

ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಣ್ಣ ಕೈಗಾರಿಕೆಗಳ ಅಭಿವೃದ್ಧಿ ನಿಗಮ ನಿಯಮಿತ,  
(ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಒಂದು ಉದ್ಯಮ)  
ಮೊಂಡಾಯಿತ ಕಛೇರಿ: ಆಡಳಿತ ಕಛೇರಿ ಕಟ್ಟಡ, ಕೈಗಾರಿಕಾ ವಸಾಹತು, ರಾಜಾಜಿನಗರ, ಬೆಂಗಳೂರು-560 010.  
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No. KSSIDC/C&R.R/REVISED/2024/802

ದಿನಾಂಕ 02.08.2024


**ಅಧಿಸೂಚನೆ**

ವಿಷಯ: ನಿಗಮದ ಪರಿಷ್ಕೃತ ವೃಂದ ಮತ್ತು ನೇಮಕಾತಿ  
ನಿಯಮಗಳ ಅಂತಿಮ ಪ್ರಕಟಣೆ ಬಗ್ಗೆ.

- ಉಲ್ಲೇಖ: 1] ಸರ್ಕಾರದ ಪತ್ರ ಸಂಖ್ಯೆ: ಸಿಐ 130 ಸಿಎಸ್‌ಸಿ 2021  
ದಿನಾಂಕ 11.06.2024 ಮತ್ತು ದಿನಾಂಕ 07.06.2024  
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2] ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ: KSSIDC/C&R.R/REVISED/  
2024/373 ದಿನಾಂಕ 12.06.2024.

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ಸರ್ಕಾರವು ಉಲ್ಲೇಖ(1)ರಂತೆ ಅನುಮೋದನೆ ನೀಡಿದ ನಿಗಮದ ಪರಿಷ್ಕೃತ ವೃಂದ ಮತ್ತು ನೇಮಕಾತಿ ನಿಯಮಗಳ ಕರಡನ್ನು ಉಲ್ಲೇಖಿತ ಅಧಿಸೂಚನೆ ಮೂಲಕ ಪ್ರಕಟಿಸಿ ಅಧಿಕಾರಿ/ನೌಕರರಿಂದ ಆಕ್ಷೇಪಣೆ/ಸಲಹೆಗಳನ್ನು ಆಹ್ವಾನಿಸಲಾಗಿತ್ತು. ಪ್ರತಿಯಾಗಿ ಸ್ವೀಕರಿಸಲಾದ ಆಕ್ಷೇಪಣೆ/ಸಲಹೆಗಳನ್ನು ಗಮನದಲ್ಲಿರಿಸಿಕೊಂಡು ನಿಯಮಾನುಸಾರ ಇತ್ಯರ್ಥಗೊಳಿಸಿ ಅಂತಿಮವಾಗಿ ಪರಿಷ್ಕೃತ ವೃಂದ ಮತ್ತು ನೇಮಕಾತಿ ನಿಯಮಗಳನ್ನು ಈ ಮೂಲಕ ಪ್ರಕಟಿಸಲಾಗಿದೆ.

  
(ಡಾ. ಹೆಚ್. ಎಂ. ಕುಮಾರ್. ಭಾ.ಆ.ಸೇ.)  
ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು

ಅವರಿಗೆ,

ನಿಗಮದ ಇಲಾಖಾ/ವಿಭಾಗ/ಶಾಖಾ ಮುಖ್ಯಸ್ಥರ ಮಾಹಿತಿಗಾಗಿ ಮತ್ತು ಅವರ ಅಧೀನದ ಅಧಿಕಾರಿ/ನೌಕರರ ಗಮನಕ್ಕೆ ತರುವುದಕ್ಕಾಗಿ.

KARNATAKA STATE SMALL INDUSTRIES DEVELOPMENT  
CORPORATION LIMITED

No. KSSIDC/C&R.R/REVISED/2024

Date: 02.08.2024

**NOTIFICATION**

In exercise of the powers, conferred on it by Article 70 of the Articles of Association of the Karnataka State Small Industries Development Corporation Limited, the Board of Directors makes the following Rules, namely: -

**1. Title, commencement and application: -**

1.1. These Rules may be called the Karnataka State Small Industries Development Corporation Limited (Cadre and Recruitment and Other Conditions of Service) Rules, 2024.

1.2. They shall come into force immediately on their publication.

1.3. They shall apply to all categories of posts in the Corporation, to persons already appointed to any of such posts and in the service of the Corporation on the date of publication of these rules and to persons who may be appointed in the Corporation hereinafter, except to the extent otherwise expressly provided under Articles of Association or these Rules.

