

Uttar Pradesh State Electricity Board

'SHAKTI BHAWAN'

14-ASHOK MARG, LUCKNOW

No. 3170-G-SEB-I-147A/1981

Dated December 30, 1981

**Karmik-I
Section**

OFFICE MEMORANDUM

In supersession of all previous orders regarding pay and allowances of Engineer Officers in the U. P. State Electricity Board, the Board is pleased to order that their existing pay scales would stand revised firstly w.e.f. 1st April, 1974 and then again w.e.f. 1st July, 1979, as shown in Column Nos. 4 & 5 below respectively :

Sl. No.	Name of post	Existing pay-scales as on 31-3-1974	Revised pay-scales being introduced w.e.f. 1-4-1974	Revised pay-scales being introduced w.e.f. 1-7-1979
1	2	3	4	5
1.	Assistant Engineer	Rs. 600-30-750-EB-900-40-1100-EB-50-1250 +Spl. allowance of Rs. 60/- up to Rs. 750/-	Rs. 800-850-40-1050-EB-1200-50-1450-EB-50-1600, starting at Rs. 850/-	Rs. 1025-50-1275-EB-1425-60-1845
2.	Assistant Executive Engineer	Rs. 700-50-750-EB-900-50-1350	Rs. 1000-50-1050-EB-1200-50-1500-60-1680.	Rs. 1225-50-1275-EB-1425-60-1965
3.	Executive Engineer	Rs. 900-50-1350-EB-50-1600	Rs. 1200-50-1500-EB-60-1920	Rs. 1425-60-1845-EB-75-2220.-
4.	Executive Engineer (Selection Grade)	Rs. 1300-50-1350-EB-1500-50-1750	Rs. 1620-60-1680-EB-1830-60-2130	Rs. 1830-60-2010-EB-2160-75-2385
5.	Superintending Engineer	Rs. 1500-50-1900	Rs. 1800-60-2040-75-2340	Rs. 2050-75-2200-100-2700
6.	Additional Chief Engineer	Rs. 1950-75-2250	Rs. 2200-100-2600	Rs. 2500-100-3000
7.	Chief Engineer	Rs. 2250-100-2750	Rs. 2600-100-3000	Rs. 2800-100-3200.

2. Applicability

(i) All Engineer Officers of the Board covered under the existing pay-scales as shown in Col. 3 of para 1 above shall have the right to exercise option in respect of the pay-scales introduced w.e.f. 1-4-1974 and 1-7-1979 respectively as under :

(a) Option for the revised pay scales introduced w.e.f. 1-4-1974 may be exercised by all the officers who have been in service of the Board on 1-4-1974 or at any time between 1-4-1974 and 30-6-1979; and

(b) Option for the revised pay scales introduced w.e.f. 1-7-1979 may be exercised by all the officers who have been in service of the Board on 1-7-1979 or at any time between 1-7-1979 and 30-12-1981.

(ii) In either of the above two cases as in sub-para (i) above, option will be exercised either :

(a) To retain the existing scale of pay as applicable to him with all allowances admissible thereunder;

Or

(b) To elect the revised scale of pay prescribed in this order.

(iii) The option in respect of the pay scales introduced w.e.f. 1-4-1974 shall be exercised in the proforma in Annexure I and option in respect of revised pay scales w.e.f. 1-7-1979 shall be exercised in the proforma as in Annexure II. The options must be exercised within 90 days from the date of issue of this order. The option forms shall be duly filled in by each officer and sent to the Chief Accounts Officer of the Board at Lucknow either by registered post or by hand for which due acknowledgement will be taken, within a period of 90 days from the date of issue of this order.

(iv) An Engineer Officer may opt for the revised pay scales as introduced from 1-4-1974, or those introduced from 1-7-1979, or for both.

(v) In case of the revised pay-scale introduced w.e.f. 1-4-1974 the option can be exercised either w.e.f. the 1st April, 1974 or from the date of next increment falling immediately thereafter, or from the date of appointment if the same has been made after 31-3-1974. In the second alternative, the employee would retain the old pay scale and allowances between the period 1-4-1974 and the date immediately preceding the date from which he opts to come-over to the revised scale, i. e. date of his next increment falling after 1-4-1974.

