

CENTRAL POWER RESEARCH INSTITUTE

(An Autonomous Society under the Ministry of Power Government of India)
Registered under Karnataka Societies Act 1960
Vide No. 4/77-78 dated 7th April 1977

(Amended up to 20.12.2017)

**MEMORANDUM OF ASSOCIATION, RULES & REGULATIONS,
BYE-LAWS, WORKING RULE NO.1 & WORKING RULE NO.2
OF THE CPRI SOCIETY**
(Amended up to 25.11.2016)

CENTRAL POWER RESEARCH INSTITUTE
P.B. No. 8066, Prof Sir C V Raman Road
Bangalore-560080

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Government of India
Ministry of Energy
Department of Power

New Delhi, the 18th December 1975

RESOLUTION

No 33(14)/74-Policy/Fl I The Government of India set up a Committee to review the working of the Central Power Research Institute including the Switchgear Testing and Development Station, Bhopal, to assess the extent to which the Institute had succeeded in achieving the objectives with which it was set up as also to suggest the lines on which its future development should be planned in the context of the massive power development programme in the Fifth and subsequent Five Year Plans, vide Resolution No. No.33(14)/74-Policy, dated the 21st October, 1974. The Committee submitted its report on the 3rd June, 1975.

2. Government have considered the recommendations of the Committee and have decided to accept them subject to the following observations :
- i) While reorganizing the Central Power Research Institute as a Society registered under the registration of Societies Act, under the overall control, supervision and guidance of a Governing Council, it has to be ensured that the Bharat Heavy Electricals Ltd., the Central Electricity Authority and the Ministry of Energy are closely associated with its programmes and activities. The Central Electricity Authority should have an effective role in guiding the research programmes at the Institute and in ensuring the utilization of the results of research by the power supply industry.
 - ii) Whereas the research programme recommended by the Committee should remain the perspective for the development of the Central Power Research Institute, it may be taken up in convenient phases in accordance with a well-defined scheme of priorities taking into account the resources likely to be available from time to time.
 - iii) A rational Research and Development policy with optimum utilization of scarce of resources, warrant a careful delineation of priorities and avoidance of duplicatory activities. The research efforts in various sectors in the field of power would have to be clearly identified and where necessary, given a practical orientation.
 - iv) There should be effective institutional arrangements to ensure coordination, feed-back and interaction amongst the various organizations engaged in Research and Development activities and equipment manufacturers in the field of power.
 - v) The recommendations regarding personnel policies should be carefully studied. It would be useful to provide for lateral entry of proven talent.
3. The Government of India wish to express their deep appreciation of the work done by the Committee and for presenting a useful Report, which is, in essence, a blue-print in perspective for the development of the Central Power Research Institute.

ORDER

Ordered that the Resolution be published in the Gazette of India.

Ordered also that a copy of the Resolution be communicated to the Ministries and Departments of the Government of India, State Governments, Union Territory Administration and all others concerned.

Sd/-
(OTIMA BORDIA)
Director (Power)

To

The Manager, Government of India Press, FARIDABAD

Copy forwarded to :

The Members of the Committee

The Members of the Central Electricity Authority

The Director, Central Power Research Institute, Bangalore

(Published in the Gazette of India Part I, Section I)



CERTIFICATION OF REGISTRATION

[No. ಕ್ರಿ.ಎಂ. ೦೪]
[Form No. 14]



ನೋಂದಣಿ ಪ್ರಮಾಣ ಪತ್ರ Certificate of Registration

S. No. 4/77-78
BANGALORE.



ಇಂದಿನ ಸಂಖ್ಯೆಯ ನಂಂತರ (ದಾಖಲೆ ಮಾಡಿದ ಕ್ರಮಾಂಕ ಕ್ಷಣಾಯ ಅಧಿಕಾರಿ) ವಿಧಿ
..... ಈ ಸಂಖ್ಯೆ ಇಂದಿನ ಸಂಖ್ಯೆಯಾಗಿ ಈ ಸಂಖ್ಯೆ ಪ್ರಮಾಣಪತ್ರ.

I hereby certify that the "CENTRAL POWER RESEARCH INSTITUTE" (CPRI)

Tumkur Road, Bangalore.

this day registered under the Karnataka Societies Registration Act, 1960 (Karnataka Act No. 1 of 1960).

ಸದಾರೂಪ ರೂ. ರಿಂಗ್‌ಬಿಲ್‌.

Fee Paid, Rupees. Fifty Only.

ಒಂದು ಸಾವಿರ ಪಾತ್ರಗಳಲ್ಲಿ ಇಂ. ಕೋಡು ದಿನಾಂಕದ್ವಾರಾ ಈ ಸಂಖ್ಯೆಯನ್ನು
Given under my hand at Bangalore, the 7th day of April.

One Thousand Nine Hundred and Seventy Seven.

(B. V. SOMASEKHARA)
Registrar of Societies
for Registrar of Societies in Karnataka.



**CENTRAL POWER RESEARCH INSTITUTE
BANGALORE**

MEMORANDUM OF ASSOCIATION

1. The name of the Society is the Central Power Research Institute (CPRI).
2. The Office of the Society shall be situated at Tumkur Road, Bangalore – 560 012 in the State of Karnataka.
3. The objectives for which the Society is established are:

Technical

- i) Function as a National Power Research Organisation for undertaking and/or sponsoring research and development projects in the fields of generation, transmission, distribution and operation of electricity supply systems.
- ii) Provide necessary centralised research and testing facilities for evaluation of electrical materials and performance of power equipments.
- iii) Serve as a National Testing and Certification Authority for the purpose of certification of rating and performance to ensure availability of equipment of adequate quality for use under conditions prevalent in Indian Power Systems.
- iv) Act as an apex body for initiating and co-ordinating the R&D in the field of electric power.
- v) Evolve criteria for standards of various equipments for operation under Indian conditions and effectively participate in formulation of national standard specifications.
- vi) Identify problems in the areas of basic and oriented basic research and arrange such studies in national academic Institutions.
- vii) Co-ordinate R&D activities in the various State Electricity Boards and maintain liaison with other Institutions engaged in research connected with power systems and/or power equipments.
- viii) Collect information and maintain documentation in the field of power engineering and prepare, print and publish any paper, periodical or report in furtherance of the objects of the Society.
- ix) Establish, maintain and manage laboratories, workshops and other facilities for furthering scientific and technological research and conduct experiments for exploiting the invention or discoveries to the cause of power development in the country.
- x) Enter into agreement with any enterprise or institutions or person or persons and provide funds to them to carry out research and development programme of the society.

Financial

- xi) Accept grants of money and other assistance from the Govt. of India and other sources, Indian or foreign or enter into any agreement with them with a view to promote the objectives of the Society provided that in respect of foreign resources prior approval of the Government of India is obtained.



- xii) Acquire by gift or purchase or exchange or lease or hire or otherwise, howsoever, any lands, buildings situated in India, equipments and any other properties movable and or immovable for the furtherance of the objectives of the Society and construct or alter any building which may be necessary for the Society.
- xiii) Sell or lease or transfer or exchange or mortgage or dispose of or otherwise deal with any properties whatever belongings of the Society, provided that prior approval in writing of the Central Government is obtained.
- xiv) Draw, make, accept, endorse and discount cheques, notes or other negotiable instruments.
- xv) Invest the funds or money of the Society not immediately required in any securities or in such manner as from time to time to be determined by the Governing Council.

Administrative

- xvi) Establish and award** research studentships, fellowships.
- xvii) Retain or employ professional or technical advisors, consultants or workers to further the object of the Society and to pay there of such honorarium, fees or remuneration as may be thought expedient.
- xviii) Negotiate and enter into contracts on behalf of the Society and vary or rescind such contracts.
- xix) Create administrative, technical, ministerial and other posts under the Society and to make appointments thereto in accordance with the rules and regulations of the Society.
- xx) Take appropriate measures for training and welfare of the employees.
- xxi) Make rules and regulations and bye-laws for the conduct of the affairs of the Society and to add, to amend, to vary or rescind them from time to time with the approval of the Government of India.
- xxii) Do all such other lawful acts, deeds or things as are incidental or conducive to the attainment of any of the above objects.
- xxiii) Maintain a research and reference Library.

The Management of the affairs of the Society is entrusted in accordance with the rules and regulations of the Society to the Governing Council of which the first members are:-

- | | |
|-----------------------------------------------------------------------------------------------------------------------|----------------|
| 1. Shri P. Ramachandran
Union Minister for Energy
Government of India
New Delhi | President |
| 2. Shri Y.T. Shah
Secretary
Department of Power
Ministry of Energy
Shramshakti Bhavan
New Delhi | Vice-President |

** Two awards namely Mylavarappu Subbalakshamma award & BM Naidu award has been approved by GC in 67th Meeting held on 17.11.2009 (67.9) and 73rd GC meeting held on 25.03.2013 (73.4) read with Ministry Letter dated F.No. 3/31/2009-T&R DT 24.02.2010 and F. No. 3/45/2013-T&R DT 15.07.2014 respectively.



- 3.** Shri K.L. Puri Member
 Chairman
 Central Electricity Authority
 Bikaner House
 New Delhi
- 4.** Shri Hari Bhushan Member
 Technical Advisor & Ex-officio Joint Secretary
 Ministry of Industry
 Deptt. of Heavy Industries
 Udyog Bhavan
 New Delhi.
- 5.** Shri V.Krishnaswamy Member
 Financial Adviser
 Deptt. of Power
 Ministry of Energy
 Shramshakti Bhavan
 New Delhi
- 6.** Dr. J. Gururaja Member
 Senior Director(Technical)
 Department of Science & Technology
 Technology Bhavan
 New Delhi
- 7.** Shri S.Govindraj Member
 General Manager
 Project Engineering Division
 Bharat Heavy Electricals Ltd.
 Kasturba Gandhi Marg, New Delhi.
- 8.** Shri V.R. Narasimhan Member –
 Director
 Central Power Research Institute
 Bangalore
- 5.** The income and property of the Society, howsoever, derived, shall be applied towards the promotion of the objects thereof as set forth in this Memorandum of Association subject nevertheless in respect of the expenditure to such limitations as the Government of India may from time to time impose. No portion of the income and property of the Society shall be paid or transferred directly or indirectly by way of dividends, bonus or otherwise, howsoever by way of profit to the persons who at any time are or have been members of the Society or to any of them or to any persons claiming through them or any of them, provided that nothing herein contained shall prevent the payment in good faith of remuneration to any member thereof or other person in return for any service rendered to the Society.
- 6.** If, on the winding up or dissolution of the Society, there shall remain, after the satisfaction of all its debts and liabilities, any property whatsoever the same shall not be paid to, or distributed among the members of the Society or any of them but shall be dealt in such a manner as Government of India may determine.



7. We, the several persons, whose names and addresses are hereunder subscribed are desirous of being formed into a Society in pursuance of this Memorandum of Society, and hold ourselves responsible to manage the affairs of the Society as per the rules a copy of which is enclosed.

8. The Secretary is authorised to correspond on behalf of the Society.

Name Sarvashri	Occupation & Address	Name Sarvashri	Occupation & Address
Y.T. Shah	Secretary Department of Power Ministry of Energy Shramshakti Bhavan New Delhi	S. Govindaraj	General Manager Project Engg. Division Bharat Heavy Electricals Ltd. Kasturba Gandhi Marg New Delhi.
K.L. Puri	Chairman Central Electricity Authority Bikaner House Shahjahan Road New Delhi	V.R. Narasimhan	Director Central Power Research Institute P.B.No.1242 Bangalore - 560 012
Dr.J.Gururaja	Senior Director(Technical) Department of Science & Technology Technology Bhavan New Mehrauli Road New Delhi		
V. Krishnaswamy	Financial Adviser Dept. of Power Ministry of Energy Shramshakti Bhavan New Delhi		
Hari Bhushan	Technical Advisor & Ex-officio Joint Secretary Ministry of Industry Dept. of Heavy Industries Udyog Bhavan, New Delhi.		



RULES & REGULATIONS

Definitions

1. The rules and regulations shall be called the "Rules & Regulations of the Central Power Research Institute".
2. In these rules and regulations:-
 a) "Society" means the Central Power Research Institute with its headquarters at Bangalore and units at Bhopal, Hyderabad, Koradi (Nagpur), NOIDA, Kolkata and Guwahati and any other newer units which may come into existence hereafter.
 *b) "Governing Council" means the Body which according to Rule 28 shall exercise full powers on behalf of the Society.
 *c) "President" means the President of the Society.
 *d) "Vice-President" means the Vice-President of the Society.
 *e) "Director General" means the Principal Executive Officer of the Society as given under Rule 15(a).
 f) "Secretary" means the Secretary of the Society as given under Rule 15(b).
 g) "Year" means financial year commencing from 1st day of April of any year and terminating on the 31st day of March of the following calendar year.

Composition of the Society

3. The membership of the Society shall include:
 Secretary to the Government of India, Ministry of Power who shall be the President of the Society.
 Chairman, Central Electricity Authority, who shall be the Vice-President of the Society.
 Members of the Governing Council.
 Secretary (Technical Development) or his representative.
 Chairman or Technical Member of State Electricity Boards or their representatives.
 Chairman, Rural Electrification Corporation or his representative.
 Representatives of organizations engaged in the production of electrical equipment, subscribing to the objectives of the Society as nominated by the Government of India.
 Director General, Central Power Research Institute, who shall be the Member-Secretary.
4. The Society shall keep a roll of members giving their addresses and occupations and every member shall sign the same.
5. If a member of the Society changes his address, he shall notify his new address to the Secretary and the entry in the roll will be accordingly changed; but if he fails to notify his new address, the address in the roll of members shall be deemed to be his address.

* Amended by the Governing council at its 16th meeting & CPRI Society at its 2nd Special General Meeting held on 12.12.1985 and approved by the Government of India through letter No.30/8/85-US(T&R) dated 14.2.1986, from the Ministry of Energy, Department of Power.



