



# उत्तर प्रदेश पावर कारपोरेशन लिमिटेड

(उत्तर प्रदेश सरकार का उपक्रम)

शक्ति भवन, 14-अशोक मार्ग, लखनऊ

CIN: U32201UP1999SGC024928

संख्या 50 - विनियम एवं का0वि0नी0 / पाकालि / 2018 - 3 - विनियम / 17 दिनांक 25 जनवरी, 2018

## कार्यालय ज्ञाप

कम्पनी अधिनियम 2013 की धारा-179 तथा निगम के आर्टिकल ऑफ एसोसिएशन के आर्टिकल-47, 48 एवं अन्य विधिक प्राविधानों के अन्तर्गत प्राप्त अधिकारों का प्रयोग करते हुए उ0प्र0 पावर कारपोरेशन लि0 के निदेशक मण्डल की दिनांक 17.01.2018 को सम्पन्न 136(06)वीं बैठक में लिये गये निर्णय के अनुपालन में एतद्वारा उ0प्र0 पावर कारपोरेशन लि0 में अवर अभियन्ता (जानपद) के पदों पर भर्ती एवं सेवा शर्तों से सम्बन्धित विनियमावली निम्नवत् प्रख्यापित की जाती है :-

## **THE UTTAR PRADESH POWER CORPORATION LIMITED, JUNIOR ENGINEER (CIVIL) SERVICE REGULATION, 2017**

### PART I- General

#### **1. Short title and commencement:-**

- (a) These Regulations may be called Uttar Pradesh Power Corporation Limited Subordinate Civil Engineering Service Regulation, 2017 and shall come into force with effect from the date of the issue of the Corporation or BOD Order Communicating these to the Chief Engineer.
- (b) All rules and regulations in force immediately before the commencement of these Regulations are hereby repealed and the provisions of section 6 of the U.P. General Clauses Act 1904 shall apply as if it were an enactment repealed by a U.P. Act.

#### **2. Status:-**

The Uttar Pradesh Power Corporation Limited Subordinate Civil Engineering Service is a class III Service of the Uttar Power Corporation Limited.

#### **3. Definitions:-**

In these Regulation, unless there is anything repugnant in the Subject or context-

- (1) Act means Company Act, 2013 (Section-179).
- (2) 'Appointing Authority' means the authority defined in regulation 18.
- (3) 'BOD' means the Board Of Directors of Uttar Pradesh Power Corporation Limited.
- (4) 'Chairman' means the Chairman of the Uttar Pradesh Power Corporation Limited.



- (5) 'Citizen of India' means a person who is or who is deemed to be a citizen of India under part II of the Constitution.
- (6) 'Constitution' means the Constitution of India.
- (7) 'Direct Recruitment' means recruitment in the manner prescribed in Regulations 5 (a) (i) of these Regulations.
- (8) 'Member of the Service' mean a person appointed in a substantive capacity under the provisions of these Regulations or other orders and regulations in force previous to the introduction of these Regulations to a post in the cadre of Service.
- (9) 'Operating Staff Service' means the Uttar Pradesh Power Corporation Limited Operating Staff Service.
- (10) 'Service' means the U.P. POWER CORPORATION LIMITED Subordinate Civil Engineering Service.
- (11) 'Government' or 'State Government' means the Government of Uttar Pradesh.
- (12) 'Year of Recruitment' means the period form 1<sup>st</sup> of July to 30<sup>th</sup> of June of successive Year.

### PART II-CADRE

#### 4. Strength of Service:-

- 1- The strength of the service and of each class of posts therein shall be such as may be determined by the UPPCL from time to time.
- 2- The appointing authority may leave unfilled or the corporation may hold in abeyance any vacant post(s) in the cadres of the services without thereby entitling any person to compensation or other redress, and
- 3- The Corporation may create, from time to time, such additional permanent or temporary posts, as may be found necessary.