(vi) In case of the pay scale introduced w.e.f. 1-7-1979, the option to come over to the revised pay scale can be exercised either from 1-7-1979 or from the date of next increment falling thereafter, or from the date of appointment if the same has been made after 30-6-1979. In the case of the second alternative the officer would retain his old scale and allowances as applicable as on 30-6-1979 between the period 1-7-1979 and the date immediately preceding the date from which he opts to come over to the revised pay scale, i. e., the date of his next increment falling immediately after 1-7-1979.

(vii) In case of a person officiating in a higher post as on 1-4-1974 and 1-7-1979 respectively, the option shall be exercised both in respect of the pay scale attached to his substantive post as well as the pay

scale attached to the post in which he may be officiating on the respective date, namely, 1-4-1974 and 1-7-1979 respectively—provided further that the officer would have the option to retain either the old scale of pay or to opt for the new pay scale in both the cases, namely, the scale of pay in the higher post in which he is officiating and the pay scale attached to his substantive post, he is not allowed to opt for the revised scale on one post and retain the existing scale on the other.

(viii) In case of a deceased officer, the date of option shall be determined by the Chief Accounts Officer in a manner which results in maximum benefit through fixation of pay of the deceased.

(ix) In case no option is received from an officer within the prescribed period of time, he will be deemed to have opted for the revised scale of pay from the date of increment falling next to date from which the revised scale of pay has been introduced as in paragraph 1 of this order or from the date of appointment, if made after the date of introduction of revised scale.

(x) Options once exercised shall be final and irrevocable and shall not be allowed to be modified later on for any reason whatsoever.

3. Pay fixation in the revised pay scale

(i) Where an officer opts for the revised scale of pay introduced as from 1-4-1974, his pay shall be fixed in the revised scale of pay from the date he opts to come over to the new scale, in accordance with the procedure outlined in Annexure III.

(ii) Where an officer opts for the revised scale of pay introduced as from 1-7-1979, his pay in the revised scale of pay shall be fixed from the date he opts to come over to the new scale, in accordance with the procedure outlined in Annexure IV.

4. Re-fixation of pay above the Efficiency Bar stage

Where the fixation of pay in the revised pay scale, as above, takes the pay of an officer above the Efficiency Bar stage in the revised scale, such fixation shall be allowed automatically even if he had not specifically crossed the efficiency bar in the corresponding existing scale. However, for crossing the efficiency bar in the revised pay scales, subsequent to the stage at which the pay is fixed in that scale, normal rules prescribed in this behalf shall apply.

5. Fixation of pay of an officer under suspension

An officer who has been placed under suspension on or before the respective dates of 1-4-1974 and 1-7-1979 from which the revised scales of pay come into force, will continue to draw subsistence allowance as admissible to him under rules immediately prior to the date of pay revision and he will neither be required to make any option in respect of the revised pay scales nor his pay shall be fixed in the revised pay scales till he is reinstated. He shall be permitted to give his options within ninety days from the date of his reinstatement. To that extent the provisions of Paragraph 2 (iii) above will stand relaxed.

6. Interim Relief

The Interim Relief of Rs. 50/- p.m. sanctioned by the Board vide its O.M. No. 1137-WB-SEB(IR-II)/XII-80 dated May 8, 1980 read with O.M. No. 1480-WB/SEB/AS-XVIII/81-12-Wage Cell/80, dated February 2, 1981 shall cease to be, admissible to the officers who opt for the revised scales of pay as introduced w.e.f. 1-7-1979 from the date he comes over to this revised scale. In case of the officer who does not opt for revised pay scales as introduced w.e.f. 1-7-1979, the I.R. would stand discontinued

w.e.f. 1-7-1979 and necessary recovery made on this account.

7. Dearness Allowance

(i) For the period between the date an officer opts for the revised pay scale introduced w.e.f. 1-4-1974 and the date from which he opts the revised pay scales introduced w.e.f. 1-7-1979, the amount of D.A. admissible to him would be restricted to the actual D.A. drawn as per the existing rules on the pre-revised scales of pay as existing on 31-3-1974, less the portion of D.A. taken into account in fixing the salary in the revised scale as introduced from 1-4-1974.