Duration of Appointment

6. Members of the Society nominated by the Government of India subject to provisions of Rules 8 & 9, shall hold office for a period of three years at a time. All the members are eligible for reappointment. If a casual vacancy arises during the three year period, the person appointed in the vacancy shall hold office only for the unexpired period of that three year period.
7. Where a person is appointed as a Member of the Society by reason of the office or appointment he holds, his membership of the Society shall terminate when he ceases to hold that office or appointment.
8. The Government of India may terminate the membership of any member or at one and the same time the membership of all the members other than ex officio members of the Society. Upon such termination the vacancies shall be filled in accordance with the relevant provisions in these rules.
9. A member of the Society shall cease to be a member, if he dies, resigns, becomes of unsound mind, becomes insolvent or is convicted of a criminal offense involving moral turpitude or absents for three consecutive meetings of the Society without proper leave of the President.
10. A resignation of membership shall be tendered to the Society through the Secretary and shall not take effect until it has been accepted on behalf of the Society by the President.
11. Any vacancy in the membership of the Society caused by any of the reasons mentioned in rules 8 & 9 may be filled up by the Government of India at the request of the President.
12. The Society shall function notwithstanding that any person who is entitled to be a member by reason of his office is not a member of the Society for the time being and notwithstanding any other vacancy in its body whether by non-appointment or otherwise and no act or proceedings of the Society shall be invalidated merely by reasons of the happening of any of the above events or of any defect in the appointment of any of its members.
13. Should any member of the Society be unable to attend a meeting of the Society, and nominates a substitute on his behalf for that meeting, the President of the meeting at his discretion allow the substitute so named to participate in the meeting of the Society on behalf of the absenting member. Such a substitute shall have all the rights and privileges of a member of that Society including the right to vote in that meeting.

Authorities of the Society

14. The following shall be the authorities of the Society:
 - The Governing Council
 - ii) The President/Vice-President of the Society
 - iii) The Director General of the Central Power Research Institute
 - iv) The Secretary

Officers of the Society

15. a) The Director General of the Central Power Research Institute shall be the Principal Executive Officer of the Society.
- b) The Director General shall also be the Secretary of the Society and shall be assisted by such other officers and officials as the Society may consider it necessary for the satisfactory performance of its functions.



Office of the Society

16. The Office of the Society shall be situated at Bangalore, Tumkur Road, Bangalore-560 012.

Proceedings of the Society

17. i) The Society shall meet annually to review the progress achieved towards realisation of objectives set forth for the Society and advise the Governing Council measures necessary.

ii) The annual general meeting of the Society shall be held at such date, time and place as may be determined by the President. At such annual meetings, the Society shall submit drafts of the annual report and yearly accounts for discussion and recommendations. The same shall thereafter be adopted and passed by the Society with such modifications as may be deemed proper.

iii) Except as otherwise provided in these rules, all meetings of the Society shall be called by the notice under the hand of the Secretary.

18. The President may convene a special meeting of the Society whenever he thinks fit.

19. Every notice calling a meeting of the Society shall state the date, time and place at which such meeting will be held and shall be served upon every member of the Society not less than twenty-one clear days before the day appointed for the meeting.

20. If the President is not present at the meeting, the Vice-President of the Society will take the Chair. If the Vice – President is also not present, the members of the Society shall choose one of the members present to be the Chairman of the meeting.

21. No meeting of the Society shall be held during the vacancy of the President and the Vice-President.

22. Five of the members present in person of the Society shall form a quorum at every meeting of the Society.

23. All disputed questions at meetings of the Society shall be determined by majority vote.

24. Each member of the Society shall have one vote.

25. In the event of an equality of votes, the Chairman shall have a casting vote.

Notices

26. A notice will be deemed to be duly served upon any member of the Society if it is given to him personally or if it is sent to him by post in an envelope addressed to him at his address shown in the roll of members.

27. Any notice so served by post shall be deemed to have been served on the day following that on which the letter, envelope or wrapper containing the same is posted and proving such service it shall be sufficient to prove that the cover containing such notice was properly addressed and put into the post office.

The Governing Council

28. a) The affairs of the Society shall be managed, administered, directed and controlled by the Governing Council mentioned in sub-Rule (b) in accordance with the rules, regulations and bye laws of the Society.



*b) The Governing Council of the Society for the purpose of the Government of Karnataka Act No.17 of 1960 shall consist of the following:

- | | | |
|-------------------------------------------------------|---|----------------|
| 1) Secretary to the Govt. of India, Ministry of Power | - | PRESIDENT |
| 2) Chairman, Central Electricity Authority | | VICE-PRESIDENT |

MEMBERS:

- 3) @ Additional Secretary /Special Secretary (in-charge of the work relating to the CPRI), Ministry of Power
- 4) @ Economic Advisor /Joint Secretary (in-charge of the work relating to the CPRI), Ministry of Power
- 5) Joint Secretary & Financial Advisor, Ministry of Power
- 6) Member (Power Systems), Central Electricity Authority
- 7) Member (Planning), Central Electricity Authority
- 8) Secretary or an officer not below the rank of Joint Secretary (to be nominated by the Secretary, DSIR**)
- 9) Secretary, Ministry of Industry, or his representative
- 10) Secretary or an officer not below the rank of Joint Secretary, Ministry of Non-Conventional Energy Sources, Government of India
- 11) Chairman & Managing Director or an officer not below the rank of Director-BHEL (to be nominated by the Ministry of Industry)
- 12) Chairman & Managing Director, NTPC or an officer not below the rank of Director (to be nominated by the Ministry of Power)

- 13) Chairman & Managing Director or an officer not below the rank of Director, Power Grid Corp. of India Ltd. (to be nominated by the Ministry of Power)
- 14) Chairman/President of the Indian Electrical and Electronics Manufacturers' Association (IEEMA)
- 15) Member-Secretary, CBI&P, New Delhi

Two representatives of SEBs

- 16) Chairman or Technical Member of two State Electricity Boards to be nominated
- 17) by the Ministry of Power

Three persons of eminence

- 18) } Three persons of eminence in the field of Power Engineering associated with
- 19) } academic or & research institutions of national importance (to be nominated
- 20) } by the Ministry of Power)

- 21) Director General – Bureau of Energy Efficiency**
- 22) Director General-CPRI

- MEMBER - SECRETARY

*Amended by the 79th GC Meeting held on 02nd February 2016 and CPRI Society at the Special General Meeting held on 02nd Feb 2016 & approved by the Government of India letter No.3/4/2016- T&R dated 07.04.2016 from the Ministry of Power.

**52nd GC Meeting held on 17th Oct 2002 (52.16).

@ Amended by the 79th GC Meeting held on 02nd February 2016 and CPRI Society at the Special General Meeting held on 02nd Feb 2016.

NOTE: (1) The term of office of the members, other than ex-officio members, shall be for a period of three years from the date of nomination. Director General, CPRI shall be the Member-Secretary of the Governing Council of the CPRI.



29. The Governing Council shall function notwithstanding that any person who is entitled to be a member by reason of his office is not a member of the Governing Council for the time being and notwithstanding any other vacancy in its body whether by the non-appointment by authority entitled to make the appointment otherwise and no act or proceedings of the appointment of any of its members.

30. A member who fails to attend three consecutive meetings of the Governing Council without proper leave of the President shall cease to be a member thereof.

31. Any vacancy in the membership of the Governing Council shall be filled up by the appointment or nomination by the authority entitled to make such appointment or nomination.

32. Every meeting of the Governing Council shall be presided over by the President and in the absence of the President by the Vice-President. In the absence of the Vice-President the members shall choose one of the members present to be the Chairman of the meeting.

33. Three of the members present in person of the Governing Council shall constitute a quorum at any meeting of the Governing council.

34. Not less than 15 clear days notice shall be given to each member for every meeting of the Governing Council.

35. The Governing Council shall meet as often as possible. At least one meeting of the Governing Council shall be held every six months.

36. The Director General in consultation with the President shall call for a meeting of the Governing Council at any time.

37 *a) Each member of the Governing Council including the President shall have one vote and if there be an equality of votes on any question, the President or the member who presides over the meeting under provisions of rule 32, shall in addition have a casting vote.

*b) The representative of the Ministry of Finance shall have the right to ask that any financial matter which in his opinion is beyond the financial powers of the Governing Council be referred to the Ministry of Finance.

*c) In the event of disagreement between a representative of the Ministry of Finance and the President on a financial matter beyond the delegated powers of the Ministry/Depll. of the Government of India, the matter shall be referred by the Society through the Ministry of Energy (Dept. of Power) to Minister of Energy and Finance Minister for decision.

38. The President may refer any question, which in his opinion is of sufficient importance, for the decision of the Government of India and such decision shall be binding on the Society and its Governing Council.

Functions & Powers of the Governing Council

39. It shall be the function of the Governing Council to carry out the objects of the Society as set forth in the Memorandum of Association.

*40a) The Governing Council shall have the management of all the affairs and funds of the Society and shall have authority to exercise all the powers of the Society, subject to nevertheless in respect of expenditure to such limitations as the Govt. of India may from time to time impose.

**b) The Governing Council may by a resolution delegate to the President, the Director General, or any other officer of the Society, such of its powers for the conduct of the business as they may deem fit, subject to the condition that the action taken by the President, the Director General or any other officer of the Society under the powers delegated by this Rule shall be reported at the next meeting of the Governing Council.

* Amended and Incorporated by the Governing Council at its 16th meeting & CPRI Society at its 2nd Special General Meeting held on 12.12.1985 and approved by the Government of India through letter No.30/8/85-US(T&R) dated 14.2.1986, from the Ministry of Energy, Department of Power.

** Amended by the Governing Council at its 79th meeting & CPRI Society at its Special General Body meeting held on 02.02.2016 and approved by the Govt. of India through letter No.3/4/2016 dated 07.04.2016 from the Ministry of Power.



The Governing council may also authorise the Standing Committee consisting of the following officers to examine and take decisions, on behalf of the Governing Council in respect of matters which are not within the delegation of powers to the President, the Director General, or any other officers of the Society subject to the condition that such decisions would be reported to the Governing Council at its next meeting:

1.	Additional Secretary /Special Secretary (In-charge of the work relating to the CPRI), Ministry of Power	Chairman
2.	Member (Power Systems) Central Electricity Authority	Member
3.	Economic Adviser/ Joint Secretary (In-charge of work relating to the CPRI), Ministry of Power	Member
4.	Joint Secretary & Financial Adviser Ministry of Power	Member
5.	Director General, CPRI	Convener

***Delegated Powers of the Standing Committee: 1. To take decisions on all matters concerning the activities of the Society including creation of posts, service matters, etc. subject to reporting to the Governing Council (at its next meeting @) for information. However, matters concerning major policy in nature need only be referred to the Governing Council for decision. In respect of all other matters decision taken by the Committee will be deemed to be the decisions taken by the Governing Council.

- @ i) Service matters like employee grievance, conduct, discipline and anomalies in pay scale and promotional avenues, etc. as compared to similar organisations.
- ii) Projects recommended under Research Scheme on Power.
- iii) Recommendations of the working committee on Research in respect of projects recommended for sanction under plan R&D scheme.
- iv) Recommendations of the working committee on working & certification.
- v) Any other matter of the Governing Council/President/Director General may refer from time to time.

The Standing Committee may decide an urgent matter by circulation of papers and such an approval shall be deemed to be the approval of the Standing Committee.

41. The Governing Council shall have power, with the approval of the Government of India, to frame, amend or repeal bye-laws not inconsistent with these rules for the administration and management of the affairs of the Society.

*42a) Subject to these Rules and the Bye-laws, the Governing Council shall have the Power to create posts of the Director General, scientific, technical, administrative and other officers and staff for conducting the affairs of the Society, to fix the amount of their remuneration subject to budget provision and to define their duties. The Governing Council shall have full powers in the formulation of all personnel policies of the Society including matters connected with health, discipline, training conditions of service etc.

**b) Notwithstanding the provisions of sub-rule(a) creation of posts beyond a maximum of the scale of pay, as may be prescribed by Govt. from time to time, shall require the approval of the Govt. of India.

**c) The proposals for the creation of posts under sub-rule(a) and sub-rule(b) shall be subject to observance of the orders imposing ban on creation of posts issued by the Govt. of India from time to time.

**42A) The Governing Council shall have full financial powers, not inconsistent with these rules, subject to the conditions that all financial matters shall be brought up

* Amended by the Governing Council at its 16th meeting & CPRI Society at its 2nd Special General Meeting held on 12.12.1985 and approved by the Government of India through letter No.30/8/85-US(T&R) dated 14.2.1986, from the Ministry of Energy, Department of Power.

** Incorporated as per decision of the Governing Council at its 16th meeting & CPRI Society taken at its 2nd Special General meeting held on 12.12.1985 and approved by the Govt. of India through letter No.30/8/85-US (T&R) dated 14.2.1986 from the Ministry of Energy, Department of Power.

***7th GC Meeting held on 10th Nov 1980 (7.30).

@ 52nd GC Meeting held on 17th Oct. 2002 (52.14)



before the Governing Council only after receiving due scrutiny from the Finance Branch and that no decision on financial matters shall be taken without the concurrence of the member representing Ministry of Finance/Integrated Finance Division of the Administrative Ministry.

43. The Governing Council shall have the power to enter into agreements with the Govt. of India, State Governments and other public or private organisations or individuals for securing and accepting endowments, grants-in-aid, donations or gifts to the Society on mutually agreed terms and conditions provided that the conditions of such grants-in-aid, donations or gifts, if any, shall not be inconsistent or in conflict with the nature or objects of the Society or with the provisions of the rules.