### PART III-RECRUITMENT

#### 5. Sources of recruitment –

Recruitment to the cadres of the Service shall be made as follows:

##### (a) Junior Engineer (Trainee) :

- (i) By direct recruitment from Junior Engineer (Trainee) selected with the procedure laid down in part V of these Regulations.
- (ii) By promotion in accordance with the procedure laid down in regulations of Part-VI.

#### 6. Reservation of Posts-

- (1) 40% of the vacancies in the Junior Engineer (Trainee) shall be reserved for such of those to be appointed by promotion who satisfy the requirement of these Regulations.

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- (2) Reservation in direct recruitment shall be made in accordance with the orders of the State Government in force for such reservation at the time of recruitment.

Provided that total number of reserved vacancies together with the carried forward vacancies, shall not exceed 45% of the vacancies of that year.

## PART IV-QUALIFICATIONS

### 7. Nationality

A candidate for direct recruitment to the service must be a Citizen of India.

### 8. Age

- (1) A candidate for recruitment as an Junior Engineer (Trainee) under regulation 13 must have attained the age of 18 years and must not have attained the age of 40 years on the date which should notified in the advertisement by the Secretary, Electricity Service Commission.
- (2) Relaxation in the maximum age limit for direct recruitment shall be provided to the candidates of SC/ST/OBC and other reserved categories in accordance with the provisions of State Govt. in force at the time of recruitment.

9. The technical and academic qualifications for recruitment as Junior Engineer (Trainee) shall be subject to such variations as the UPPCL may, from time to time, prescribed as follows :-

The candidate must

- (i) have obtained one or more of the academic qualifications mentioned in Appendix 'A',
- (ii) produce a certificate from the Head of the institution from which he passed out or from a gazetted officer in Uttar Pradesh that he can read and write Hindi in the Devnagri Script with ease, provided that such certificate will not be necessary in the case of a candidate who passed the High School or an equivalent examination with Hindi or who has obtained a degree, diploma or certificate of any Hindi examination from an institution recognized by State Government.

### 10. Character –

- (1) The character of a candidate for appointment to the service must be such as to render him suitable in all respects for employment in the Service it would be the duty of the Chief Engineer to satisfy himself on this point.
- (2) The candidate must produce certificate of good character from the Principal academic officer or the University, College or institution in which he was last educated and from two respectable persons of status



(not relations) who are well acquainted with him in his private life and are unconnected with his university, College or School.

**Note-**Persons dismissed by the Government of India or by a State Government or by U.P. POWER CORPORATION LIMITED or Undertaking will be deemed to be ineligible for appointment.

### 11. Bigamous Marriage-

A man who has more than one wife living or woman who has married a man having a wife shall not be eligible for appointment to the Service.

Provided that the UPPCL may, if satisfied that there are special grounds for doing so, exempt any person from the operation of the rule.

### 12. Physical Fitness-

(1) No Person shall be appointed as a member of the Service unless he be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of his duties as a member of the Service.

(2) Before a directly recruited candidate is finally approved for appointment to the Service, he shall be required to produce a certificate of fitness from the Civil Surgeon of the District of which he is resident or of Lucknow in accordance with the rules framed under fundamental rule 10 contained in Chapter III of the Financial Hand Book Volume II, Part II to IV, as in force under the State Government, until corresponding Regulations in this behalf are framed by the UPPCL.

## PART V-PROCEDURE FOR SELECTION OF JUNIOR ENGINEER (TRAINEE)

### 13. Mode of recruitment

Recruitment as Junior Engineer (Trainee) shall be made on the basis of selection to be held from time to time in accordance with such procedure as may be prescribed by the BOD from time to time.

14. The names of the candidates found eligible for recruitment as Junior Engineer (Trainee) shall be arranged in their order of merit. It shall be open to the Chief Engineer to recruit for training as many Junior Engineer as are deemed necessary but the recruitment shall be made in strict order of merit subject to the reservation of posts as provided in regulation 6(2).

### 15. Training of Junior Engineer (Trainee)-

(1) The Junior Engineer (Trainee) selected and recruited for training under regulation 13 shall have to undergo such training as prescribed by the Chief Engineer and shall be paid such salary during the period of their training as laid down by the UPPCL from time to time.



