

The Assam State Electricity Board Engineering Service Regulations, 1973

ASSAM

India

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Rule

THE-ASSAM-STATE-ELECTRICITY-BOARD-ENGINEERING-SERVICE-REGULATIONS-1973 of 1973

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The Assam State Electricity Board Engineering Service Regulations, 1973 Last Updated 11th February, 2020

1. Short title, commencement and application.

- (i) These Regulations may be called "The Assam State Electricity Board Engineering Service Regulations, 1973". (ii) These Regulations shall come into force with effect from the date of this notification. (iii) These Regulations will apply to every member of the service.

2. Definitions.

- In these Regulations, unless there is anything repugnant to the subject or context, - (i) "Act" means the Electricity (Supply) Act, 1948. (ii) "Appointing Authority" means Assam State Electricity Board and/or Chairman of the Board, as the case may be. (iii) "Board" means the Assam State Electricity Board constituted under Section 5 of the Electricity (Supply) Act, 1948. (iv) "Chairman" means the Chairman of the Assam State Electricity Board. (v) "Departmental Committee" means the Committee consisting of three officers of the Board as may be appointed/notified by the appointing authority from time to time. (vi) "Direct recruitment" means recruitment made otherwise than by promotion to the service, or by transfer of an officer already in the service of any other Board/Government/Government undertaking/ Electrical Undertaking taken over the Board. (vii) "Government" means any state Government or the Central Government. (viii) "Junior Engineer" means a Subordinate Engineer Grade I who is at least a Matriculate and who possesses a

3 or 4 years' diploma in Civil/Mechanical/Electrical Engineering from a recognised Institute and who has been designated/appointed as such.(ix)"Medical Authority" means an authority as may be appointed and/or declared by the Board as such.(ix)"Selection Committee" means the Selection Committee as may be constituted and notified by the Board from time to time.(xi)"Service" means the Assam State Electricity Board Engineering Service comprising of Electrical/Mechanical and Civil Engineers.(xii)"Subordinate Engineer Grade I" means Overseers Grade I, Computers, Draftsman Grade I, Foreman Grade I (Electrical/Mechanical and Civil) and holders of such other posts as may be specified by the Board from time to time.(xiii)"Waiting list" means the list of candidates recommended by the Selection Committee or the Departmental Committee as the case may be.(xiv)"He", "him" or "his" includes "she", "her" and "hers" wherever it occurs.

3. Constitution of service.

- The service shall consist of two branches viz., Electrical and Civil. All Electrical and Mechanical Engineers will be borne on the Electrical branch and all Civil Engineers will be borne on the Civil branch of the service.(i)The Electrical branch will have a cadre of its own with the following categories of posts :Assistant Engineers, Sub-Divisional Officers, Executive Engineers, Superintending Engineers, Additional Chief Engineers, Chief Engineers and such other posts as may be specified by the Board from time to time.(ii)The Civil branch will have a cadre of its own with the following categories of posts :Assistant Engineers, Sub-Divisional Officers, Executive Engineers, Superintending Engineers, Additional Chief Engineers, Chief Engineers and such other posts as may be specified by the Board from time to time :Provided that the Board may fill in such non-cadre posts as may be decided from the members of any of the two cadres aforesaid, as and when the Board considers necessary.

4. Cadre.

- (i) The strength of the service in each branch shall be such as may be determined by the Board from time to time :Provided that the Chairman may leave unfilled or held in abeyance appointments to any vacant post.The present strength of the cadre in each branch as on 1.1.1973 is shown in Appendix 'A'.(ii)The members of the service shall not constitute one single cadre. The posts under the two branches will be identified as Electrical/Mechanical or Civil.

5. Nationality and domicile.

- (i) No person shall be qualified for appointment to the service unless he is a citizen of India as defined in Articles 5 to 8 of the Constitution of India.(ii)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 a certificate and he may also be appointed provisionally subject to certificate being given to him by the competent authority.