44a) The Governing Council shall have the power to take over and acquire by purchase, gift or otherwise, from Government and other public bodies or private individuals willing to transfer the same, libraries, laboratories, museums, collections, immovable properties, endowments or other funds together with any attendant obligations and engagements not inconsistent with the objects stated in the memorandum of association and the provision of these rules.

b) The Governing Council shall have the power to execute contracts in connection with setting up of new laboratories or alteration of existing laboratories or matter connected with any other works to be taken in pursuance of the objectives of the Society.

Powers of the President

45. Appointments to posts of Joint Director or equivalent and above shall be made by the President; Provided that appointments to the posts of Director General and the next lower level shall be made with the approval of the Government of India.

46. The Governing Council may by Resolution delegate to the President such of its powers for the conduct of business as they may deem fit, subject to the condition that the action taken by the President under the powers delegated by this rule shall be reported for confirmation at the next meeting of the Governing Council.

47. The President may, in writing, delegate such of his powers as may be necessary to the Vice-President or the Director General.

48. The President shall have the authority to review periodically the work and progress of the Society, to order enquiries into the affairs of the Society, and to pass orders on the recommendation of the reviewing or enquiry committees.

Functions & Powers of the Director General:

49. Director General as the principal executive officer of the Society, shall be responsible for the proper administration of the affairs of the Society under the direction and guidance of the Governing Council.

* 50. Director General shall in all matters under his charge, have powers similar to the powers of a Head of Department under the Govt. of India. Also in all matters connected with the execution of works of the society, he shall have powers similar to powers of the Chief Engineer in Central Public Works Department.

**50A) Director General shall have full financial powers of the Ministry as specified in Delegation of Financial Power Rules, 1978 to authorize expenditure for the purposes of travel, transport, canteen etc. subject to the budgetary ceilings previously approved under various sub-heads and shall further be subject to the condition that all orders of economy and re-appropriation issued by the Government of India are strictly observed.

* Amended by the Governing Council at its 16th meeting & CPRI Society at its 2nd Special General Meeting held on 12.12.1985 and approved by the Government of India through letter No.30/8/85-US(T&R) dated 14.2.1986, from the Ministry of Energy, Department of Power.

** Incorporated as per decision of the Governing Council at its 16th meeting & CPRI Society taken at its 2nd Special General meeting held on 12.12.1985 and approved by the Govt. of India through letter No.30/8/85-US(T&R) dated 14.2.1986 from the Ministry of Energy, Department of Power.



51. He shall prescribe the duties of all officers and staff of the Society and shall exercise such supervision and disciplinary control as may be necessary subject to these rules and the bye-laws.

52. It shall be the duty of the Director General to co-ordinate and exercise general supervision over all scientific and industrial researches and other activities under the Society.

53. The Director General shall exercise his powers under the direction, superintendence and control of the President of the Society.

Functions and Powers of the Secretary

54. The Secretary shall maintain a record of the proceedings of the Society and the Governing council and shall perform the duties hereinafter directed to be performed

by the Secretary and all such other duties as usually pertain to the Office of the Secretary and not otherwise specifically provided for by these rules.

Funds of the Society

55. The funds of the Society will consist of the following:

- i) Grants made by the Govt. of India for the furtherance of the objects of the Society.
- ii) Contributions from other sources.
- iii) Income from investments.
- iv) Receipts of the Society from other sources.

56. The Bankers of the Society shall be the State Bank of India and/or any other nationalised Banks. All funds shall be paid into the Society's Account with the State Bank of India and/or any other Nationalized Banks and shall not be withdrawn except on a cheque signed by such Officer as may be duly empowered in this behalf by the President.

Accounts and Audit

57. The Society shall maintain proper accounts and other relevant records and prepare annual statement of accounts including the balance sheet in such forms as may be prescribed by the Central Government.

58. The Accounts of the Society shall be audited annually by an authority approved by the Government for the purpose and any expenditure incurred in connection with the audit of accounts of the Society shall be payable by the Society.

59. The auditing authority shall have the right to demand the production of books, accounts, connected vouchers and other documents and papers and inspect any of the offices of the Society.

60. The Accounts of the Society, as certified by the auditing authority, together with the audit report thereon shall be forwarded annually to the Central Government and the Government shall cause the same to be laid before Parliament.

Annual Report

61. An annual report of the proceedings of the Society and of all work undertaken during the year shall be prepared by the Governing Council for the information of the Govt. of India and of the members of the Society. A draft of the Annual Report and the Yearly Accounts of the Society shall be placed before the Society at its annual general meeting for its consideration and approval. Copies of the Annual report and yearly accounts as finally approved by the Society shall be supplied to the members of the Society.



Alteration or Extension of the purpose of Society:

62. Subject to the approval of the Government of India previously obtained, the Society may alter or extend the purposes for which it is established.

- a) If the Governing Council shall submit the proposition for such alteration or extension as aforesaid to the members of the Society in a written or printed report;
- b) If the Governing Council shall convene a special general meeting of the members of the Society according to the Rules and Regulations, for consideration of the said proposition;
- c) If such report be delivered or sent by post to every member of the Society 14 clear days previous to such special general meeting as aforesaid;
- d) If such proposition be agreed to by the votes of three fifths of the members of the Society delivered in person at such general meeting as aforesaid; and
- e) If such proposition be confirmed by the votes of three-fifths of the members of the Society present at the second special general meeting convened by the Governing Council at an interval of one month after the first meeting.

Alteration of the Rules:

63. The sanction of the Government of India shall be obtained before the rules and regulations of the Society and any amendment to them are brought into force. The said rules and regulations save and except the rule 62 may be altered at any time with the sanction of the Government of India by a resolution passed by the majority of the members of society present at any meeting of the Society which shall have been duly convened for the purpose.

64. Any amendment to the Memorandum of Association and Rules & Regulations of the Society shall also be in conformity with sections 9 and 10 of KSR Act 1960.

Initial Constitution

65. The Society shall be constituted initially with the land, buildings, laboratory equipments at Bangalore and Switchgear Testing & Development Station at Bhopal forming part of the existing Central Power Research Institute of the Ministry of Energy. The staff of Central Electricity Authority working in the Central Power Research Institute prior to the formation of the Society will continue to work for the Society under the same terms and conditions for a period of three years or until such time alternative arrangements are made for the working of the Society whichever is earlier.

Working Hours

*66. The working hours of the Society shall be as follows:

9.00 hours - 13.00 hours
13.30 hours - 17.30 hours

except Saturdays, Sundays and Central Govt. Holidays. However, the timings may be modified for the whole or a section of the staff, by the Director General depending upon exigencies of work.

Member's Subscription

67. Members having been admitted to the membership of the Society shall pay an annual subscription of Rupee one only and shall sign roll or list of members of the Society. No member shall be entitled to vote or to be counted as a Member, whose subscription at the time shall have been in arrears for a period exceeding three months.

*Amended by the Governing Council at its 16th meeting & CPRI Society at its 2nd Special General Meeting held on 12.12.1985 and approved by the Government of India through letter No.30/8/85-US(T&R) dated 14.2.1986, from the Ministry of Energy, Department of Power



68. Balance sheet and other annual returns to be filed with the Registrar of Societies will be in accordance with the provision in Section 13 of KSR Act, 1960.
69. For matters and things not specifically provided for therein above, the provisions of KSR Act 1960 and rules and regulations made there-under shall apply.

Name	Occupation and Address
Sarvashri Shri Y.T. Shah	Secretary Department of Power Ministry of Energy Shramshakti Bhavan, New Delhi
Shri K.L. Puri	Chairman Central Electricity Authority Bikaner House, New Delhi
Dr. J. Gururaja	Senior Director (Technical) Department of Science & Technology Technology Bhavan New Mehrauli Road, New Delhi
Shri V.Krishnaswamy	Financial Adviser Dept. of Power Ministry of Energy Shramshakti Bhavan, New Delhi
Shri Hari Bhushan	Technical Advisor and Ex-officio Joint Secretary Ministry of Industry (Department of Heavy Industries) Udyog Bhavan, New Delhi.
Shri S.Govindraj	General Manager Project Engineering Division Bharat Heavy Electricals Ltd. Kasturba Gandhi Marg, New Delhi.
Shri V.R. Narasimhan	Director Central Power Research Institute P.B.No.1242, Bangalore-560 012



**CENTRAL POWER RESEARCH INSTITUTE
BANGALORE**

BYE-LAWS

General

1. These Bye-laws may be called the Bye-laws of the Central Power Research Institute.
2. These Bye-laws should be read with the Memorandum of Association and Rules and Regulations of the Central Power Research Institute and definitions therein are applicable here also.

¹IA. ADMINISTRATION AND LEGAL

3. The general administration of the Society shall be looked after by a Chief Administrative Officer whose responsibilities shall include:-

- i) assisting the Director General in maintaining the records of proceedings of the Society, the Governing Council and its Committees
- ii) assisting the Director General in the custodianship of records and such other properties of the Society.
- iii) assisting the Director General in issuing of all notices, convening meetings of the Society, Governing Council and other Working Committees appointed by the authorities of the Society.
- iv) assisting the Director General in conducting the official correspondence of the Society, Governing Council, Working Committees etc.
- vi) assisting the Director General in representing the Society in all legal suits or proceedings by and against the Society, and performing such other duties as may be specified in these rules, bye-laws or working rules, from time to time by the authorities of the Society.
- vii) assisting the Director General in entering into agreements, signing documents and authenticating records on behalf of the Society and exercising such other powers and performing such other duties as shall be prescribed by the rules, regulations, bye-laws etc. of the Society.
- viii) any other functions as may be assigned to him by the Director General from time to time.

²1B.FINANCE AND ACCOUNTS

Preparation of Budget Estimates

- 3a) Not later than the First August of each year, the Director General shall prepare detailed estimate of receipts and expenditure and the anticipated opening and closing balance of the Society for the ensuing financial year.

These estimates shall be prepared in two parts.

Part I: Relating to capital works and other items of capital nature.

Part II: Relating to income and expenditure on revenue account including a detailed personnel Budget. A performance budget should also be attached to it.

1. Incorporated as per the decision of the Governing Council at its 16th meeting held on 12.12.1985 and approved by the GOI vide letter No.30/8/85-US(T&R) dated 14.2.1986 from the Ministry of Energy, Department of Power

2. Amended by the Governing Council at its 16th meeting held on 12.12.1985 and approved by the GOI vide letter No.30/8/85-US(T&R) dated 14.2.1986 from the Ministry of Energy, Deptt. of Power



4. Should it be proposed, during the course of the financial year to finance any scheme approved by the Governing Council which has not been included in the estimates for that year, the sanction of the Governing Council shall be obtained to the method proposed for financing it, whether that be by means of a supplementary grant from the Govt. or by re appropriation within the sanctioned estimates.

Sanction of the Budget Estimates:

5. In the first week of August every year, the Director General shall place the Budget Estimates for the ensuing financial year before the Governing Council for sanction. The Budget Estimate approved by the Governing Council shall thereafter be submitted to the Govt. of India for sanction of grant-in-aid not later than the 30th September in each year.

6. One copy of the finally sanctioned estimates shall be supplied to the Controller of Accounts, Ministry of Energy (Dept. of Power). All variations in the estimates sanctioned by the competent authority during the year shall be similarly communicated.

7. The approval of the Governing Council is necessary to all schemes proposed to be financed from the funds of the Society.

Appropriation

8. The funds of the Society shall not be appropriated unless approved by the Competent Authority as designated by the Governing Council for expenditure on any item under these byc laws.

9. The funds provided in the sanctioned estimates shall be deemed to be at the disposal of the Director General. All expenditure within the budget grant shall be approved and sanctioned by the Director General or by one or more members of the staff authorized for the purpose by the Governing Council..

10. The format of budget will be as formulated by the Governing Council with the approval of the Government of India.

Re appropriation

11. The Director General shall have power to reappropriate funds from one unit of appropriation to another subject to the following:

- i) Reappropriation to augment the provision under the head "Salaries, Allowances, etc." Shall require the prior consent of the Governing Council.
- ii) No reappropriation shall be made from the Head of Capital expenditure to the Head of Revenue Expenditure.
- iii) Reappropriations within the Heads of Capital Expenditure to cover expenditure on a new project not included in the budget shall require the prior consent of the Governing Council.

Expenditure sanction

12. No expenditure from the funds of the Society shall be incurred without the sanction of the competent authority.

13. Subject to the general superintendence and the control of the President and subject to adequate budget provisions, the Director General shall have full powers to sanction the details of expenditure on any sanctioned scheme.



14. For the efficient functioning of the Society, the Director General may delegate powers to other staff for sanction of expenditure. Such delegation of powers shall be reported to the Governing Council.
15. Expenditure in excess of the net appropriation for the year shall require the sanction of the Governing Council.
16. Sanction to the expenditure will not become final until there has been appropriation of funds under these bye-laws to cover it.

Permanent Advance

²17. A permanent advance of a sum to be fixed from time to time by the Director General may be kept by the Chief Accounts Officer and such other officers as may be determined by the Director General for cash payments. Imprest for field stations may be fixed by the Director General.

Contracts

18. All agreements, contracts etc., which may be necessary for the proper conduct of business of the Society shall be executed on behalf of the Society by the Director General or an Officer of the Society authorised by the Governing Council for the purpose.

19. Director General shall take appropriate legal advise before finally approving the form and substance of all contracts.

20. Director General shall sue and be sued in the name of the Society and shall have the power to initiate and defend suits or other proceedings on behalf of the Society and shall be competent on behalf of the Society to compromise, settle or refer to arbitration any dispute relating to any contracts or transactions of the Society.

Investments

³21. The funds of the Society be invested in accordance with the provisions contained in Section 11(5) of the income tax Act, 1962 as per guidelines issued by DSIR.