- (2) The period of training shall be one year.
- (3) Any Junior Engineer (Trainee) can be removed from training by the chief Engineer without any reason having to be assigned.
- (4) On the satisfactory completion of their training the Junior Engineer (Trainee) would become eligible for recruitment as members of the Junior Engineer (Trainee) of the Service as provided in regulation 5 (a) (i)
- (5) Satisfactory completion of training will not give the right to such Junior Engineer (Trainee) for being appointed to the Service. Appointments shall be made by the Chief Engineer as and when necessary from the list of Junior Engineer (Trainee) who has satisfactorily completed their training. However, such appointments shall be made directly in the order of merit in which the name of the Junior Engineer (Trainee) were placed at the time of their initial recruitment unless the training period of the some Junior Engineer (Trainee) has been deemed to result in their losing their places in the list originally prepared in which case the turn of these Junior Engineer (Trainee) for appointment shall come according to the places in their names have been subsequently placed.
- (6) If a Junior Engineer (Trainee) who has satisfactorily completed his training does not join within the time allowed to him by the Chief Engineer, it shall be open to the Chief Engineer to cancel the appointment order and offer the post to the next suitable candidate. The cancellation thus made shall be final.

## **PART VI- PROCEDURE FOR RECRUITMENT BY PROMOTION**

### **16. Selection for appointment to the Junior Engineer (Trainee) by promotion-**

- (1) For purpose of recruitment to the post of Junior Engineer (Trainee) under regulation 5(a) (i) a selection based on merit shall be made from the following:
  - (a) Members of Technical grade (2) who have, put in 10 years or more of continuous service including service rendered on work- charges establishment, if they have passed any of the examinations mentioned in Appendix 'A' or 4 years or more of service, if they have passed I.T.I Examination or 5 years or more of service, if they have passed high School Examination or 10 years or more of service, if they have not passed High School Examination.
- (2) The selection shall be based on a written test.
- (3) The names of the candidates who qualify in the written test shall be placed in a list in their order of merit. The merit should be based on the marks obtained in the written test.
- (4) The number of names in the list drawn up under clause (3) shall not exceed the number of vacancies announced at the time of the announcement of the examination by more than 25%.

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- (5) The syllabus for the written test shall be laid down by the Electricity Service Commission time to time.
- (6) The Electricity Service Commission will supervise the recruitment process.
- (7) The Electricity Service Commission shall have the power to remove the name of any candidate from the list drawn up under clause (3) if his work or conduct at any time subsequent to the holding of the tests is reported to be such as to render him unfit for promotion.

#### **17. Appointment to the Junior Engineer (Trainee) by promotion –**

- (1) Appointment to the Junior Engineer (Trainee) by promotion shall be made from the list drawn up under regulation 16(3) in strict order of merit.
- (2) Appointment of the candidate of any subsequent selection shall be made only after all the candidates of an earlier selection whose names have been included in the list drawn up under regulation 16(3) have been promoted.

Provided that nothing in this sub-regulation shall be deemed to make eligible for promotion a candidate whose name has been removed from the list under clause 16(7).

### **PART VII – APPOINTMENT, PROBATION AND CONFIRMATION**

**18. Appointing Authority –** The appointing authority of the members of the Services shall be the Chief Engineer.

#### **19. Submission of Certificate by Candidates –**

Before a candidates directly recruited is finally approved for appointment to the Service, he will be required –

- (1) To produce the certificates prescribed in regulation 7,8,9 and 10 and
- (2) To submit declarations
  - (a) Of this relationship to any person employed under the U.P. Power Corporation Limited ;
  - (b) Of his being free from debt;
  - (c) Of all immovable property including house property owned or acquired by him or a member of his family dependent on him full and accurate details of all such property being given by him in the form prescribed in Appendix B, and
  - (d) For serving the UPPCL loyally and faithfully in the form prescribed in Appendix 'C'.