(ii) Beyond 1-7-1979, the D.A. payable to an engineer officer on his pay being fixed in the revised pay scale would be governed in line with the D.A. sanctioned by the State Government to its own employees, consequent to the revision of their pay scales w.e.f. 1-7-1979, as given in Annexure V.

8. Special pays

Special pays shall continue to remain admissible as per the existing orders of the Board, based on the pre-revised pay scale, even after fixation of pay in the revised scale of pay.

9. House Rent Allowance and City Compensatory Allowance

With effect from the date of adoption of the scale of pay of 1-7-1979, House Rent Allowance and City Compensatory Allowance would be allowed on the same basis as allowed to the State Government employees on revision of their pay scales w.e.f. 1-7-1979. However, C.C.A., H.R.A. and other allowances which were calculated on the basis of percentage of basic pay in the pre-revised scale shall not be re-calculated up to 31-12-1981 resulting from the revision of 1-4-1974 and 1-7-1979. For the same period, the deductions made from the officers on account of house rent for Board's residences under occupation shall also not be re-calculated.

10. Local Outdoor Duty Allowance

Till further orders, Local Outdoor Duty Allowance shall remain admissible to the Engineer Officers of the Board at the existing scale, based on the pre-revised scales of pay.

11. T. A. and Medical Allowance

Till further orders, the engineer officers will continue to draw T.A., including transfer T.A. under existing rules, based on their pay as on 30-12-1981 in the pre-revised scale of pay.

12. All other allowances

Till further orders, all other allowances shall continue to be admissible in the existing pattern on the basis of pay as on 30-12-1981 in the pre-revised scale.

13. Payment of arrears

- (i) (a) Vide O.M. dated 8-5-1980 read with O.M. dated 2-2-1981, already referred to in Paragraph 6 above, the Board had granted lump sum payment to different officers ranging from Rs. 1000/- to Rs. 4,500/-, depending upon the length of the service between 1-4-1974 to 1-7-1979. To the extent the amount of that lump-sum payment made to an officer who opts for the revised pay scales introduced from 1-4-1974 has not already been otherwise adjusted in terms of B.O. No. 62-G/SEB-I-118A-78, dated

5-1-1981, this shall now be adjusted against any arrears that may become payable to him up to 31-12-1981. However, if the total amount of arrears payable to him for this period is less than the balance of the lump sum payment to be adjusted, the amount out of lump-sum payment still remaining outstanding after such adjustment shall not be recovered from him.

(b) In case of an officer who opts for the revised pay scale introduced w.e.f. 1-4-1974, but has since retired from service, the balance amount out of the lump sum payment received by him, not already adjusted will be adjusted against his arrears of pay/retirement benefits up to 31-12-1981, resulting from the pay revisions introduced w.e.f. 1-4-1974 and 1-7-1979. Any balance out of lump sum payment still remaining unadjusted thereafter would not be further recovered from him.

(c) No further adjustment of the lump sum payment shall be made from an officer who does not opt for the revised pay scale introduced w.e.f. 1-4-1974, even though he may opt for the revised pay scale introduced w.e.f. 1-7-1979.

(ii) For the period 1-4-1974 to 31-3-1977, resulting from the adoption of revised pay scales of 1-4-1974, only 50% of the arrears shall be worked out as payable.

(iii) The arrears up to 31-12-1981, as worked out in accordance with the above provisions and with due regards to sub-paras (i) and (ii) above shall not be paid in cash. After allowing for payment of Income Tax due on these arrears, the balance amount of the arrears up to 31-12-1981 shall be credited to the G.P.F. account of the officer. Each officer shall present his arrear pay bill after showing the Income Tax deductions thereon. The bill shall be passed for the nett amount after verifying correctness of the deductions and the nett amount determined as payable after payment of Income Tax shall be credited to the officer's G.P.F. account, while the amount of Income Tax deducted shall be remitted to the Income Tax authorities by the concerned drawing and disbursing officer.

14. Interpretation

If any question relating to interpretation of any provision of this order or any doubt with regard to any matter covered under this order arises, it shall be referred to the Board for clarifications/interpretation, whose decision thereon shall be final.