22. All investments of the funds of the Society shall be made in the name of the Society. All purchases, sales or alterations of such investment shall be effected on the authority of the President or a Member of the Governing Council designated by him for the purpose. All contracts, transfer deeds or other documents necessary for purchasing, selling or altering the investment of the Society Funds should be executed by the Director General on behalf of the Society. The safe custody of receipts will remain in the personal charge of an officer designated by the Director General. The receipts will be verified once in six months with the Register of the Securities maintained and a certificate of verification will be recorded by another officer of the Society in the Register.

23. The Director General or any other person as may be authorized by the Director General on his behalf shall maintain a Register of securities held by the Society in which any transactions effecting the securities shall be recorded.

2 Amended by the Governing Council at its 16th meeting held on 12.12.1985 and approved by the GOI vide letter No.30/8/85-US(T&R) dated 14.2.1986 from the Ministry of Energy, Deptt. of Power

3. Amended by the Governing Council at its 52nd meeting held on 17.10.2002 and approved by the GOI vide letter No.36/1/2003-T&R dated 27th January 2003 from the Ministry of Power.



Drawal of Funds

24. **Receipts:** All moneys received for/or on behalf of the Society shall be placed in a current account or savings bank account or fixed deposit account in the name of the Society with the State Bank of India and/or any other Nationalized Bank as may be directed by the Governing Council or the Director General or any other person authorized by the Governing Council and issue receipts for the same.

25. Tariff for testing and other services rendered by the Society shall be as fixed by the Governing Council. The Governing Council while fixing the tariff shall duly take into account guidelines, if any, given by the Government of India, from time to time.

26. **Payments:** Payments made by and on behalf of the Society exceeding Rs.100/- shall be made by Crossed or Accounts Payee Cheque, as far as possible. All cheques will be signed by any two officers as may be authorized by the Director General or by the Head of the Unit. Provided that the FIRST signatory to the Cheque shall be from Accounts Section and shall not be below the rank of Asstt. Accounts Officer AND the SECOND signatory shall be any officer as may be authorized by the Director General or Head of the Unit.

27. All Cheque Books will be kept in the personal custody of an officer of the Society as may be authorized by the Director General or the Governing Council.

28. All claims of Pay, Allowances, Traveling Allowances, Contingent Expenditure, Capital Expenditure etc. will be presented in the form of bills. All bills will be checked and passed for payment by the Accounts Officer.

29. Payment will be made by means of Demand Draft/Cheque/Cash, as the case may be.

Accounts

30. The accounts of the Society shall be maintained in such a form and annual statement of accounts compiled in such a form, as may be prescribed by the Govt. of India.

231. The Society shall have full time services of a qualified Chief Accounts Officer whose responsibilities shall include:

- a) assisting the Director General in the preparation of the annual budget and balance sheets of the Society;
- b) assisting the Director General in the correct maintenance of all accounts as prescribed by the Government;
- c) assisting the Director General in evolving suitable procedures for procurement of goods and services;.
- d) assist the Director General in ensuring the correctness and propriety of all the expenses incurred by the Society;

2. Amended by the Governing Council at its 16th meeting held on 12.12.1985 and approved by the GOI vide letter No.30/8/85-US(T&R) dated 14.2.1986 from the Ministry of Energy, Deptt. of Power



e) assist the Director General in such areas as cash management, cost control, tariff setting, collection of receipts and also in the observance of the correct financial and accounts procedures:

f) any other responsibilities that may be assigned from time to time by the Director General .

32. The ² Chief Accounts Officer shall apply a check of the nature of pre-audit of all payment from the funds of the Society and maintain the Registers.

Annual Accounts and Results of Audit

33. The accounts of the Society shall be subject to an annual audit by a Chartered Accountant appointed by the Governing Council in consultation with the Government of India and any expenditure incurred in connection with such audit shall be payable by the Society to the Chartered Accountant. The remuneration payable to the Auditors shall be determined by the Governing Council.

34. The Department of Power in the Government of India may conduct audit through its internal audit wing as and when it is found necessary.

35. The audit shall ensure observance of the following stipulations of the Central Government.

- i) Proper accounts of expenditure incurred from Government Grants and all other sources be maintained.
- ii) An adequate system of internal check and control should exist to ensure that purchase of stores and execution of works are done with due regard to broad principles of financial prudence and in accordance with procedures laid down by the Governing Council .
- iii) A proper record be maintained of all assets acquired from Government grants and all other sources together with the cost of acquisition against each item.
- iv) Proper store accounts and maintenance of consumable stores be kept and physical verification under proper supervision be carried out at periodical intervals.
- v) A system of reporting to the Governing Council be followed on loss of cash, stores and other assets after proper investigation.

To achieve these tasks, the Chartered Accountant shall have the right to demand production of accounts books, connected vouchers and other documents.

36. The accounts of the Society as certified by the Chartered Accountant and along with his comments, if any shall be forwarded annually to the Governing Council and to the Government.

37. All sanctions, orders of delegation of power to competent authorities under the Rules & Regulations or these by- laws affecting the accounts of the Society shall be reduced to writing and be made available for the auditors.

1. Incorporated as per the decision of the Governing Council at its 16th meeting held on 12.12.1985 and approved by the GOI vide letter No.30/8/85-US(T&R) dated 14.2.1986 from the Ministry of Energy, Department of Power.
2. Amended by the Governing Council at its 16th meeting held on 12.12.1985 and approved by the GOI vide letter No.30/8/85-US (T&R) dated 14.2.1986 from the Ministry of Energy, Deptt. of Power.



II. POSTS & APPOINTMENTS

38. In respect of the employees of the Society the Governing Council will lay down, in the form of Working Rules:-

- a) Categories, designations, pay scales and allowances.
- b) Recruitment procedures.
- c) Terms and conditions of service including superannuation and terminal benefits.
- d) Conduct rules and disciplinary rules.

In this regard, the Governing Council shall take into account what obtains for similar categories in comparable scientific institutions and the general instructions issued by the Central Government from time to time.

²39. Subject to the provisions contained in Rule 45 of the Rules & Regulations of the Society, Director General shall be the appointing authority to all other categories of officers and staff. Provided that the Director General may prescribe an Officer not lower in rank than that of a Senior Group A level for making appointment to Group C & Group D posts in the Society.

40. Equal opportunities shall be provided to all by advertising the vacancies of posts and/or notifying the employment exchanges, scientists pool etc.

41. In the filling up of posts due reservation for Scheduled Caste and Scheduled Tribe candidates will be made in accordance with the procedure laid down by the Government of India.

42. The Director General shall be competent to engage Scientists/Technicians on contract in respect of research projects, full costs of which are payable by the sponsor, in accordance with the working rules of the Society for contract appointment. Such appointments shall be reported to the Governing Council at the earliest possible opportunity.

43. The Director General shall be competent to engage Scientists/Technicians in respect of normal research projects to the extent contract services have been provided in the scheme /project approved by the Governing Council and in accordance with the working rules for contract employment.

Honorary Fellows

44. The Governing Council may, on the recommendation of the Director General appoint Honorary Fellows. Honorary Fellowships may be conferred by the Governing Council on eminent Scholars in recognition of their distinguished contribution of knowledge in subjects in which the Society is interested or on persons who have rendered eminent service to the Institute or on persons who have made a noteworthy and lasting contribution to the cause of research. Honorary fellows shall enjoy such privileges as may be decided by the Governing Council from time to time.

² 45 Visiting Professors, Visiting Scientists, Fellowships etc.

Scholars may be invited or admitted to the Society as Visiting Professor, Experts, Research Associates, for participating in the work of the Society. Visiting Professors, Experts, Research Associates, may be paid such honoraria as may be decided by the Governing Council from time to time. In cases of urgency, the Director General may engage the services of such scientists in consultation with the President."

² Amended by the Governing Council at its 16th meeting held on 12.12.1985 and approved by the GOI vide letter No.30/8/85-US(T&R) dated 14.2.1986 from the Ministry of Energy, Deptt. of Power

3. Incorporated as per the decision of the Governing Council at its 16th meeting held on 12.12.1985 and approved by the GOI vide letter No.30/8/85 (T&R) dated 26.5.1996 from the Ministry of Energy, Deptt. of Power.



III. OTHER MATTERS OF ADMINISTRATION & MANAGEMENT

Scientific Conferences

46. Members of staff may be deputed by the Director General to attend Scientific Conferences, Symposia and Congress in India and for a specialized training work of the Society.

²47. The participation of the Director General and Members of staff at Conferences/Symposiums/Congress/Training/Deputations abroad shall be with the prior approval of the President subject to availability of specific budget provision for this purpose.

Fellowships, Scholarships, Grants-in-Aid, Special Programmes etc.

48. In order to carry out the objectives of the Society as set forth in Memorandum of Association, the Governing Council may institute Scholarships and fellowships, sponsor and finance deputations within the country and abroad, give grant-in-aid, establish research schemes and projects and special research centers in its own establishments or in research institutions, universities, technical and technological colleges and industrial establishments.

49. The Director General may invite Scientists in India actively engaged in research in the field of interest, to deliver lecture and participate in the activities of the Society.

50. The terms and conditions governing activities under rule 48 & 49 shall be laid down by the Governing Council from time to time.

51. Scholarships and Fellowships shall be restricted to Indian citizens normally residing in India.

IV. GENERAL

52. The Director General may delegate such powers that may be considered necessary in the expediency of work to other officers of the Society. All such delegations may be reported to the Governing Council.

53. Subscription to the Society in respect of Ex-officio-members will be paid by the Society.

54. These Bye-laws can be altered by the Governing Council with the prior approval of the Government of India.

² Amended by the Governing Council at its 16th meeting held on 12.12.1985 and approved by the GOI vide letter No.30/8/85-US(T&R) dated 14.2.1986 from the Ministry of Energy, Department of Power



CENTRAL POWER RESEARCH INSTITUTE
P B NO.1242 : BANGALORE – 560 012

No.SOC/1/89

July 1, 1989

NOTIFICATION

Pursuant to sub-rule (ii) of Rule 1 of Central Power Research Institute (Pay, Recruitment and Promotion) Rules 1989 (Working Rule No.1) and sub rule (ii) of Rule 1 of Central Power Research Institute (Service Conditions) Rules 1989 (Working Rule No.2), it is hereby notified that the aforesaid Rules shall come into force with immediate effect.

Sd/-
(A.P.A.NAIR)
Chief Administrative Officer

TO:

All concerned



**CENTRAL POWER RESEARCH INSTITUTE
BANGALORE**

WORKING RULE NO.1

In pursuance of Rule 42 of the Rules & Regulations, the Governing Council of the Central Power Research Institute at its meeting held on 16th June 1989 hereby makes the following rules:

1) Short Title

- i) These Rules may be called the Central Power Research Institute (Pay, Recruitment and Promotion) Rules 1989 (Working Rule No.1)
- ii) They shall come into force with effect from the date of notification save in respect of Rules which have already come into force through executive orders

2) Categories of Society's employees to whom these Rules apply:

- i) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to the service of the Society and whose pay is debitable to the funds of the Society.
- ii) These rules shall not apply to:
 - a) Persons not in whole time employment
 - b) Persons paid out of contingency
 - c) Persons paid otherwise than on a monthly basis including those paid only on piece rate basis.
 - d) Re-employed employees of the Society
 - e) Such other categories of persons as may be specifically excluded either wholly or in part by the Governing Council.
 - f) Persons whose services are obtained on deputation terms.

3) Classification of Staff:

The officers and staff of the Society shall be grouped in to the following categories:

PART I – Those engaged in Research, Testing & Maintenance work.

PART II – Those engaged in work other than Research, Testing & Maintenance (Non-Technical)

PART – I

4) Those engaged in Research, Testing & Maintenance work

This part shall consist of the following Groups:

GROUP I(A) – SCIENTIFIC/ENGINEERING OFFICERS

This Group shall consist of four grades as follows:-

SI No.	Designation	Pay Band	Corresponding Pay Bands	Grade Pay
1.	Sc./Engineering Officer Gr 1	PB-2	9300-34800	4600
2.	Sc./Engineering Officer Gr 2	PB-3	15600-39100	5400
3.	Sc./Engineering Officer Gr 3	PB-3	15600-39100	6600
4.	Sc./Engineering Officer Gr 4	PB-3	15600-39100	7600

Qualifications and experience for recruitment and promotion to Sc./Engineering Officers in Group I(A) shall be as follows save in respect of recruitments made prior to 01.10.1984:-



Group & Grade	Pay Band	Grade Pay	Minimum qualification for direct recruitment	Minimum No. of years of service needed for first, second, third & final assessment	Max. age limit for direct recruitment
I (A) 1	9300-34800	4600	I Class M Sc/ I Class BE or equivalent qualification	3, 4, 5 years & after remaining one year on the top of the scale	30
* 2	15600-39100	5400	I Class M Tech or equivalent / I Class M Sc with Ph D	5, 6, / years & after remaining one year on the top of the scale	35
3	15600-39100	6600	I Class M Sc / I Class BE with 5 years experience/ or M Tech / ME with 3 years experience or Ph.D (Science) with 2 years experience/ Ph.D (Engg)	5, 6, 7 years & after remaining one year on the top of the scale	40
4	15600-39100	7600	I Class M Sc / I Class BE with 10 years experience / or M Tech/ ME/Ph D with 8 years of R&D experience	5, 6, 7 years & after remaining one year on the top of the scale	45

GROUP I (B) – SCIENTIFIC MANAGEMENT GRADE

This Group shall consist of the following four grades:

SI No.	Designation	Pay Band	Corresponding Pay Bands	Grade Pay
1.	Joint Director / Sc. / Engineering Officer Gr. 5	PB-4	37400-67000	8700
2.	Additional Director / Sc. / Engineering Officer Gr. 6	PB-4	37400-67000	8900
3.	Director / Sc. / Engineering Officer Gr. 7	PB-4	37400-67000	10000
4.	Director General	PB-4	67000-79000	Annual Increment 3%

* Amended and approved by the Governing Council at its 68th meeting held on 01.07.2010.