#### **20. Appointment –**

- (1) On the occurrences of substantive and temporary vacancies in the Junior Engineer (Trainee), the Chief Engineer shall make appointments from the list of Junior Engineer (Trainee) and drawn up under regulation 14 and the list of candidates

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found suitable for promotion drawn up under regulation 17(3). As far as possible the vacancies would be filled in such a way that after the appointment of each promoted candidates, three Junior Engineer (Trainee) and appointment and so on.

## 21. Seniority –

- (1) The inter-se seniority of those directly recruited under regulation 5 (a) (i) shall be in their order of merit when selected for recruitment as Junior Engineer (Trainee) under regulation 14:

Provided that a candidate who has lost, his seniority as Junior Engineer (Trainee) under regulation 15(5) shall be deemed to have similarly lost his seniority as a member of the Service and shall be placed below such candidates below when his name get subsequently placed as a result of his having lost his seniority.

- 2) The inter-se seniority of candidates appointed by promotion to the Junior Engineer (Trainee) shall be in the order of merit in which their names find place in the list drawn up under regulation 16(3).
- 3) Any person appointed directly or promoted to the Junior Engineer (Trainee) would be senior to any such person appointed or promoted in a subsequent year.
- 4) The inter-se seniority amongst the members appointed by promotion and recruited directly in the same year would be so fixed that the senior most promotee of the year is placed at the top followed by three direct recruits followed by the next senior promotee and so on.

## 22. Probation –

- (1) All candidates on appointment in or against a substantive vacancy shall be placed on probation for a period of two years.

Provided that continuous service rendered in an officiating or temporary capacity in a post included in the Grade of the Service to which the appointment has been made be taken into account, in whole or in part, in computing the period of probation for that post.

Provided further that the Chief Engineer may for reasons to be record, extend the period of probation in individual cases. An order of extension shall specify the exact date up to which the extension is granted, but continuance in service beyond this date would not, in the absence of a specific order to that effect, amount to confirmation.

- (2) If it appears at any time, during or at the end of the period of probation or extended period of probation that a probationer has not made sufficient use of his opportunities or if he has otherwise failed to give satisfaction he may be reverted to his substantive post if he holds one, or if directly recruited, his services may be terminated.
- (3) A person whose services are dispensed with during or at the end of the period of probation or extended period of probation under sub-regulation (2) shall not be entitled to any compensation.



### 23. Confirmation –

A probationer shall be confirmed in his appointment at the end of his period of probation or extended period of probation, as the case may be, if his integrity has been found beyond suspicion and the Chief Engineer considers him fit for confirmation.

## Part VIII – PAY

### 24. Scale of Pay

The scale of pay admissible to persons appointed to post in the cadres of the services, whether in a substantive or officiating capacity or as a temporary measure shall be as decided by the UPPCL from time to time.

The present scale of pay is as follows :-

1. Junior Engineer (Trainee) 9300-34800 (4200+400 Special Fitment) in sixth pay revision.

### 25. Pay on initial Appointment -

- (1) A person appointed to the Service by direct recruitment shall receive the initial pay of the post. Future increments shall be governed by the relevant rules and regulations referred in regulation 27.
- (2) The pay during probation of persons already in permanent Government Service or UPPCL Service and those appointed by promotion shall be regulated by the relevant rules and regulation referred to in regulation 27.

## PART-IX OTHER PROVISIONS

### 26. Convassing -

No recommendations for recruitment, either written or oral other than those required under these regulations or the regulations printed on the form of the application or attached thereto in the form or instructions, shall be taken into consideration. Any attempt on the part of the candidate to enlist support directly or indirectly for his candidature by other means may disqualify him for appointment.

### 27. Regulation of pay, allowances, pension etc.

Except as provided in these regulations, the pay, allowances, pension, leave and the other conditions of service of persons appointed to a post in the cadres of the Service shall be regulated by the corresponding rules of the State Government applicable to similar category of employees which may have been adopted by the UPPCL until the promulgation of regulations in this behalf by the UPPCL.