By order of the Board,

K. B. MATHUR

Secretary

U. P. STATE ELECTRICITY BOARD

No. 3170-G(1)/SEB-I-147A/1981

Copy forwarded for information and necessary action to the :

1. All Chief Engineers/General Managers, UPSEB.
2. All Chief Zonal Engineers/Dy. General Managers/Chief Project Managers/Additional Chief Engineers, UPSEB.....
3. All Superintending Engineers, UPSEB.
4. Chief Accounts Officer, UPSEB.
5. All officers/Sections/P. Ss. at the Board Headquarters Office.
6. All Regional Accounts Officers/Projects Accounts Officers, UPSEB.
7. All Executive Engineers (with 5 spare copies for A.Es.).

By order,

K. B. MATHUR
Secretary.

No. 3170-G(2)/SEB-I-147A/1981

Copy also forwarded for information to the:

1. Secretary, Energy Deptt., U. P. Government, Lucknow.
2. P. S. to Hon'ble State Minister, Energy Deptt. U. P. Government, Lucknow.
3. P. S. to Chairman/All Members of the Board.

By order,

K. B. MATHUR
Secretary.

**Proforma for Exercising Option in Respect of Revised Pay Scales introduced
from April 1, 1974**

(B. O. No. 3170-G/SEB-I-147A/81 dated December 30, 1981)

I. I.....hereby declare that I opt the new scale
of pay of Rs.....for my substantive/officiating post of
from the date as per alternative below :—

(i) w.e.f. April 1, 1974.

(ii) The date of my appointment in the service of the Board, namely.....

(iii) The date of my next increment falling immediately after 1-4-1974 i.e.....

II. I..... declare that I opt to retain my existing scale
of pay of Rs..... in my substantive post of
and the officiating post of..... in the scale of Rs.....

I confirm that the option hereby exercised by me is final and irrevocable and this will not be
modified at any stage later on for whatever reason.

Name in full.....

Signature.....

Designation.....

Date.....

Cross out which is not applicable

**Proforma for Exercising Option in respect of Revised Pay Scales Introduced
from July 1, 1979**

(B. O. No. 3170-G/SEB-I-147-A-81 dated December 30, 1981)

I. I.....hereby declare that I opt of the new scale of pay of
Rs..... for my substantive/officiating post of.....
from the date as per alternative below :—

(i) w.e.f. July 1, 1979

(ii) The date of my appointment in the service of the Board, namely

(iii) The date of my next increment falling immediately after 1-7-79 i.e.....

II. I.....declare that I opt to retain my existing scale of pay
of Rs..... in my substantive post of
and the officiating post of..... in the scale of Rs.....

I confirm that the option hereby exercised by me is final and irrevocable and this will not be
modified at any stage later on for whatever reason .

Name in full.....

Signature.....

Designation.....

Date

Cross out which is not applicable

Fixation of Pay in the Revised Scale on Revision W.E.F. April 1, 1974

Where an officer opts for the revised pay scales, fixation of pay in the revised scale shall be done in relation to his emoluments as on the date of option in the existing pay scales. The emoluments as on the date of option of an officer in his existing pay scale on the date from which he opts to come over to the revised scale, shall be determined by adding up the following items :—

- (i) Pay in the existing time scale of pay (including Spl. Grade, Selection Grade, Sr. Scale or Ordinary Grade) or fixed rate of pay as the case may be.
- (ii) Spl. Allowance admissible to certain categories of officers.
- (iii) D.A. and Addl. D.A., if any, which was admissible as on 1-4-1974.

2. After having determined the emoluments as per above on the date from which he opts to come over to the revised scale of pay, his initial pay in the revised scale shall be fixed at the stage next above, in the revised scale of pay, provided that it does not exceed the maximum.

3. Where the emoluments of an officer in his existing pay scale are equal or more than the maximum of the revised scale, the maximum of the revised scale shall be allowed and in the latter case the difference between the present emoluments and the maximum of the revised scale shall be allowed to him as personal pay, to be merged only as and when an increment is earned by him on promotion to higher post.

4. The following items shall not be included in calculating the emoluments on the date from which he chooses to come over to the revised scale :

- (i) Special pay under F.R. 9(25) of F.H.B. Vol. II.
- (ii) Post Graduate pay.
- (iii) Technical pay and any other kind of pay not covered above.
- (iv) Personal pay which is not presently to be merged in future increments i.e. which could not be reduced under the existing orders.
- (v) Any other allowance.