Qualification & experience for recruitment in Group I (B) posts shall be as follows:

Group & Grade	Pay Band & Grade Pay	Minimum qualification for direct recruitment	Minimum No. of years of service needed for first, second, third & final assessment	Max. age limit for direct recruitment
I (B) I	37400-67000 (8700)	I Class M. Sc. /I Class BE with 10 years experience /or M. Tech/ ME/ Ph.D with 8 years of R & D experience	5, 6, 7 years & after remaining one year on the top of the scale	53
2	37400-67000 (8900)	I Class M. Sc. /I Class BE with 15 years experience /or M. Tech/ ME/ Ph.D with 12 years of R & D experience	5, 6, 7 years & after remaining one year on the top of the scale	53
3	37400-67000 (10000)	I Class M. Sc. /I Class BE with 15 years experience /or M. Tech/ ME/ Ph.D with 8 years of R & D experience	-NA-	53

@5 Director General

Name of the post	No. of Posts	Classification	Scale of Pay	Whether Selection Post or Non-selection post	Whether benefit Of added years of service admissible under Rule 30 of the CCS (Pension Rules) 1972	Age limit for direct recruits
1	2	3	4	5	6	7
Director General	1	—	*Rs. 67,000-79000	Not Applicable	Not Applicable	Not exceeding 55 years

@ Amended by the Governing Council at its 66th Meeting held on 02.04.2009



Educational and other qualifications required for direct recruits	Whether age & educational Qualifications prescribed for direct recruits will apply in the case of promotes	Period of Probation, if any	Method of recruitment-whether by direct recruitment or by promotion or by deputation / absorption and percentage of vacancies to be filled by various methods
8	9	10	11
Essential: Masters Degree in Science (Physics/Chemistry/Material Science) or Bachelors Degree in Engineering/Technology from a recognized University/Institute or equivalent with at least 15 years of experience in any of the following fields: Design and/or Construction and/or Operation and Maintenance of generating stations. Design and/or Construction and/or Operation and Maintenance of transmission and/or supply of electricity Applied Research in the field of electricity.	Not Applicable	Nil However, in the case of direct recruits, a performance review on completion of one year of service after appointment as DG CPRI will be undertaken by a 3 Member Committee consisting of the President, CPRI, Vice President, CPRI and one member of the Governing Council of CPRI to be nominated by the President, CPRI. The outcome will be communicated and it will be binding on the incumbent.	By Direct Recruitment/ Deputation
Desirable: Ph.D in Science (Physics/Chemistry/Material Science) or Masters Degree in Engineering/Technology (Electrical/Mechanical/ Energy Studies/ Material Science) from a recognized University/Institute. The candidate should have excellent academic record and possess administrative capabilities and demonstrated aptitude for R&D.			



In case of recruitment by promotion / deputation/ absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
12	13	14
<p>For Deputations</p> <p>Officers under the Central/State Govts./Electricity/Universities Boards/ /Public Sector Undertakings/Statutory/Semi-Govt. or Autonomous Organisations :</p> <p>(a) (i) holding analogous posts on regular basis or (ii) with three years minimum service in the scale of pay of Rs.37,400-67,000 plus Grade Pay of Rs.10,000 or equivalent; and</p> <p>(b) possessing the educational qualifications and experience prescribed for direct recruitment under column 8.</p> <p>The period of deputation shall be 3 years extendable upto 5 years with the approval of a 3 Member Committee consisting of the President, CPRI, Vice President, CPRI and one Member of the Governing Council of CPRI to be nominated by President, CPRI. (Period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other Organization/Dept., of the Central Govt. shall not ordinarily exceed 3 years.) The maximum age limit for appointment by deputation shall not be exceeding 56 years as on the closing date for receipt of applications.</p>	<p>Not applicable</p> <p>Note: Selection procedure will be as per extant orders of Central Government.</p>	<p>Not applicable</p>



28
Group II- Scientists/Engineers

There shall be 4 grades in this group as follows:

Sl. No	Designation	Pay Band	Corresponding Pay Bands	Grade Pay
@ 1	Scientific/Engineering Assistant	PB-2	9300-34800	4200
2	Scientific/Engineering Officer Grade 1 (Gp II)	PB-2	9300-34800	4600
3	Scientific/Engineering Officer Grade 2 (Gp II)	PB-3	15600-39100	5400
4	Scientific/Engineering Officer Grade 3 (Gp II)	PB-3	15600-39100	6600

The minimum educational qualification and experience for recruitment and assessment promotion in this group shall be as follows:

Group & Grade	Pay Band with Grade Pay	Grade Pay	Minimum qualification for direct recruitment	Minimum no. of years of service needed for first, second, third and subsequent assessment	Max, age limit for direct recruit ment
# II 1	9300-34800	Rs.4200	I Class B Sc/I Class 3 year Diploma in Engg./Technology with 5 years of experience In relevant field	5 years and without any restriction on number of attempts	35
II 2	9300-34800	Rs. 4600	No lateral entry	-do-	-
II 3	15600-39100	Rs. 5400	No lateral entry	-do-	-
** II 4	15600-39100	Rs. 6600	No lateral entry	Not Applicable	-

The existing officials working as Sc/Engg. Assistant Grade 1 will be eligible for promotion to the post of Sc/Engg. Officer Grade 1 (Gp II) after completing 9 years of service in the grade without any restriction on number of attempts.

**Note: The persons in the Group II (5) on completion of 9 years of service shall be given opportunity through a selection system to change over to the higher Group IA (4) ie., Scientific/Engineering Officer Grade 4, if they have exceptional merit in their work and excellent record of performance. Such selection shall be made from among the persons with exceptional merit evaluated through ACRS who have to appear for a written test, which will be conducted based on questions set by an external expert in the field. Those who pass in the written examination shall be called for personal interview by a duly constituted Selection Committee having at least one eminent expert from outside.

* Approved by the Standing Committee at its 28th meeting held on 30th October 1989 and ratified by the Governing Council at its 24th meeting held on 14th December 1989.

** Amended and approved by the Governing Council at its 62nd meeting held on 26th April 2007.

@ Approved by the Standing Committee at its 80th meeting held on 1st November 2017 and ratified by the Governing Council at its 82nd meeting held on 20th December 2017.



5. Recruitment to the post of Director General shall be made by selection on All India basis through duly constituted Selection Committee. President can, however, with the approval of the Government of India make temporary appointment to the post of Director General during temporary vacancy of the post from amongst the officers of the Society or from any other sources as may be deemed necessary. Appointment may be made on contract basis/deputation also.
6. Appointment to the post at Group I(B) 3 shall be through direct recruitment. However should the Governing Council so consider, the appointment to this post may be made by promotion from amongst the officers working in the next lower grade.
7. \$ Appointments to the posts of Joint Director or equivalent and above shall be made by the President. PROVIDED that appointments of Officers and extension of service of persons to the posts in the pay scale of Rs.3/400-6700, Grade Pay Rs.10000 and above will be made by the Ministry with the recommendations of the Search-cum-Selection Committee. PROVIDED FURTHER THAT appointment to the post of Director General will be made by the Ministry with the approval of the ACC based on the recommendations of the Search-cum-Selection Committee.
8. Subject to the provisions contained in Rule 45 of the Rules & Regulations and Bye-law 39 of the Society, the Director General shall be the appointing authority to all other categories of officers and staff. PROVIDED that the Director General may prescribe an officer not lower in rank than that of a Senior Group A level for making appointment to Group C & Group D posts in the Society.
9. Direct recruitment to the posts of Scientific/Engineering Officers at all levels including Additional Director shall be made at any time to meet the requirement of specialization and/or to attract highly qualified personnel
10. £ Benefits of Rule 30 of CCS (Pension) Rules 1972 are admissible to employees of the Institute subject to fulfillment of conditions stipulated in CCS (Pension) Rules. This benefit is available to employees retiring on or after 31.05.1994.
11. Subject to Rule 7 & 8 of these rules, the cases of Scientists/Engineers / Scientific/Engg. Assistants upto and including Gr.4 and Sc./Engg. Officers upto & including Grade 4, Joint Directors, Additional Directors # & Director@ who complete five years of service in their grade except Sc./Engg. Officer Grade 1 engaged in Research & Testing in whose case the qualifying service for assessment shall be 3 years will be assessed by an Assessment Committee constituted for the purpose by the appointing authority*** "Merit promotion to Sc./Engg. Officers Grade 2 in the scale of pay of Rs.15600-39100, Grade pay Rs.5400 be granted to the next higher grade in the scale of pay of Rs. 15600-39100, with Grade Pay Rs.6600 provided they possess either a Masters Degree in Engineering or a Ph. D in Science on completion of 3 years service with 'Outstanding Performance'"

Approved by the Governing Council at its 25th meeting held on 15th June 1990

@ Approved by the Governing Council at its 29th meeting held on 17th January 1992

*** Approved by the Standing Committee at its 32nd meeting held on 8th February 1991 and ratified by the Governing Council at its meeting held on 18th April 1991.

\$ Approved by the Governing Council at its 60th meeting held on 10th February 2006.

£ Approved by the standing committee at its 41th meeting held on 12.5.94 and ratified by the Governing Council at its 34th meeting held on 03.06.1994



(&&) The recommendations of the Assessment Committee shall be approved by the President Governing Council for grant of promotions which shall be put up to the Governing Council for ratification at its next meeting. Promotion to the next higher grade of a Scientist /Engineer, Scientific/ Engineering Assistant & Sc./Engineering Officer, Joint Director, Additional Director@ and Director where this is considered justified on merits will be by up gradation of the post in the lower grade held by the employee for so long as he holds the upgraded post.

11. a) Promotion by assessment will be upto the grade of Director for Scientific/ Engineering grades.

+ b) Under Assessment Promotion Scheme, an employee shall be allowed a chance of promotion after completion of eligibility period and each year thereafter, without any restriction on the number of attempts.

Employees in the grade of Joint Director/ Engineering / Scientific Officer Grade 5 shall be allowed a chance for being considered for promotion to the post of Additional Director/ Engineering/ Scientific Officer Grade 6 after completion of eligibility period and each year thereafter, without restriction on the number of attempts subject to the limitation of 50% of the candidates assessed / being promoted as imposed by Rule 11 (e) of Working Rule No. 1.

Employees in the grade of Additional Director/ Engineering/ Scientific Officer Grade 6 shall be allowed a chance for being considered for promotion to the post of Director/ Engineering/ Scientific Officer Grade 7 after completion of eligibility period and each year thereafter, without restriction on the number of attempts subject to the limitation of 1/3 of the candidates assessed / being promoted as imposed by Rule 11 (e) of Working Rule No. 1.

- c) Promotion to the higher grade in a group under the assessment shall be made effective from the date one qualifies for assessment or re-assessment, as the case may be except in case of promotion to the post of Joint Director, Additional Director and Director where it will be from the date one assumes charge.
- d) On promotion it would be obligatory on the part of employee
 - to continue to perform the same duties, if so stipulated by the competent authority; and
 - to perform such other and higher duties as may be assigned

+ e) "Assessment Committee shall meet once in a year any time after April and consider the cases of eligible candidates who have completed the requisite qualifying service by 31st March of the year. The Review/Assessment Committee shall meet as early as possible after the date of completion of qualifying service of 5 years by eligible candidates in the post of Additional Director /Engineering/ Scientific Officer Grade 6 to the post of Director/ Engineering / Scientific Officer Grade 7.

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- @ Approved by the Governing Council at its 29th meeting held on 17th January 1992
 - (&&) 52nd Governing Council Meeting held on 17th October 2002 (52.15).
 - + Approved by the Governing Council at its 64th Meeting held on 21st October 2008 and communicated vide MoP Letter No. 3/20/2008 – T&R dated 4th December 2008.



PROVIDED that the promotion from the level of Joint Director /Engineering / Scientific Officer Grade 5 to the level of Additional Director/Engineering / Scientific Officer Grade 6 under the Review Assessment scheme shall be limited to a maximum of 50% of the total number of candidates assessed in an year. However, the selection shall be based on the following criteria:

The grading of the Annual Confidential reports shall be very good. The criteria for selection shall continue to be 65 marks and above for general candidates and 55 marks and above for SC/ST categories. However, the weightage for ACRs shall be 50% marks, 30% marks for interview and 20% for individual's contribution to peer reviewed journals/ patents/ consultancy projects/ new innovations etc, which might have brought laurels to the organization during the period under review.

PROVIDED further that the promotion from the level of Additional Director/ Engineering /Scientific Officer Grade 6 to the level of Director/ Engineering/ Scientific officer Grade 7 under the Review Assessment scheme shall be limited to a maximum of 1/3 of the total number of candidates assessed in an year.

However the following ratio shall be the guiding factor for determining the maximum number of promotions that may be granted having regard to the total number of candidates assessed in an year in each level:

From the level of JD/EO/SO Grade 5 to AD/EO/SO Grade 6	From the level of AD/EO/SO Grade 6 to Director/ EO/SO/Grade 7
Number of candidates Assessed in an year	Maximum No. of candidates who may be promoted
1-2	1
3-4	2
5-6	3
7-8	4
9-10	5

++ Provided that at any given point of time, the Institute shall have atleast two Directors/FO/SO Grade 7 notwithstanding the 1/3 restriction contemplated in Rule 11 (e), if sufficient number of eligible Additional Directors/EO/SO Grade 6 are available for considering them for promotion to the post of Director/ EO / SO Grade 7.

f) Notwithstanding anything contained in these rules, if an employee belonging to a particular group in the Scientific and Technical categories, acquire higher relevant qualification which is the minimum qualification prescribed for entry level to a higher group, he/she shall be assessed as early as practicable for the grade corresponding to the entry level to such higher group. ++ He shall be given three assessment chances, the first one as early as practicable, he second and the third, each year thereafter (if he does not succeed in the earlier attempt). The process of selection for group change over shall interalia include a written test followed by interview by proper apportionment of marks for written test and interview keeping in view relevant rules/orders and the selection be made based on the combined marks of the written test and interview.