### 28. Saving-

Notwithstanding anything contained in these regulations-

- (1) The conditions of service of persons who have been appointed or may be appointed to post in the Service or to posts declared in addition to the cadres of the Service on Foreign Service from the State Government or on deputation from elsewhere shall be governed by such terms and conditions as may have



been or may be settled between the UPPCL and the State Government or other appointing authorities until they are absorbed in the Service of the UPPCL.

Provided that the conditions of service of such persons as are absorbed under the UPPCL shall not be less favorable than those already available to them unless they agree to be governed by the regulations of the UPPCL in this behalf in toto.

## 29. Relaxation

- (1) Nothing in these regulations shall be construed to limit or abridge the power of the UPPCL to deal with the case of any person or class of persons governed by these regulations in such manner as may appear to the UPPCL to be just and equitable:

Provided that, where any of the foregoing regulations is applicable to the case of any person or class or persons, the case shall not be dealt with in a manner less favorable to him or to that class than that provided by that regulation.

- (2) When in the opinion of the UPPCL it appears necessary to do so, the UPPCL may make any appointment or appointments to the service in relaxation of these Regulations and in the case of any such appointment which is not in strict accordance with these Regulations, the UPPCL shall be deemed to have made the appointment in relaxation of these regulations.



**APPENDIX-A**

(See Regulation 9)

A candidate for the recruitment as Apprentice Junior Engineer (Civil) must have Passed the :

- (1) Three years Diploma in Civil Engineering awarded by Pravidhik Shiksha Parishad, Uttar Pradesh Or a Diploma Equivalent there to be recognized by the State Government.

**Note: Diploma received through Distance Learning Education will not be eligible.**





**APPENDIX 'B'**

(See Sub-regulation 2 (c) of Regulation 19)

**FORM OF DECLARATION****(A)**

(For those who do not own any immovable property)

I hereby declare that I have no immovable property. If I hereafter acquire any immovable property I will declare the fact in the quinquennial declaration for the period concerned.

Signature.....

Designation.....

Date.....

**(B)**

(For those who own any immovable property)

I hereby declare that I possess immovable property as under:

**Landed Property**

Land held in			Area in	Acquired	Annual	Estimated	Remarks
District	Tehsil	Village	Acres	or ancestral	Revenue	Value	
1	2	3	4	5	6	7	8

**House Property**

House situated in		No of	Acquired	whether user for	Annual	Estimated	Remarks	
Sl. no.	Vill. Town or City	the House Distict	or ancestral	residential purpose or let out on hire	Rent	Value		
1	2	3	4	5	6	7	8	9

If I acquire any more immovable property, in future, I will declare the fact in the above form within one month of the date on which accrual of the property comes to my knowledge.

Signature.....

Designation.....

Date.....

N. B. Immovable property includes house or landed or landed property under a mortgage or a lease.

Property held or managed by or on behalf of an officer's wife or other member of his family, joint with or living or in any way dependent on him is for is for the purpose of declaration considered to be held or managed by the officer himself.



**APPENDIX 'C'**

(See Sub-regulation (2d) of regulation. 19)

**Oath of Allegiance**

I hereby solemnly declare that during the tenure of my service with the U.P. POWER CORPORATION LIMITED, I shall always apply myself loyally and faithfully of the UPPCL and that I shall always maintain absolute secrecy of the affairs thereof and shall not divulge any information which I shall come across in the course of the performance of my duties or otherwise.

Signed... ..

Designation... ..

Date... ..