Fixation of Pay in the Revised Scale on Revision W.E.F. July 1, 1979

Where an Officer opts for the revised pay scales, fixation of pay in the revised scale shall be done in relation to his emoluments in the existing pay scale as on the date of option. The emoluments as on the date of option of an Officer in his existing pay scale on the date from which he opts to come over to the revised scale, shall be determined by adding up the following items :—

- (i) Pay in the existing time scale of pay (including Spl. Grade, Selection Grade, Sr. Scale or Ordinary Grade) or fixed rate of pay as the case may be.
- (ii) Dearness Allowance and any additional Dearness Allowance which was admissible as on 30.6.1979 on the basic pay before its revision as introduced from 1-4-1974 merged in the revised scale on 1.7.1979, less the element of D.A. merged in the revised scales introduced from 1-4-1974 at the same stage on 1-4-1974.

2. After having determined, the emoluments as per above on the date from which he opts to come over to the revised scale of pay, his initial pay in the revised scale will be fixed at the stage, arrived at after giving one notional increment in the revised scale, over the stage next above, in the revised scale of pay, provided that it does not exceed the maximum.

3. Where the emoluments of an employee/officer in his existing pay scale are equal or more than the maximum of the revised scale, the maximum of the revised scale shall be allowed and in the latter case the difference between the present emoluments and the maximum of the revised scale shall be allowed to him as personal pay, to be merged only as and when an increment is earned by him on promotion to higher post.

4. The following items shall not be included in calculating the emoluments on the date from which he chooses to come over to the revised scale :

- (i) Special pay under F.R. 9(5) of F.H.B. Vol. II.
- (ii) Post-Graduate Pay.
- (iii) Technical pay and any other kind of pay not covered above.
- (iv) Personal pay which is not presently to be merged in future increments, i.e. which could not be reduced under the existing orders.
- (v) Any other allowance.

ANNEXURE—V

Rates of Dearness Allowance sanctioned by the State Government and adopted by the U.P.S.E.B. on the revised scales w.e.f. July 1, 1979 :

1. From 1-7-1979 NIL
2. From 1-8-1979
 - upto Rs. 675/-
 - from Rs. 676 to 1500
 - from Rs. 1501 to 2000
 - from Rs. 2001 to 2059

2.4% of pay subject to maximum of Rs. 16/-
2% of pay subject to a minimum of Rs. 16/-
Rs. 60/-
The amount by which Pay & D.A. falls short of Rs. 2060/-
- ~~3. From 1-11-1979~~
 - ~~upto Rs. 675~~
 - ~~from Rs. 676 to 1500~~
 - ~~from Rs. 1501 to 2799~~
 - ~~Rs. 2800/- and above~~

~~4.8% of pay subject to maximum of Rs. 32/-
4% of pay subject to a minimum of Rs. 32/-
Rs. 90/-
Rs. 150/-~~
4. From 1-2-1980
 - upto Rs. 675
 - from Rs. 676 to 1500
 - from Rs. 1501 to 2799
 - Rs. 2800/- and above

7.2% of pay subject to maximum of Rs. 48/-
6% of pay subject to minimum of Rs. 48/-
Rs. 90/-
Rs. 150/-
5. From 1-5-1980
 - upto Rs. 675
 - from Rs. 676 to 1500
 - from Rs. 1501 to 2000
 - from Rs. 2001 to 2059
 - from Rs. 2060 to 2799
 - Rs. 2800/- and above

9.6% of pay subject to a maximum of Rs. 64/-
8% of pay subject to a minimum of Rs. 64/-
Rs. 150/-
The amount by which Pay & D.A. falls short of Rs. 2150/-
Rs. 90/-
Rs. 150/-
6. From 1-7-1980
 - upto Rs. 675
 - from Rs. 676 to 1500
 - from Rs. 1501 to 2799
 - Rs. 2800 and above

12% of pay subject to maximum of Rs. 80/-
10% of pay subject to minimum of Rs. 80/-
Rs. 180/-
Rs. 300/-
7. From 1-9-1980
 - upto Rs. 675
 - from Rs. 676 to 1500
 - from Rs. 1051 to 2799
 - Rs. 2800 and above