++ Amended and Approved by the Governing Council at its 59th meeting held on 6th October 21, 2005.



If successful in the assessment shall be brought over to such group. However, where the employees are already working in grades equal to, or higher than that prescribed for the entry level in the next higher group, they shall remain in their original grade till such time a vacancy is advertised or they have worked for the minimum stipulated period in their grade, which ever is earlier. At that time they will be assessed again as specified above for the next higher grade and if successful will be permitted to cross over to the next group.

12 The Appointing Authority may appoint at its discretion, Scientists/Engineers & Sc./Engg. Officers on contract basis for specific period, against any vacancy. Subject to availability of vacancies, direct appointments may be made to the post of Sc./Engg. Officer Gr.2 from amongst the serving officers in Grade I through internal circulation of vacancies.

13 The Appointing Authority may also appoint against any vacancy, persons drawn from other organisations on deputation basis. The terms of deputation shall be in accordance with the rules & regulations framed by the Government of India.

14 Appointments/Promotions to various grades under Group I & II shall be made on the recommendations of appropriate Search-cum-Selection/Selection/Assessment Committee as specified hereunder:-

(i)a) \$\$ Search-cum-Selection Committee for the post of Director General:

President in consultation with Government of India may constitute a Search-cum-Selection Committee including its Chairman for selection of the Director General carrying a pay band of Rs. 67000-79000 with 3% annual increment. However, as per Department of Personnel and Training O.M No. 28/13/2006-EO (SM.II) dt. 3-07- 2006, the Search-cum-Selection Committee would mandatorily include one outside expert of eminence from the relevant field.

(i)b) \$\$ Search -cum-Selection/Assessment Committee for recruitment/promotion to the post of Director

President may constitute a Search-cum-Selection Committee comprising of the following members for the post of

Director carrying a pay band of Rs. 37400-67000 grade pay Rs.10,000/

Chairman	-	Chairperson, Central Electricity Authority
Members	-	One member of the Governing Council to be nominated by the President, CPRI
	-	A representative of Ministry of Power not below the rank of Additional Secretary to be nominated by the Secretary (Power)
	-	One outside expert of eminence to be nominated by the President, CPRI
	-	Director General – CPRI

\$\$ Approved by the Governing Council at its 63rd meeting held on 17th October 2007



(ii) Selection/Assessment Committee for recruitment/ promotion to the posts of Additional Director & Joint Director.

Chairman	-	Director General, CPRI
Members	-	One member of the Governing Council to be nominated by the President, CPRI
	-	A representative of the Ministry of Power
	-	Two expert members not in the employment of CPRI to be nominated by the President, CPRI

(iii) Selection/Assessment Committee for recruitment/ promotion for Scientific/ Engineering Officers from Grade.1 to Grade.4(including for Campus Selection of EOGR2 of candidates pursuing ME/M.Tech Courses from IIT/IISc with selection criteria of 80% for academic marks-scored in 2 semesters in ME/M.Tech and 20% for Interview conducted by the following Committee)**

Chairman	-	Director General or his nominee
Members	-	One Director/Addl. Director, CPRI to be nominated by the Director General
	-	Two expert members not in the employment of CPRI to be nominated by the Director General

(iv) Selection/Assessment Committee for recruitment/ promotion for Scientists/ Engineers from Grade1 to Grade 5.

Chairman	-	Director / Additional Director, CPRI to be nominated by the Director General
Members	-	One Joint Director / Scientific / Engg. Officer not below the grade of 1 A(4) to be nominated by the Director General
	-	Two Expert members not in the employment of CPRI to be nominated by the Director General

15 The Selection / Assessment Committee under Rule 14 shall examine the credentials of all the candidates who are eligible for the different posts. The Selection / Assessment Committee shall interview any or all the candidates as it thinks fit and shall make its recommendation to the appropriate authority.

***71st GC Meeting held on 30.11.2011 (5.01)



GROUP-III ANCILLARY TECHNICAL PERSONNEL CONNECTED WITH RESEARCH TESTING AND MAINTENANCE

16 All ancillary personnel connected with research, testing and maintenance of laboratory, laboratory equipment and other ancillary services shall form the cadre of Technicians.

17 The cadre of Technicians shall be operated under six grades as under:

SI No.	Designation	Pay Band	Corresponding Pay Bands	Grade Pay
1	Technical Grade 1	PB-1	5200-20200	1900
2	Technical Grade 2	PB-1	5200-20200	2000
3	Technical Grade 3	PB-1	5200-20200	2400
4	Technical Grade 4	PB-2	9300-34800	4200
5	Technical Grade 5	PB 2	9300 34800	4600
6	Technical Grade 6	PB-3	15600-39100	5400

18) The posts of Technicians will be operated in such a manner to facilitate recruitment of specialization in the different laboratories. Technicians, Tracers, Junior Draftsmen, Senior Draftsmen, Head Draftsmen, Photographers and Compounders shall constitute this Group.

- a) Initial entry level at the lowest stage of Technician Gr.1 shall be for those possessing recognized ITI certificate or equivalent.
- b) The employees who were working in the level of Technician V and above prior to 01.10.1984 would be deemed to belong to this Group irrespective of their educational qualifications. Lateral entry shall also be allowed for the posts of Technicians, Tracers, Photographers, Compounders, etc. at the Gr.2 level for those who are matriculate with two years Diploma or Certificate or Industrial experience in the trade. Direct recruitment shall be made to the posts of Technicians upto and including Grade 4 to meet the specialized requirement from time to time.
- c) Under this classification, the employees of Group III shall be called as Technicians with their trade in brackets, such as Technician (Mechanic), Technician (Carpenter), Technician (Draftsman), Technician (Photographer), etc.

19) The Director General at his discretion may arrange direct recruitment of Technicians upto Grade 4. The qualifications and/or minimum experience in the specialized field for direct recruitment/assessment/promotion shall be as under:

Group & Grade	Pay Band &	Grade Pay	Minimum qualification for direct recruitment	Minimum No. of years of service needed for first, second third and final assessment	Max. age limit for direct recruitment
III 1	PB 1 5200-20200	1900	ITI Trade Certificate or equivalent	5-6-7 years & after remaining for one year on the top of the scale	28



2	PB 1 5200-20200	2000	ITI Trade certificate with 5years trade experience for Technicians, Matriculation with two years experience or Diploma or certificate for tracer, Matriculation with a Diploma for Compounders, Matriculation with a Diploma or 2 years experience in Industrial Photography for Photographer	5-6-7 years & after remaining for one year on the top of the scale	30
3	PB 1 5200-20200	2400	ITI Trade certificate with 7 years trade experience	***7-8-9 years & after remaining for one year on the top of the scale	***35
4	PB 2 9300-34800	4200	***ITI Trade certificate with 10 years trade experience	***7-8-9 years & after remaining for one year on the top of the scale	***40
5	PB 2 9300-34800	4600	-NA-	7-8-9 years & after remaining for one year on the top of the scale	
6	PB 3 15600-39100	5400	SSLC or equivalent & a recognized ITI Trade Certificate	9-11 & 13 years	

GROUP IV- TECHNICAL ATTENDANTS:

This Group is intended for persons who have no special skills at the time of entry. Group IV comprises of the following grades:-

Sl No.	Grade	Pay Band	Corresponding Pay Bands	Grade Pay
1	Grade 1	PB-1	5200-20200	1800
2	Grade 2	PB-1	5200-20200	1800
3	Grade 3	PB-1	5200-20200	1900
4	Grade 4	PB-1	5200-20200	2000
5	Grade 5	PB-1	5200-20200	2400



The qualification and experience for the posts of Technical Attendant shall be as under:

Group & Grade	Pay Band	Grade Pay	Minimum qualification for direct recruitment	Minimum no. of years of service needed for first, second third and final assessment	Max. age limit for direct recruitment
IV 1	PB-1 5200- 20200	1800	Middle School (VII Standard pass)	5,6,7 years & after remaining for one year on the top of the scale	28
2	PB-1 5200- 20200	1800	No direct recruitment except for Dresser	5,6,7 years & after remaining for one year on the top of the scale	30
3	PB-1 5200- 20200	1900	No direct recruitment except for Xerox Operator	7,8,9 years & after remaining for one year on the top of the scale	30
4	PB-1 5200 20200	2000	No direct recruitment	-do-	
5	PB-1 5200- 20200	2400	-do-	-do-	

Recruitment to Group IV shall be at Group IV (1) only i.e. Technical Attendant Gr.1 except for Dresser (TA Gr.2) & for Xerox Operator (TA Gr.3). The minimum qualification for entry shall be Middle School Pass (VII Standard pass). For Dresser the entry Point shall be Grade 2 and the requirement for entry shall be Middle School pass with a Dresser Certificate or 2 years experience. For Xerox Operator: Non-technical subordinate staff with a pass in matriculation or equivalent with knowledge of Xerox Operation and maintenance of Plain Paper Copier.

20) The Director General or an officer authorized by the Director General for the purpose shall be the Appointing Authority in respect of Technicians subject to Rule 45 of Rules & Regulations and Bye-law 39 of the Society.

21) The cases of Technicians up to and including Grade 5 who complete the required number of years of service in their grade shall be assessed by an Assessment Committee constituted for the purpose by the appointing authority. The recommendations of the Assessment Committee will be considered by the Director General for grant of promotions, etc. Promotions to the next higher grade of Technician where this is considered justified on merits will be upgrading of the post held by the employee for so long as he holds the upgraded post.

a) The Assessment/promotion from Gr.III (1) to Grade III(2) and from Grade III(2) to Grade III(3) In this Group shall be at the end of 5 years, 6 years, 7 years and on remaining one year at the top of the respective scale.



- b) For promotion from Gr.III(3) to Gr.III(4) & Gr.III(4) to Gr.III(5) in this Group, the assessment/promotion shall be at the end of 7 years, 8 years, 9 years and on remaining in the top of the scale for one year Promotion from Gr.III(5) to Gr.III(6) shall be considered only in respect of technician Gr.5 who possess matriculation and a recognized ITI Certificate and on completion of 9 years, 11 years & 13 years of service
- c) Notwithstanding anything contained in this rule, if a non-technical departmental staff member working under this Group possesses the necessary prescribed minimum basic qualification, acquires skill and is found fit through a suitable trade test for entry into this Group, he may be considered for induction into this Group of grades, provided vacancy exists at the appropriate entry level. If found fit, he should be placed in that particular grade in this Group which is closest to his present salary grade.
- ** d) For the employees under the Group IV(5) on completion of 9 years of service shall be given opportunity through selection system to change over to the higher group III (4) i.e., Technician Grade 4, if they have exceptional merit in their work and excellent record of performance. Such selection shall be made from among persons with exceptional merit evaluated through **ACRS** who have to appear for a trade test, that will be conducted based on questions set by an external expert of the relevant field. Those who pass in the Trade test shall be called for personal interview by a duly constituted Selection Committee having an external expert from outside.

22) All appointments/promotions to various levels of Technicians and Technical Attendants shall be made on the recommendation of a Selection Committee/Assessment Committee as specified hereunder;

Chairman - Joint Director to be nominated by the Director General
 Members - Two Scientific/ Engg. Officers not below the Grade I (A) 3
 to be nominated by the Director General
 - One Expert member not in the employment of CPRI to be
 nominated by the Director General

23 to 27 **DELETED**

PART – II

Those engaged in work other than Research, Testing & Maintenance (Non-Technical)

ADMINISTRATION, FINANCE, ETC.

28) This part consists of officers and staff belonging to Administration, Finance & Accounts and Subordinate services.

Various posts and the scale of pay under this part shall be as under: -

GROUP A	OFFICERS
GROUP B	OFFICE STAFF
GROUP B (I)	STENOGRAPHERS
GROUP B(II)	LIBRARY STAFF
GROUP C	DRIVERS, COOK-CUM-CARETAKER, ETC.
GROUP D	SUBORDINATE STAFF

**** Amended and Approved by 62nd Governing Council meeting held on 26th APRIL 2007**



GROUP A – OFFICERS

SI No.	Designation	Pay Band	Corresponding Pay Bands	Grade Pay
1	Chief Administrative Officer (Selection Grade)	PB-4	37400-67000	8700
2	Chief Administrative Officer (Ordinary Grade)	PB-3	15600-39100	7600
3	Chief Accounts Officer (Selection Grade)	PB-4	37400-67000	8700
4	Chief Accounts Officer (Ordinary Grade)	PB-3	15600-39100	7600
5	Senior Administrative Officer	PB-3	15600-39100	6600
6	Senior Accounts Officer	PB-3	15600-39100	6600
7	Administrative Officer	PB-3	15600-39100	5400
8	Accounts Officer	PB-3	15600-39100	5400
9	Publication & Publicity Officer	PB-3	15600-39100	5400
10	Assistant Accounts Officer	PB-2	9300-34800	4600
11	Senior Hindi Officer	PB-3	15600-39100	5400
12	Security Officer	PB-2	9300-34800	4600

GROUP B - OFFICE STAFF

SI No.	Designation	Pay Band	Corresponding Pay Bands	Grade Pay
1	Superintendent	PB-2	9300-34800	4200
2	Senior Hindi Translator	PB-2	9300-34800	4200
3	Junior Hindi Translator	PB-2	9300-34800	4200
4	Assistant Grade I	PB-2	9300-34800	4200
5	Assistant Grade II	PB-1	5200-20200	2400
6	Assistant Grade III	PB-I	5200-20200	1900

GROUP B (I) - MINISTERIAL (STENOGRAPHERS)

SI No.	Designation	Pay Band	Corresponding Pay Bands	Grade Pay
1	Private Secretary	PB-3	15600-39100	5400
2	Senior P.A	PB-2	9300-34800	4600
3	Personal Assistant	PB-2	9300-34800	4200
4	Stenographer Gr. II	PB-2	9300-34800	4200
5	Stenographer Gr. III	PB-I	5200-20200	2400

GROUP B (II) - MINISTERIAL (LIBRARY STAFF)

SI No.	Designation	Pay Band	Corresponding Pay Bands	Grade Pay
1	Senior Librarian	PB-2	9300-34800	4600
2	Librarian (Selection Grade)	PB-2	9300-34800	4200
3	Librarian	PB-2	9300-34800	4200
4	Assistant Librarian	PB-1	5200-20200	2400



GROUP C - DRIVERS, COOK-CUM-CARETAKER

SI No.	Designation	Pay Band	Corresponding Pay Bands	Grade Pay
Δ 1	Driver (Special Grade)	PB-2	9300-34800	4200
Δ 2	Driver Grade I	PB-1	5200-20200	2800
Δ 3	Driver Grade II	PB-1	5200-20200	2400
Δ 4	Driver (Ordinary Grade)	PB-1	5200-20200	1900
5	Cook-cum-Caretaker (Selection Grade)	PB-1	5200-20200	2400
6	Cook-cum-Caretaker	PB-I	5200-20200	1900

GROUP D – SUBORDINATE STAFF**Peon, Gestetner Operator, Library Attendant, Store Attendant, etc.,**

SI No.	Designation	Pay Band	Corresponding Pay Bands	Grade Pay
1	Grade 4	PB-1	5200-20200	2000
2	Grade 3	PB-1	5200-20200	1900
3	Grade 2	PB-1	5200-20200	1800
4	Grade 1	PB-1	5200-20200	1800

28. a) In case of Administrative and other non-technical cadres, there shall be no Assessment Promotion. The promotion in these cadres shall continue to be vacancy based. There shall, however be an inbuilt system of reviewing the number of available posts in higher grades for promotion, from time to time.