6. Recruitment.

- Recruitment to the service shall be made by any of the methods indicated below : (a) in the case of the post of Assistant Engineer or equivalent rank - (i) by direct recruitment; (ii) by promotion from amongst Junior Engineers; (b) in the case of the post of Executive Engineer and equivalent rank, by promotion from amongst the Assistant Engineers/Sub-Divisional Officers of the Board, possessing the minimum qualifications laid down for Junior Engineers; (c) in the case of the post of Superintending Engineer and equivalent rank, by promotion from amongst the Executive Engineers of the Board, possessing the minimum qualifications laid down for direct recruits to the service vide Regulation 8(a) below; (d) in the case of the post of Additional Chief Engineer and Chief Engineer, by promotion respectively from amongst the Superintending Engineer and Additional Chief Engineers of the Board.

7. Age limit.

- A candidate for direct recruitment to the posts of Assistant Engineers shall not be less than 21 years and more than 30 years on or before the 1st day of the year of recruitment. The maximum age limit will be relaxed as follows for candidate belonging to any of the following categories : (a) Scheduled castes and Scheduled tribes - by five years. (b) Political sufferers - as per Government directive issued from time to time. (c) Post Graduate Degree holders - by three years. (d) War Service candidates - by actual period of continuous service in World War II not exceeding five years : Provided that - (i) in case of candidate possessing the requisite qualification who are already in the service of Government or any other organisations the upper age limit may be relaxed up to the extent of continuous service rendered by them; (ii) in exceptional circumstances the appointing authority may condone over age of a candidate to the extent necessary on the merit of each case.

8. Qualification for direct recruitment.

- No person shall be appointed to the service by direct recruitment unless he - (a) holds an Engineering Degree or equivalent qualifications in the respective branches of Engineering viz., Electrical/Mechanical and Civil from any Indian University/Institution or Foreign University/Institution which has been notified by the Government of Assam as recognised for the purpose of recruitment for a superior post of Engineering Service under the State Government; (b) produces from the Medical Authority, a certificate of mental and physical fitness in all respects for active outdoor duties; Note. - Fee to the Medical Authority may be payable by the candidate. (c) his character and antecedents are such as to qualify him for such service : Provided that any person who is dismissed or discharged from service of the Government or any other organisation for misconduct or who is convicted of any offence involving moral turpitude shall be disqualified for recruitment.

9. Recruitment of Assistant Engineers by promotion.

(a) Junior Engineers who have put in not less than 9 years of continuous service as Subordinate Engineer Grade I and/or Junior Engineer or both under the Board including services under the

Government or other autonomous body, if any, will be eligible for promotion to the post of Assistant Engineer, subject to the work and conduct of the candidate having been satisfactory, and further subject to his having passed the departmental examination as may be prescribed, unless exempted by any special or general order :Provided that 25% of the vacancies in the cadre posts of Assistant Engineers in each branch may be reserved for being filled by this process.N.B. Nine years' service shall be as on the 1st January of the year of recruitment.(b)Junior Engineers who are degree-holders and/or who pass Parts A and B of the Associate Membership examination of the Institution of Engineers (India) should be treated as eligible for appointment as Assistant Engineers in each branch in accordance with the procedure laid down for direct recruitment and they shall be treated as direct recruits.

10. Procedure for direct recruitment.

(a)For filling posts by direct recruitment the Board shall advertise the posts and invite applications.(b)Fees. Candidates for direct recruitment shall pay at the time of submitting the application such fees as may be prescribed by the Board from time to time.(c)All direct recruitment to the service shall be made by the Board after written test or interview or other test and interview of the candidates as may be decided by the Selection Committee constituted by the Board for the purpose.(d)The selection of candidates. The Selection Committee will prepare a list of candidates approximately twice the number of vacancies for direct recruitment in order of merit. The list of candidates forwarded by the Selection Committee shall be treated as the Waiting List which will remain valid for a period not exceeding 12 months from the date of selection.(e)Appointments will be made by the appointing authority according to the order of preference given in the merit list received from the Selection Committee (subject to such reservation in favour of candidates belonging to Scheduled castes. Schedule tribes as may be prescribed by the State Government).(f)The Board, however reserves the right to accept in whole or in part the recommendation of the Selection Committee for the purpose of appointment.