14.4% of pay subject to maximum of Rs. 96/-
12% of pay subject to minimum of Rs. 96/-
Rs. 180/-
300/-
8. From 1-12-1980
 - upto Rs. 675
 - from Rs. 676 to 1500
 - from Rs. 1501 to 2000
 - from Rs. 2001 to 2059
 - from Rs. 2060 to 2799
 - Rs. 2800 and above

16.8% of pay subject to maximum of Rs. 112/-
14% of pay subject to a minimum of Rs. 112/-
Rs. 240/-
the amount by which pay plus D.A. falls short of Rs. 2240.
Rs. 180/-
Rs. 300/-

Annexure—V (Continued)

9. From 1-2-1981	upto Rs. 675 from Rs. 676 to 1500 from Rs. 1501 to 2799 Rs. 2800 and above	19.2% of pay subject to a maximum of Rs. 128/- 16% of pay subject to a minimum of Rs. 128/- Rs. 270/- Rs. 450/-
10. From 1-4-1981	upto Rs. 675 from Rs. 676 to 1500 from Rs. 1501 to 2799 Rs. 2800/- and above	21.6% of pay subject to a maximum of Rs. 144/- 18% of pay subject to a minimum of Rs. 144/- Rs. 270/- Rs. 450/-
11. From 1-6-1981	upto Rs. 675 from Rs. 676 to 1500 from Rs. 1501 to 2000 from Rs. 2001 to 2059 from Rs. 2060 to 2799 Rs. 2800 and above	24% of pay subject to a maximum of Rs. 160/- 20% of pay subject to a minimum of Rs. 160/- Rs. 330/- the amount by which pay plus D.A. falls short of Rs. 2330/- Rs. 270/- Rs. 450/-

Uttar Pradesh State Electricity Board

‘SHAKTI BHAWAN’

14-ASHOK MARG, LUCKNOW

No. 3193-G/SEB-I-149A/1981

Dated December 31, 1981

**Karmik-I
Section**

OFFICE MEMORANDUM

Of late, the Board have been seized of the problem of stagnation prevailing in the cadres of its engineer officers and its consequent effect on the efficiency of the service. With a view to ameliorating the situation and after careful consideration of all the facts, it has been decided to introduce a scheme to allow time-bound benefit of next higher scale of pay, up to the level of the pay scale of E. E. (Selection Grade), which would henceforth be known as E. E. (Special Grade), to fit and deserving engineer officers. **The Board have, accordingly, been pleased to decide that :**

- (a) On completion of 9 years service as A. E. or A. E. E. (combined or isolated, as the case may be) on 1-7-1979 or thereafter, an officer shall, if found fit and deserving otherwise, and if not already promoted in the meanwhile to the regular post of E. E., will be allowed the scale of E. E. An A. E. or A. E. E., who is so allowed this scale, without promotion to a regular post of E. E., would be designated as Sr. Assistant Engineer.
- (b) An officer on completion of 5 years in the scale of E. E. either as a regular E. E. or as a Senior A. E. (combined or isolated, as the case may be) on 1-7-1979 or thereafter shall be allowed the scale of pay of E.E. (Selection Grade), redesignated as E. E. (Special Grade) if found fit and deserving otherwise. On being allowed this pay scale, an officer already selected as a regular E. E. shall be designated as E.E. (Special Grade) and Senior A.E. shall be designated as Senior A. E. (Special Grade).
2. Whether an Officer is fit and deserving to be given the next higher scale in accordance with the provisions of Para 1 above shall be determined by a duly constituted Screening Committee. The Screening Committee would be the same as constituted for selection to the post of E. E. and E. E. (Selection Grade) respectively, under the existing regulations of the Board.
3. Consequent upon the introduction of the scheme for time bound benefit of next higher scale as in para 1 above, the existing scale and designation of the post of A. E. E. would stand abolished w. e. f. July 2, 1979 except, however, in those cases where an officer may already be working as an A. E. E. as on that date viz. 2-7-1979. In such cases, the scale and grade would be personal to the incumbent till such time as he is either placed in the higher scale of Sr. A. E. or promoted to the post of regular E. E., or otherwise moves out of the scale.
4. In supersession of all earlier orders in this regard, the scale of pay of E. E. (Selection Grade) would be known as that of E.E. (Special Grade) as with effect from July 1, 1979.