29. DELETED.

30) Recruitment/Promotion Rules in respect of Chief Administrative Officer (Selection Grade and Ordinary Grade), Senior Administrative Officer, Administrative Officer, Publication & Publicity Officer, Hindi Officer and Security Officer are at Appendix-I

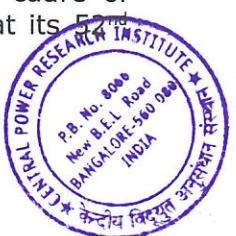
31) Recruitment/promotion Rules in respect of Chief Accounts Officer (Selection Grade and Ordinary Grade), Senior Accounts Officer, Accounts Officer, and Assistant Accounts Officer at Appendix-II.

32) The posts of Stenographer, Personal Assistants, Sr.P.As and Private Secretary will form a pool and rules for recruitment and promotion are given in Appendix-III.

- a) Recruitment/Promotion Rules in respect of Superintendents, Hindi Translator and Assistants are at Appendix-IV.
- b) The posts of Assistant Librarian, Librarian, Librarian (SG) and Senior Librarian will form a pool and rules for recruitment and promotion are given in Appendix-V.

33) DELETED.

Δ Amended and approved to re-designate/re-name the posts in the cadre of Drivers to revise the pay scales of Drivers by the Governing Council at its 52nd meeting held on 17.10.2002.



34) The posts of Drivers will form a pool and the rules for recruitment and promotion are given in Appendix-VI.

a) Recruitment and promotion rules for the post of Cook-cum-Caretaker (OG & SG) are given in Appendix-VII.

b) Recruitment and promotion rules for the posts of (Group D) Gestetner Operator, Peon, Lib. Attendant, Stores Attendant, Watchman, Safaiwala, Mali, Helper are given in Appendix-VIII.

35) Subject to the provisions of Rule 45 and Bye-Law 39, appointment to the posts of Superintendent and above shall be made by the Director General. In respect of other posts, appointment shall be made by an officer prescribed by the Director General in accordance with Rule 45 of the Rules & Regulations of the Society.

36) SELECTION/RECRUITMENT AND PROMOTION COMMITTEES

a) For the posts of Assistant Accounts Officer, Security Officer, Hindi Officer, Administrative Officer, Accounts Officer, Publication & Publicity Officer and other equivalent posts.

Chairman -	Director/Additional Director, CPRI to be nominated by the Director General
Members -	One Scientific/Engineering Officer not below the Grade of I(4) to be nominated by the Director General
-	Chief Administrative Officer/Chief Accounts Officer
-	Two expert members not in the employment of CPRI
-	to be nominated by the Director General

b) For the post of Chief Administrative Officer (OG), Chief Accounts Officer (OG), Senior Administrative Officer and other equivalent posts.

Chairman -	Director General
Members -	Director/Additional Director to be nominated by the Director General
-	Two expert members not in the employment of CPRI to be nominated by the Director General

c) For the post of Chief Administrative Officer (SG) and Chief Accounts Officer (SG)

Chairman -	Director General, CPRI
Members -	Joint Secretary in-charge of CPRI in the Dept. of Power, Min. of Energy
-	Joint Secretary & FA, Department of Power, Ministry of Energy.



c) For the posts of Office Staff (Group B), Stenographers (Group B (I), Ministerial-Library Staff (Group B(II))

Chairman	An officer not below the rank of Joint Director of CPRI to be nominated by the Director General
Members	<ul style="list-style-type: none"> - Chief Administrative Officer/Senior Administrative Officer and Chief Accounts Officer, CPRI to be nominated by the Director General. - An outside expert to be nominated by the Director General.

e) For the posts of Driver, Cook-cum-Caretaker,

Chairman	<ul style="list-style-type: none"> - Chief Administrative Officer/Senior Administrative Officer or an officer of equivalent rank to be nominated by the Director General.
Members	<ul style="list-style-type: none"> - Administrative Officer or an Officer of equivalent rank to be nominated by the Director General. - Accounts Officer or an officer of equivalent rank to be nominated by the Director General. - One member not in the employment of CPRI to be nominated by the Director General.

f) For the posts of Gestetner Operator, Peon, Library Attendant, Store Attendant, Watchman, Safaiwala, Mali, Helper (Group D), etc.

Chairman	<ul style="list-style-type: none"> - Chief Administrative Officer/Senior Administrative Officer or an officer of equivalent rank to be nominated by the Director General.
Members	<ul style="list-style-type: none"> - Administrative Officer or an Officer of equivalent rank to be nominated by the Director General. - Accounts Officer or an officer of equivalent rank to be nominated by the Director General - One member not in the employment of CPRI to be nominated by the Director General.

37 to 39 Deleted

GENERAL (Applicable to all employees)

* Conducting of Interview in the selection process for the post of Group 'B' and Group 'C' and erstwhile Group 'D' has dispensed with effect from 01.01.2016 in accordance with the instruction of DoPT

40) The pay of officers and staff in the higher grade on promotion shall be fixed according to the rules of the Society.

* Incorporated as per decision of the Governing Council at its 78th meeting of CPRI Society held on 26.11.2015



41) The appointing authority may sanction a pay higher than the minimum of the scale subject to a maximum of five increments to a candidate on his first appointment if so recommended by the appropriate Selection Committee considering the educational qualifications and experience possessed by the candidate.

a) The appointing authority may in exceptional cases relax any of the eligibility conditions.

42) Unless otherwise stated in these or other rules issued by the Governing Council, persons appointed to the regular establishment shall be on probation for a period of two years which may be extended by another year, if necessary

43) Notwithstanding anything stated in these rules, advance increments, special pay or promotion may be granted by the Governing Council to any employee of the Society for meritorious work or for special service rendered to the Society

44) In the event of no person being available or found suitable for appointment as per these rules, the appointing authority may make temporary appointment, if necessary by relaxation of the recruitment rules or on deputation from other organizations. The appointing authority may make temporary appointments to Group 'C' & 'D' posts for a period not exceeding two years on a consolidated salary equal to the minimum of the scale of pay prescribed for the post plus Dearness Allowance as admissible.

45) In the matter of nominating an SC/ST Officer on the DPC/Selection Committee the procedure prescribed by the Government of India shall be followed

46) TERMINATION OF SERVICE

The services of any staff may be terminated by either party giving to the other a period of notice not less than that specified in the letter of appointment. Such period of notice shall not be less than one month. The service of an employee may also be terminated without notice by payment of a sum equivalent to his salary in lieu of notice. The service of an employee against whom an enquiry or disciplinary proceeding is pending or contemplated, may not, however, be terminated by virtue of this rule unless otherwise decided by the appointing authority.

47) The appointing authority may accept a shorter period of notice from a Member of the staff in special circumstances.

48) SUPERANNUATION

The age of superannuation for regular employees will be 60* years. The Governing Council can grant extensions, with prior approval of the Government of India.

49) PERFORMANCE OF DUTIES

Every employee shall perform such duty as may be entrusted to him and shall to the best of his ability carry out the lawful directions of the Governing Council, or the Director General or of any other persons to whose authority he may be subject according to the Rules and Bye-laws of the Society.

50) During the period of service, every employee shall observe, obey and abide by the rules of the Society and Bye-laws made from time to time by the Governing Council and all standing orders passed by the Director General.

* Approved by the Governing Council at its 42nd meeting held on 24.07.1998



51) In all service matters, the decision of the Governing Council is final.

52) POWER TO RELAX, AMEND AND REPEAL

The Governing Council shall have power to relax, amend and repeal any or all of these rules.

PROVIDED that such amendment, repeal shall not affect the previous operation of these rules or notifications or orders made or anything done or any action taken there under.

53) The Central Power Research Institute (Pay, Promotion and Recruitment) Rules 1977 are hereby repealed.



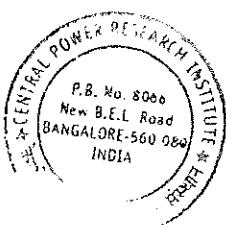
APPENDIX-I (Rule 30)
RECRUITMENT AND PROMOTION RULES IN RESPECT OF CHIEF ADMINISTRATIVE OFFICER (SG), CHIEF ADMINISTRATIVE OFFICER (OG), SENIOR ADMINISTRATIVE OFFICER, ADMINISTRATIVE OFFICER, PUBLICATION & PUBLICITY OFFICER, HINDI OFFICER AND SECURITY OFFICER

Sl. No.	Group Grade	Correspondin g Pay Band & Grade Pay	Method of Recruitment	Minimum Qualification	Grade from which promotion is to be made	Max. Age for direct recruitment	Remarks
1	2	3	4	5	6	7	8
1.	Chief Administrative Officer (SG)	PB 4 Rs.37400- 67000 (8700)	Promotion	NA	On entering 14 th year of service on the 1 st July of the year calculated from the date of appointment to Group 'A' post in the Institute. Provided that in respect of those who do not satisfy the above eligibility norms the minimum qualifying service shall be 5 years in the post of Chief Administrative Officer (OG)	NA	
2.	Chief Administrative Officer (OG)	PB 3 Rs.15600- 39100 (7600)	Promotion, which failing direct or deputation	A University Degree	Sr. Admin. Officer with 5 years service in the grade for promotion. For direct recruitment in addition to the qualification, a candidate should possess a minimum of 10 years experience in supervisory /executive level	53 years for direct recruitment	Selection Post
3.	Senior Administrative Officer	PB 3 Rs.15600- 39100 (6600)	Promotion	A University Degree	Administrative Officer with 5 years service in the grade	No age limit	Selection post
4.	Administrative Officer	PB 3 Rs.15600- 39100 (5400)	Promotion failing which direct recruitment	A University Degree	Suptd. With 5 years service in the grade	No age limit for promotion 40 years for direct recruitment	Selection post



Sl. No.	Group & Grade	Corresponding Pay Band & Grade Pay	Method of Recruitment	Minimum Qualification	Grade from which promotion is to be made	Max. Age for direct recruitment	Remarks
1	2	3	4	5	6	7	8
5.	Publication & Publicity Officer	PB 3 Rs.15600-39100 (5400)	Promotion, failing which direct recruitment	A university Degree and a degree or diploma in Journalism with 5 years professional experience	Superintendent with a University degree & 5 years service in the grade and aptitude for publication & Publicity	40 years for direct recruitment	Selection post
6.	**Senior Hindi Officer	**PB 2 Rs.15600 39100 (5400)	**Promotion/direct recruitment	**A degree (preferably in Science) or equivalent from a recognized University with Hindi & English as compulsory subjects followed by a Masters degree in Hindi. Good knowledge of official language policy of GOI.	**3 years' experience as Hindi Officer/5 years as Hindi Translator in Govt. Dept./public Sector Undertaking/Autonomous organization of repute. Candidates with experience in technical translation work and/or teaching will be preferred.	**40 years	Selection post
7.	Security Officer	PB 2 Rs 9300-34800 (4600)	Promotion, failing which direct recruitment	Preferably a University degree with not less than 10 years experience out of which 3 years in a Supervisory level in all aspects of Security matters. Preference to candidates who held commissioned ranks in the army or Police Dept. Training/Experience in Fire Fighting desirable working knowledge of local Language /languages	For promotion; Supt. With a minimum of 3 years relevant service in the grade	No age limit for promotion, Direct recruitment maximum age limit 45 years	Selection post

**50th Meeting of Standing Committee held on 21.09.1996 (50-5) & 39th meeting of GC held on 20.11.1996 (19-6) & Ministry letter No. 47/6/94-T&R dated 28.04.1997



APPENDIX-II (Rule 31)

RECRUITMENT AND PROMOTION RULES IN RESPECT OF CHIEF ACCOUNTS OFFICER (SG), CHIEF ACCOUNTS OFFICER (OG), SENIOR ACCOUNTS OFFICER, ACCOUNTS OFFICER AND ASSISTANT ACCOUNTS OFFICER