11. Liability to serve in the Defence department.

(a)Graduate Engineers appointed by direct recruitment shall be liable to serve a minimum period of 4 years including periods spent on training into the Armed Forces or on work relating to defence efforts anywhere in India or abroad if so required. The liability to serve in the Armed Forces will be limited to the 1st 10 years of service and will not ordinarily apply to Graduate Engineers above 40 years of age. On return from such service, they shall be entitled to such monetary benefit as may be decided by the Government.Note. - This provision, however, may change as per Rules issued by Government from time to time.(b)25% of the permanent vacancies in the Board which are filled up by direct recruitment will be reserved for Graduate Engineers commissioned in the Armed Forces on a temporary basis and released later on; provided such candidates are available in each year of recruitment; otherwise the reserved quota for that year will lapse.

12. Appointment by promotion to the rank of Executive Engineer Superintending Engineer/Additional Chief Engineer/Chief Engineer.

(a) Appointment by promotion shall be made on the basis of seniority with due regard to merit and suitability in all respects as may be assessed from the annual confidential reports in respect of the officer concerned. (b) An officer shall not be eligible for promotion to the rank of Executive Engineer unless he passes such departmental examination as may be prescribed by the Board from time to time. The Board may, however, promote an officer who has not passed the aforesaid examination on a provisional basis subject to the condition that he shall have to pass the said examination within such period as may be stipulated at the time of promotion : Provided that for exceptional reasons to be recorded in writing an officer may be exempted from passing the said examination. (c) (i) Promotion to the post of Executive Engineer and equivalent rank shall be made from the rank of Assistant Engineer : Provided that an Assistant Engineer who is a direct recruit shall not be eligible for promotion to the rank of Executive Engineer before he has completed at least five years of service as Assistant Engineer; Provided further that an Assistant Engineer who is a promotee shall not be eligible for consideration for promotion unless he has rendered at least 8 (eight) years of service as Assistant Engineer : or

5. (five) years of service as Assistant Engineer after having obtained a degree in Civil/Mechanical/Electrical Engineering from a recognised Institute or after having passed A.M.I.E. examination (both Parts A and B) of the Institute of Engineers (India), whenever is earlier.

(ii) Promotion to the post of Superintending Engineer and equivalent rank shall be made from the rank of Executive Engineer and rank equivalent thereto from those possessing the minimum qualification as laid down in Rule 8(a) : Provided that an Officer shall not be eligible for promotion to the rank of Superintending Engineer before he has completed at least five years of service as Executive Engineer or in rank equivalent thereto. (iii) Promotion to the posts of Additional Chief Engineer and Chief Engineer and equivalent ranks shall be made respectively from the ranks of Superintending Engineers and Additional Chief Engineers and ranks equivalent thereto.

13. Probation.

(1) (a) Officer appointed to the service shall remain on probation for a period of 2 years if appointed by direct recruitment and one year if appointed by promotion. (b) Officiating service shall be reckoned as a period spent on probation. (c) 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. (d) Period of probation may be extended by the Board for such period as it may deem fit in the case of a member whose (i) 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 departmental examinations as may be prescribed by the Board: Provided that the total period of probation including extension, if any, shall not exceed 5 years in any case. II. On successful completion of the period of probation or the extended period of probation, as the case may be, a member shall be deemed to have been eligible

for confirmation subject to availability of vacancy in the permanent cadre, 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 departmental examination (unless exempted from passing the said examination) the Board may dispense with his services if recruited direct or revert him to his former post if appointed on promotion, as the case may be.

14. Resignation.

- A member of the service may, at any time, resign his appointment by giving 3 (three) months notice.