**निदेशक मण्डल की आज्ञा से,**

सं० 50 (1)-विनियम एवं का०वि०नी०-29/पाकालि/18 तददिनांक

प्रतिलिपि निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित :-

- 1- अध्यक्ष, उ०प्र० पावर कारपोरेशन लि०, शक्ति भवन, लखनऊ के निजी सचिव।
- 2- प्रबन्ध निदेशक, उ०प्र० पावर कारपोरेशन लि०, शक्ति भवन, लखनऊ के निजी सचिव।
- 3- अध्यक्ष, उ०प्र० राज्य विद्युत उत्पादन निगम लि०/उ०प्र० जल विद्युत निगम लि०।
- 4- अध्यक्ष, उ०प्र० पावर ट्रांसमिशन कारपोरेशन लि०, लखनऊ के प्रमुख निजी सचिव।
- 5- प्रबन्ध निदेशक, केस्को, कानपुर/पूर्वांचल विद्युत वितरण निगम लि०, वाराणसी/पश्चिमांचल विद्युत वितरण निगम लि०, मेरठ/मध्यांचल विद्युत वितरण निगम लि०, लखनऊ/दक्षिणांचल विद्युत वितरण निगम लि०, आगरा।
- 6- समस्त निदेशक, उ०प्र० पावर कारपोरेशन लि०, शक्ति भवन, लखनऊ।
- 7- मुख्य अभियन्ता (जल विद्युत), उ०प्र० पावर कारपोरेशन लि०, शक्ति भवन विस्तार, लखनऊ।
- 8- अध्यक्ष, विद्युत सेवा आयोग, एसएलडीसी परिसर, निकट मंत्री आवास, विभूति खण्ड, गोमती नगर, लखनऊ।
- 9- समस्त मुख्य अभियन्ता (स्तर-1 एवं स्तर-2), उ०प्र० पावर कारपोरेशन लि०/उ०प्र० पावर ट्रांसमिशन पावर कारपोरेशन लि०।
- 10- समस्त मुख्य महाप्रबन्धक/महाप्रबन्धक/उप महाप्रबन्धक, उ०प्र० पावर कारपोरेशन लि०/उ०प्र० पावर ट्रांसमिशन पावर कारपोरेशन लि०।
- 11- महा प्रबन्धक (लेखा प्रशासन), उ०प्र० पावर कारपोरेशन लि०, शक्ति भवन, लखनऊ।
- 12- समस्त अधीक्षण अभियन्ता, उ०प्र० पावर कारपोरेशन लि०/उ०प्र० पावर ट्रांसमिशन पावर कारपोरेशन लि०।
- 13- समस्त अधिशासी अभियन्ता, उ०प्र० पावर कारपोरेशन लि०/उ०प्र० पावर ट्रांसमिशन पावर कारपोरेशन लि०।
- 14- समस्त उपमुख्य लेखाधिकारी/क्षेत्रीय लेखाधिकारी, उ०प्र० पा०का०लि०/उ०प्र० पा०ट्रां०का० लि०।
- 15- अनु सचिव (सचि०प्रशा०-लेखा), उ०प्र० पावर कारपोरेशन लि०, शक्ति भवन, लखनऊ।
- 16- लेखाधिकारी (वेतन एवं लेखा), उ०प्र० पावर कारपोरेशन लि०, शक्ति भवन विस्तार, लखनऊ।
- 17- सचिव, उ०प्र० राज्य ऊर्जा कार्मिक न्यास, शक्ति भवन, लखनऊ।
- 18- समस्त अधिकारी, उ०प्र० पावर कारपोरेशन लि० मुख्यालय, शक्ति भवन/शक्ति भवन विस्तार, लखनऊ।
- 19- कम्पनी सचिव, उ०प्र० पावर कारपोरेशन लि०, शक्ति भवन, लखनऊ को निदेशक मण्डल की दि० 17.01.2018 को सम्पन्न हुई 136(06)वीं बैठक में लिये गये निर्णय के कार्यवृत्त के अनुपालन में।
- 20- अधिशासी अभियन्ता (वेब), कक्ष सं० 407, शक्ति भवन, लखनऊ को उ०प्र० पावर कारपोरेशन लि० की वेबसाइट, [www.uppcl.org](http://www.uppcl.org) पर अपलोड करने हेतु।

आज्ञा से

(राकेश भट्ट)

अनु सचिव (का०वि०नी० एवं विनियम)

2/5