Sl. No.	Group & Grade	Corresponding Pay Band & Grade Pay	Method of Recruitment	Minimum Qualification	Grade from which promotion is to be made	Max. Age for direct recruitment	Remarks
1	2	3	4	5	6	7	8
1.	Chief Accounts Officer (SG)	PB-3 Rs.37400-67000 (8700)	Promotion	NA	On entering 14 th year of service on the 1 st of July of the year calculated from the date of appointment to Group 'A' post in the Institute. Provided that in respect of those who do not satisfy the above eligibility norms, the minimum qualifying service shall be 5 years in the post of Chief Accounts Officer (OG)	NA	-
2.	Chief Accounts Officers (OG)	PB-3 Rs.15600-39100 (7600)	Promotion, failing which direct recruitment or deputation	A University Degree with professional qualification like SAS, CA, CAW, etc.,	5 years service as Sr. Accounts Officer. 10 years relevant experience at Supervisory/executive level for direct recruitment	53 years for direct recruitment	Selection post
3.	Senior Accounts Officer	PB-3 Rs.15600-39100 (6600)	Promotion	A University Degree and preferably a professional qualification such as SAS, CA, CAW, etc.,	Accounts Officer with a minimum of 5 years service in the grade	No age limit for promotion	Selection post
4.	Accounts Officer	PB-3 Rs.15600-39100 (5400)	Promotion, failing which direct recruitment, failing which deputation	A University Degree and preferably a professional qualification such as SAS, CA, CAW etc.	Asst. Accounts Officer with 3 years service or Supdt. with 5 years experience in the grade. For direct recruitment, candidate should have at least 5 years experience at the supervisory level	No age limit for promotion. 40 years for direct recruitment	Selection post



5.	Assistant Accounts Officer	PB 2 Rs.9300 34800 (4600)	Promotion/Deputation	A University Degree	Suptd. (Accounts or Finance) with a minimum of 3 years service in the grade	No age limit for promotion	
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APPENDIX-III (Rule 32)**RECRUITMENT AND PROMOTION RULES FOR THE POSTS OF PRIVATE SECRETARY, PERSONAL ASSISTANTS & STENOGRAPHERS**

Sl. No.	Group & Grade	Corresponding Pay Band & Grade Pay	Method of Recruitment	Minimum Qualification	Grade from which promotion is to be made	Max. Age for direct recruitment	Remarks
1	2	3	4	5	6	7	8
1.	Private Secretary	PB-3 Rs.15600-39100 (5400)	Promotion	NA	3 years service in the grade of Sr. Personal Assistant	NA	Selection post
2.	Senior P.A.	PB-2 Rs.9300-34800 (4600)	Promotion	NA	3 years service in the grade of P.A.	NA	Selection post
3.	Personal Assistant	PB-2 Rs.9300-34800 (4600)	Promotion	NA	3 years service in the grade of Stenographer Grade II	NA	Selection post
4.	Stenographer II	PB-2 Rs.9300-34800 (4200)	Promotion	NA	5 years service in the grade of Stenographer Grade III with 120 WPM in English Shorthand	NA	-
5.	Stenographer Grade III	PB-1 Rs.5200-20200 (2400)	Direct recruitment	Matriculation or equivalent with 100 WPM in English Shorthand and 40 WPM in English Typing	NA	Below 30 years	



RECRUITMENT AND PROMOTION RULES FOR THE POST OF SUPERINTENDENT, HINDI TRANSLATOR & ASSISTANTS

Sl . N o	Group & Grade	Corresponding Pay Band & Grade Pay	Method of Recruitment	Minimum Qualification	Grade from which promotion is to be made	Max. Age for direct recruitment	Remarks
1	2	3	4	5	6	7	8
1.	Superintendent	PB-2 Rs.9300-34800 (4200)	Promotion	NA	5 years service in the grade of Assistant Gr. I/Stenographer Grade II	NA	Selection Post 25% of vacancies of Superintendent may be earmarked for Stenographers Grade II for which Written test/interview may be conducted depending upon the availability of vacancies.
2.	**Senior Hindi Translator	PB-2 Rs.9300-34800 (4200)	Promotion/direct recruitment	A Degree from a recognized University with Hindi & English as compulsory subjects and preferably a Masters degree in Hindi	3 years experience as Junior Hindi Translator.	35 years	Selection post
3.	Junior Hindi Translator	PB-2 Rs.9300-34800 (4200)	Direct recruitment / Deputation	A Degree of a recognized University with Hindi & English as Elective subjects	Preference will be given to candidates with some experience of work as Hindi Translator in a Scientific Organisation of repute	30 years	
4.	Assistant Grade I	PB-2 Rs.9300-34800 (4200)	Promotion	NA	5 years experience in the grade of Assistant Grade II	NA	
5.	Assistant Grade II	PB-1 Rs.5200-20200 (2400)	Promotion or direct recruitment	A University Degree with English Typing	3 years service in the grade of Assistant Gr. III	30 years for direct recruitment	

**50th Meeting of Standing Committee held on 21.09.1996-(50.5) & 39th meeting of GC held on 20.11.1996 (39.6) & Ministry letter No. 43/6/94-T&R dated 28.04.1997.



5.	Assistant Grade III	PB-1 Rs.5200-20200 (1900)	Direct recruitment	Matriculation with a minimum of 30 WPM in English Typing or 25 words in Hindi Typing	NA	30 years	
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APPENDIX-V (Rule 32(b))

RECRUITMENT AND PROMOTION RULES FOR THE POST OF SENIOR LIBRARIAN, LIBRARIAN (SG), LIBRARIAN & ASSISTANT LIBRARIAN

Sl. No.	Group Grade &	Corresponding Pay Band & Grade Pay	Method of Recruitment	Minimum Qualification	Grade from which promotion is to be made	Max. Age for direct recruitment	Remarks
1	2	3	4	5	6	7	8
1.	Senior Librarian	PB-3 Rs.9300-34800 (4600)	Promotion/ Direct recruitment	A University Degree with Diploma in Library Science	4 years service in the post of Librarian (SG)	No age limit for promotion, 40 years for direct recruitment	Selection post
2.	Librarian (SG)	PB-2 Rs.9300-34800 (4200)	Promotion	NA	5 years service in the post of Librarian	NA	Selection post
3.	Librarian	PB-2 Rs.9300-34800 (4200)	Promotion	NA	3 years service in the post of Assistant Librarian	NA	-
4.	Assistant Librarian	PB-1 Rs.5200-20200 (2400)	Direct recruitment	A University degree with Diploma in Library Science	NA	30 years	-



RECRUITMENT AND PROMOTION RULES FOR THE POST OF DRIVERS

Sl.N o.	Group & Grade	Corresponding Pay Band & Grade Pay	Method of Recruitment	Minimum Qualification	Grade from which promotion is to be made	Max. Age for direct recruitmen t	Remark s
1	2	3	4	5	6	7	8
1.	Driver (Special Grade)	PB - 2 Rs. 9300-34800 (4200)	Promotion	NA	5 years service in the post of Driver Grade I with proficiency in automobile mechanism	NA	Selection post
2.	Driver Grade I	PB - 1 Rs. 5200-20200 (2800)	Promotion	NA	5 years service in the post of Driver Grade II	NA	Selection post
3.	Driver Grade II	PB - 1 Rs. 5200-20200 (2400)	Promotion	A N	5 years service in the post of Driver (OG)	NA	Selection post
4.	Driver (OG)	PB - 1 Rs. 5200-20200 (1900)	Direct recruitment	A pass in 7 th Standard (Middle School) with a valid professional driving license. One year driving experience is desirable	NA	Below 30 years	-



APPENDIX-VII (Rule 34(a))**RECRUITMENT AND PROMOTION RULES FOR THE POST OF COOK-CUM-CARETAKER (SG) & COOK-CUM-CARETAKER (OG)**

Sl. No.	Group & Grade	Corresponding Pay Band & Grade Pay	Method of Recruitment	Minimum Qualification	Grade from which promotion is to be made	Max. Age for direct recruitment	Remarks
1	2	3	4	5	6	7	8
1.	Cook-cum-Caretaker (SG)	Rs.5200-20200 (2400)	Promotion	NA	11 years service in the post of Cook-cum-Caretaker	NA	-
2.	Cook cum Caretaker (OG)	Rs.5200-20200 (1900)	Direct recruitment	Literate and able to understand Hindi/English. 5 years experience in cooking and house keeping	NA	30 years	-

APPENDIX-VIII (Rule 34(b))**RECRUITMENT & PROMOTION RULES FOR THE POSTS OF (GROUP D) GESTETNER OPERATOR, PEON, LIBRARY ATTENDANT, STORE ATTENDANT, WATCHMAN, SAFAIWALA, MALI, HELPER ETC.**

Sl. No.	Group & Grade	Corresponding Pay Band & Grade Pay	Method of Recruitment	Minimum Qualification	Grade from which promotion is to be made	Max. Age for direct recruitment	Remarks
1	2	3	4	5	6	7	8
1.	Peon, Gestetner Operator, Watchman, Safaiwala, Mali, etc., - Grade 4	Rs.5200-20200 (2000)	Promotion	NA	7 years service in Grade 3	NA	-
2.	Peon, Gestetner Operator, Watchman, Safaiwala, Mali, etc., - Grade 3	Rs.5200-20200 (1900)	Promotion	NA	5 years service in Grade 2	NA	-



3.	Peon, Gestetner Operator, Watchman, Safaiwala, Mali, etc., - Grade 2	Rs.5200-20200 (1800)	Promotion	NA	5 years service in Grade 1	NA	-
4.	Peon, Gestetner Operator, Watchman, Safaiwala, Mali, etc., -Grade 1	Rs.5200-20200 (1800)	Direct recruitment	Preferably literate	NA	25 years	-

Explanatory Note:

For the purpose of promotion, all the posts in this grade shall be pooled on a combined seniority basis. On promotion, the incumbents will continue to be posted in the Department/Division, Section, in which they were working prior to promotion, if need be.



CENTRAL POWER RESEARCH INSTITUTE BANGALORE

WORKING RULE NO.2

In Pursuance of Rule No. 42 of the Rules & Regulations the Governing Council of CPRI at its meeting held on 16th June 1989 hereby makes the following rules regarding service condition of staff.

1) SHORT TITLE

- i. These rules may be called the Central Power Research Institute (Service Conditions) Rules 1989 (Working Rule NO.2)
- ii. They shall come into force with effect from the date of notification

2) CATEGORIES OF SERVICE TO WHOM THE RULES APPLY

- i. Save as otherwise provided by or under these rules, these rules apply to the persons, appointed to the service of the Society on a regular basis and whose pay is debitible to the funds of the Society;
- ii. These rules shall not apply to :
 - a) Persons not in whole time employment;
 - b) Persons paid out of contingencies;
 - c) Persons paid otherwise than on monthly basis including those who are paid on piece rate basis;
 - d) Persons specifically excluded wholly or in part by the Governing Council for the operation of these rules.
- 3) The scales of pay applicable to the employees shall be fixed by the Governing Council
- 4) In respect of the following matters, the rules and orders applicable to the Central Government employees shall apply to the employees of the Institute subject to such modifications as may be made by the Governing Council from time to time
 - a) Medical fitness;
 - b) Leave, hours of duty and holidays,
 - c) Dearness Allowance, Additional Dearness Allowance, Dearness Pay, Interim Relief, City Compensatory Allowance, House Rent Allowance, Children Education Allowance, Tuition Fee, Washing Allowance, Over time Allowance, Conveyance Allowance and Honorarium
 - d) Travelling Allowance, Daily Allowance and Leave Travel Concession
 - e) Conduct, discipline, suspension, appeals and reviews;
 - f) Termination of service and resignation
- g) *Periodical review of Employees under Fundamental Rule 56(j) and Rule 48 of CCS (Pension) Rules 1972

* Incorporated as per decision of the Governing Council at its 81st meeting of CPRI Governing Council held on 25.11.2016



- h) Probation and confirmation subject to Rule 8 of these rules;
 - i) General provident Fund;
 - j) Pension, gratuity and superannuation
 - k) Medical aid ***⁵ private Hospitals recognized for treatment of employees.
 - l) Bonus and other ex-gratia payments;
- 5) In their applicability to the employees of the Institute reference to Ministries and Departments of the Government of India in the rules and orders referred to in rule 4 of these rules, shall be deemed to be, reference to the Governing Council and references to Secretary to the Government of India in the rules and orders referred to in rule 4 of these rules shall be deemed to be references to the Director General.
- 6) Notwithstanding anything contained in Rule 4 (J) of these rules, employees appointed on contract basis and persons who will have less than 10 years of service from the date of their appointment in the Institute shall be eligible for CPF-CUM-Gratuity benefits as are applicable to the employees of Central Government. PROVIDED, however, contract employees who may subsequently be appointed on real basis will have option to retain CPF-cum-Gratuity benefits or to switchover to the GPF-cum-pension benefits.
- 7) Subject to Rule 45 of Rules and Regulations and bye-law 39 of the Society, the Director General shall by order specify the officers of appropriate levels, who shall be the appointing authority, the disciplinary authority and the appellate authority for the purpose of CCS, (CCA) Rules and the Controlling Officer for the purpose of traveling allowance, daily allowance, house rent allowance, medical claims and other allowances paid to the employees.
- 8) Unless otherwise stated in these or other rules issued by the Governing council, persons appointed to the regular establishment of the Institute shall be on probation for a period of two years which may be extended by another year if necessary.
- 9) Deleted
- 10) The employees of the Institute will subscribe to the Group Savings Linked Insurance Scheme as may be prescribed and notified from time to time.



11) Power to relax, amend and repeal

The Governing Council shall have powers to relax, amend and repeal any or all of these rules PROVIDED that such amendment, repeal shall not affect the previous operation of these rules or notifications or orders made or anything done or any action taken thereunder.

12) The Central Power Research Institute (Service Conditions) Rules 1977 are hereby repealed.