15. Seniority.

- The seniority of the members of the service shall be determined as follows :The seniority inter se of members of the service in a particular class or post namely-Assistant Engineer, Executive Engineer, Superintending Engineer, Additional Chief Engineer and Chief Engineer shall be determined by the date of their joining continuous appointment in that class :Provided-(i)that in the case of members appointed by direct recruitment, the order of merit determined by the Selection Committee shall not be disturbed so far as the seniority in the class of post to which direct appointment was made is concerned, if they join their appointment within 30 (thirty) days from the date of issue of the order of appointment. If a candidate is prevented from joining the appointment within this period by circumstances of a public nature and beyond his control, the period may be extended not exceeding three months under the order of the appointing authority;(ii)further, that when the batch of selection consists of both direct recruits and promotees, the promotees shall come before the direct recruits of the same year;(iii)further, that the relative seniority of the promotees in their immediate lower cadre shall be maintained;(iv)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 inter se according to their relative seniority in the class which they were promoted when the senior is promoted subsequently to a higher rank.

16. Pay of members of service.

- The members of the service shall be entitled to such scales of pay and allowances 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 as given in Appendix 'B':Provided that the competent authority may grant an initial start to any person appointed to the service higher than the minimum pay of scale.

17. Leave, pension and other matters.

- In respect of leave, pension and other 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.

18. Departmental Examinations.

- The members of the service shall be required to pass the departmental examination for Engineers, officers referred to in Regulations 12 and 13, as may be prescribed, including the syllabi for such examinations, by the Board from time to time.

19. Liability to transfer.

- Every member of the service shall be liable to serve anywhere in India in the interest of Board's service.

20. Superannuation.

- A member of the service shall retire on attaining the superannuation age of 58 (fifty-eight) years ; provided that a member of the service may be re-employed on a temporary basis in an ex-cadre post after retirement if such re- employment is in the interest of Board's work.

21. Discipline, penalty and appeal.

- In matters relating to discipline, penalties and appeals, 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.

22. General.

- In all matters not expressly provided in these regulations, the members of the service shall be governed by such regulations as may have been or may hereafter be framed or orders issued by the Board from time to time.

23. Power to relax.

- Where the Board is satisfied that the operations of any of these regulations causes undue hardships in any particular case, it may, by order, dispense with or relax the requirement of that regulation to such extent and subject to such condition as it may consider necessary for dealing with the case in a just and equitable manner.

24.

Notwithstanding anything contained herein the Board reserves the right to alter, amend, add to or substitute for any these Rules. Appendix 'A' (Referred to in Regulation 4) Cadre of strength as on 1.1.1973

Name of Posts

	Electrical Branch	Civil Branch				
Permanent	Temporary	Total	Permanent	Temporary	Total	
Asstt. Engineer Sub-Divisional Officer/ Resident Engineer/Shift Engineer	123	110	111122	57	8	2045
Executive Engineer	30	12	42	10	6	16
Superintending Engineer	4	5	9	2	2	4
Additional Chief Engineer	Nil	2	2	Nil	1	1
Chief Engineer	1	Nil	1	1	Nil	1

N.B. The post of Chief Engineer (Civil) has been re-designated as Adviser, A.S.E.B. Appendix 'B' (Referred to in Regulation 16) Scales of Pay

	Pre-revised	Revised with effect from 1.1.1973
		Rs. 400-40-460 EB-780-45-960-EB-1050-50-1200 (The three (3) advance increments after completion of 8 years' services sanctioned in respect of Asstt. Engineers vide Board's Order No. ASEB (GE) 67/68/20, dated 9.12.1972 are adjusted in the revised scale and the said order shall stand cancelled in respect of Asstt. Engineers who opt for this scale.)
1. Asstt. Engineer	Rs. 400-30-550-EB-30-670-35-740-EB-35-950	
2. Sub-Divisional Officer	As above plus special pay of Rs. 50 P.M.	As above plus special pay of Rs. 50 P.M. in lieu of a separate pay scale.
3. Executive Engineer	Rs. 800-50-1000-EB-50-1200	Rs. 800-50-1200-EB-60-1440.
4. Superintending Engineer	Rs. 1200-50-1500	Rs. 1250-60-1550-EB-75-1775.
5. Addl. Chief Engineer	Rs. 1600-50-1800	Rs. 1600-100-2000.
6. Chief Engineers	Rs. 1800-100-2300	Rs. 1800-100-2300.