5. Upon being allowed the scale of Executive Engineer and or Executive Engineer (Special Grade), as the case may be, the fixation of pay in the relevant scale would be regulated as under:—

- (i) The pay of an A. E., Sr. A. E. or E. E. on being placed in the scale of Sr. A. E. or E.E. (Special Grade), as the case may be, will be fixed in the higher scale at the stage next above the pay in the lower scale;
- (ii) The pay of an A. E. E. who has been allowed the scale of Sr. A. E. shall be fixed in the scale of E. E. at the same stage at which he was drawing pay in the scale of A. E. E. or at the next stage, if there be no such stage in the scale of pay of E. E.;
- (iii) The pay of an A. E. on being promoted to a regular post of E.E. shall be fixed in the E.E.s' scale after allowing him a notional increment in the lower scale of A. E., at the next stage in the higher scale of E. E., as per the existing rules;
- (iv) If an A. E. E. is promoted to a regular post of E. E. his pay will be fixed, as per existing rules at the next stage in the E. E.'s scale without allowing the benefit of notional increment in the lower scale of A. E. E.; and
- (v) The pay of Sr. A. E. and Sr. A. E. (Special Grade) on promotion to a regular post of E. E. shall be refixed at the next stage in his own scale of pay.

6. Simultaneous with the introduction of the above scheme, with a view to toning up the services and ensuring that only those who are fit are allowed to continue in the service of the Board and unfit are weeded out, the Board have, with immediate effect, further been pleased to order as under:—

- (i) The criterion for promotion to a regular post of E. E. would henceforth be 'merit-cum-seniority' instead of 'seniority subject to rejection of unfit' as at present;
- (ii) The work and conduct of each officer shall be subjected to performance review on completion of every five years of service that is on completion of 5th year of service, 10th year of service, 15th year of service and so on by duly constituted Performance Review Committee, the first such review shall be on completion of the next multiple of 5 years of service following the date of this order;
- (iii) Such of the officers as are not found fit to continue in the Board's service shall be liable to termination of service on three month's notice or pay in lieu thereof, in case of officers with a total service of less than 15 years, or less than 40 years age, whichever is earlier, without any compensation;
- (iv) Such of the officers who have completed 15 years service or have attained the age of 40 years, whichever is earlier, and are not found fit to continue in the Board's Service, would be retired compulsorily from the service of Board after allowing proportionate retirement benefits;
- (v) Correspondingly, officers having less than 15 years service or of less than 40 years age, whichever be earlier, will have the option to leave the service of the Board at any time after giving three months notice in writing to the appointing authority; and

- (vi) Such of the officers who have rendered 15 years service or more and have attained the age of 40 years or more, whichever is earlier, shall have the option to seek voluntary retirement from the Board's Service and will in such a case be entitled to proportionate retirement benefits.

7. Necessary amendments in the relevant Regulations of the Board on the above lines would issue separately.

8. If any question relating to interpretation of any provision of this order or any doubt with regard to any matter covered under this order arises, it shall be referred to the Board for clarifications/interpretation, whose decision thereon shall be final.

By Order of the Board,

K. B. MATHUR
Secretary

To

All Chief Engineers, UPSEB.

All General Managers, UPSEB.

All Chief Zonal Engineers, UPSEB.

All Chief Project Managers/Dy. Genl. Managers, UPSEB.

All Addl. Chief Engineers, UPSEB

President UPSEB Service Commission/Enquiry Committee.

No. 3193-G/SEB-I-149A/81

Copy forwarded for information and necessary action to the :

1. C. A. O., UPSEB
2. All Superintending Engineers, UPSEB
3. All Executive Engineers (with spares for distribution to A. Es.) UPSEB
4. All R. A. Os/P. A. Os, UPSEB
5. Sachiv, U. P. Shasan, Oorja (2) Anubhag, Vidhan Bhawan, Lucknow.
6. P. S. to All. Members UPSEB
7. All Sections/P. Ss./Officers at Headquarters.
8. Under Secretary (Regulations), UPSEB Shakti Bhawan.

By Order

K. B. MATHUR
Secretary