAN

52. Michigan State College, East Lansing, Michigan.
53. University of Michigan, Ann Arbor, Michigan.
54. Wayne University, Detroit, Michigan.

MINNESOTA

55. University of Minnesota, Minneapolis, Minnesota.

MISSOURI

56. University of Missouri, Columbia, Missouri.
57. Washington University, St. Louis, Missouri.
58. Missouri School of Mines, Rolla, Missouri.

MONTANA

59. Montana School of Mines, Butte, Montana.
60. Montana State College, Bozeman, Montana.
61. Montana State University, Missoula, Montana.

NEBRASKA

62. University of Nebraska, Lincoln, Nebraska.

63. Vassar College, Poughkeepsie, New York.

NORTH CAROLINA

64. Duke University, Durham, North Carolina.

65. State College of Agriculture and Engineering, Raleigh, North Carolina.
66. University of North Carolina, Chapel Hill, North Carolina.

NORTH DAKOTA

67. University of North Dakota, University North Dakota.
68. North Dakota Agriculture College, State College, North Dakota.

OHIO

69. Antich College, Yellow Springs, Ohio.
70. Case School of Applied Science, Cleveland, Ohio.
71. Ohio State University, Columbus, Ohio.
72. University of Akron, Akron, Ohio.
73. University of Cincinnati, Cincinnati, Ohio.
74. University of Toledo, Toledo, Ohio.
75. Western Reserve University, Cleveland, Ohio.

OREGON

76. Oregon State College, Corvallis, Oregon.
77. University of Oregon Eugene Oregon.

PENNSYLVANIA

78. Bryn Mawr College, Bryn Mawr, Pennsylvania.
79. Bucknell University, Lewisburg, Vikes Barre, Pennsylvania.
80. Carnegie Institute of Technology, Pittsburgh, Pennaylvenia.
81. Drexel Institute, Philadelphia, Pennsylvania.
82. Lehigh University, Bethlehem, Pennsylvania.
83. Pennsylvania State College, State College, Pennsylvania.
84. Swarthmor College, Philadelphia, Pennsylvania.
85. Temple University, Philadelphia, Pennsylvania.
86. University of Pennsylvania, Philadelphia, Pennsylvania.
87. University of Pittsburgh, Pittsburgh, Pennsylvania.

RHODE ISLAND

88. Brown University, Providence, Rhode Island.
89. Rhode Island State College, Kingstone, Rhode Island.

SOUTH CAROLINA

90. University of South Carolina, Columbia, South Carolina.
91. Clamson Agricultural College, Clamson, South Carolina.

SOUTH DAKOTA

92. South Dakota State College of Agriculture & Mechanical Arts, Brooking, South Dakota.
93. University of South Dakota, Vermillion, South Dakota.

TENNESSEE

94. George Peabody College for Teachers, Nashville, Tennessee.
95. University of Tennessee, Knoxville, Tennessee.
96. Vanderbilt University, Nashville, Tennessee.

TEXAS

97. Agricultural and Mechanical College of Texas, College Station, Texas.
98. Rice Institute, Austin, Texas.
99. Texas Technological College, Lubbock, Texas.
100. University of Texas, Austin, Texas.

UTAH

101. University of Utah, Salt Lake City, Utah.
102. Utah State Agricultural College, Logan, Utah.

VERMONT

103. University of Vermont, Burlington, Vermont.

VIRGINIA

104. University of Virginia, Charlottesville, Virginia.
105. College of William and Mary, Williamsbury, Norfolk and Richmond, Virginia.

~~106.~~ WASHINGTON

106. State College of Washington, Pullman, Washington.
107. University of Washington, Seattle, Washington.

WEST VIRGINIA

108. West Virginia University, Morgantown, West Virginia.

WISCONSIN

109. University of Wisconsin, Madison, Wisconsin.

WYOMING

110. University of Wyoming, Laramie, Wyoming.

APPENDIX C

(Referred to in Regulation 8(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 follows:-
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 candidate'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 upwards 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, etc.. In recording the measurement, fraction of less than 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 eye sight will be tested in accordance with the following rules. The results of each test will be recorded:-

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(i) GENERAL: The candidates' 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 condition of eyes, eyelids, colour blindness 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 acquity of vision will include two tests, one for distance and the other for near vision. Each eye will be examined separately.

Contd.

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	1.0
Near vision with or without glasses.	0.8	1.0

(iii) FIELD OF VISION: The fields of vision of the candidates 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 the 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 (well filled 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;
- e) that there is no evidence of any abdominal disease;
- f) that he is not ruptured;
- g) that he does not suffer from any severe degree of hydrocele, varicocele, varicose veins or piles;
- h) that his limbs, hands and feet are well formed and developed and that there is free and perfect motion of all his joints;
- i) that he does not suffer from any inveterate skin disease;
- j) that there is no congenital malformation or defect;
- k) that he does not bear traces of acute or chronic disease pointing to an impaired constitution; and
- l) that he bears marks of efficient vaccination. When any defect is found it must be noted 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 stated. He should (unless he has already had small pox and shows obvious scars thereof) have been successfully vaccinated or re-vaccinated within the previous 12 months.

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 the 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:-

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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 screfula), 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 of any Government Department?
8. Have you ever been examined (a) for Life Insurance or/and (b) by any Government Medical Officer as 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,

...Contd....

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 vericocele, varicose veins 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).

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 wilfully 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 wilfully 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-'L'

(Referred to in Regulation-21)

MINOR PENALTIES

- i) Warning with a copy to be placed in the personal file;
- ii) Censure;
- iii) With holding of increments of pay;
- iv) With holding of promotion;
- v) 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) ~~Recovery~~ Recovery from pay of the whole or part of any pecuniary loss, caused by negligence or breach of orders to the Board or Central Government or a State Government or to a Company Association or body of Individuals, whether incorporated or not, which is wholly or substantially ~~owned or~~ controlled by Government or to a local Authority set up by an Act of Parliament or of the Legislature of a State.

MAJOR PENALTIES

- vii) Reduction to a lower ^{time} scale of pay, grade, post or service, which shall ordinarily be a 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 of service from which the employee was reduced and his seniority and pay on such restoration to that grade, post or service;
- viii) Compulsory retirement;
- ix) Removal from service which shall not be a disqualification for future employment under the Board.
- x) Dismissal from service which shall ordinarily be a disqualification for future employment under the Board.

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Note:1 For the purpose of inflicting minor ^{penalties} ~~penalties~~ (Reference (i) to (vi) above) on the categories of following officers, the punishing authority will be the Chairman and appellate authority will be the full Board:-

Category	Punishing Authority	Appellate Authority
i) Superintending Engineer.	Chairman	Full Board.
ii) Executive Engineer.		
iii) Assistant Executive Engineer.		
iv) Assistant Engineer.		
v) Any other technical officer corresponding to the above rank/status but other than Head of Department.		

Note-2 For the purpose of inflicting minor ^{penalties} ~~penalties~~ on Chief Engineers and equal status, the punishing and appellate authority will be the full Board.

Note-3 For the purpose of inflicting major ^{penalties} ~~penalties~~ (Reference (vii to x) above) on all categories of Service of these Regulations, the punishing authority will be full Board.