**2. Definitions: -**

In these Rules, unless the context otherwise requires:

- 2.1. "Applicant" means a person who has applied in response to an advertisement issued by the Corporation for recruitment to a post in the Corporation.
- 2.2. "Application Form" means the form prescribed by the Managing Director for making the application for recruitment.
- 2.3. "Appointing Authority" means the authority empowered under these Rules to make appointments.
- 2.4. "Backward classes" shall have the same meaning as defined in "The Karnataka State (The Schedule Castes, the Schedule Tribes and other Backward Classes Reservation of appointments and posts) Act, 1990.
- 2.5. "Board" means the Board of Directors of the Corporation.

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- 2.6. "Cadre" means cadre of posts specified in the Schedule-I.
- 2.7. "Chairman" means the Chairman of the Corporation.
- 2.8. "Competent authority" means the authority empowered to act in accordance with the Articles of Association or these rules.
- 2.9. "Corporation" shall have the same meaning as defined in the Memorandum of Association.
- 2.10. "Contract Appointment" means an appointment of a person to a specified post on such terms and conditions as may be determined by an agreement.
- 2.11. "Appointment on Retainer ship" basis; means a person who is retained by a firm or a company for giving advice on some complex matters which requires expert opinion.
- 2.12. "Direct Recruitment" means an appointment by selection in accordance with the provisions of these Rules.
- 2.13. "Employee" means person already appointed and a person who may be appointed in the Corporation hereinafter in accordance with these rules.
- 2.14. "Equivalent examination or Equivalent qualification" means an examination or a qualification declared by a Competent Authority in Government of India or the State Government or any other authority authorized by Government of India or the State Government, to be equivalent to the examination or the qualification prescribed under these Rules.
- 2.15. "Ex-Serviceman" shall have the same meaning as defined in the Karnataka Civil Services (General Recruitment) Rules, 1977 or the corresponding Rules made from time to time.
- 2.16. "State Government" means Government of Karnataka.
- 2.17. "Managing Director" means the Managing Director of the Corporation.
- 2.18. "Merit list" means the list prepared by the committee constituted for the purpose of recruitment.

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- 2.19. "Departmental Examination" means the examination prescribed as per Schedule-II.
- 2.20. "Promotion" means appointment of an employee in the service of the Corporation from one cadre to a higher cadre.
- 2.21. "DPC" means Departmental Promotion Committee.
- 2.22. "Recognized Qualification" means qualification recognized by Government of India or the State Government or any other competent authority authorized by Government of India or the State Government.
- 2.23. "Schedule" means Schedule to these Rules.
- 2.24. "Service" means service rendered in the Corporation.
- 2.25. All other words and expressions used but not defined in these Rules shall have the same meaning as normally assigned to them in the General Clauses Act.

### **3. Posts, their classification, strength and scales of pay:**

3.1. The various cadres of posts in the Corporation, their classification, their strength and the scales of pay attached to them shall be as specified in the Schedule-I to these Rules.

3.2. The cadre strength may be varied from time to time, with the approval of the Board, according to exigencies of the circumstances.

### **4. Appointing authorities:**

- 4.1. The Managing Director shall be the appointing authority in case of all categories of employees of the Corporation.
- 4.2. The Managing Director shall be the authority to issue an order for promotion of all categories of employees upto the cadre of Assistant General Manager and in technical wing upto the cadre of Executive Engineer except Group-D employees subject to the recommendation of DPC. However, Managing Director shall be the authority to decide the issue an order of promotion in respect of Group-D employees.
- 4.3. The promotion to the cadre of Deputy General Manager, Superintending Engineer and above shall be decided by the Committee consisting of Managing Director and two Official Directors of the Board. Managing Director shall issue the orders of promotion.

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4.4. For appointment of Drivers and Group-D employees by the internal selection committee headed by the Managing Director.

**5. Methods of Recruitment:**

5.1. The Methods of Recruitment to various cadres in the Corporation shall be:

- (a) By Direct Recruitment,
- (b) By Promotion,
- (c) By Deputation,
- (d) On Contract,
- (e) On Retainer ship.

5.2. One or more methods of recruitment may be prescribed for a cadre, according to the requirement of the Corporation. Specific method or methods of recruitment, qualifications and experience to various cadres in the Corporation shall be as prescribed in the Schedule-I to these Rules.

**PROCEDURE FOR APPOINTMENT BY DIFFERENT METHODS**

**6. Appointment by Direct Recruitment.**

Selection of candidates for appointment by direct recruitment to the posts shall be made by the following methods.

- 6.1. In the case of Group 'A' and 'B' posts, on the basis of the marks secured in the competitive examination and interview conducted on the same lines as prescribed in the KCS (Direct Recruitment by Competitive examinations and selection) (General) (Amendment) Rules 2021 and orders issued by DPAR from time to time.
- 6.2. In the case of group 'C' posts, on the basis of the percentage of marks, secured in the competitive examination/s and there shall be no Viva Voce or Personality Test or Interview.
- 6.3. In the case of Group 'D' posts, on the basis of percentage of marks secured in qualifying (academic) examination.

Note: The syllabus for the competitive examination shall be prescribed by the Corporation by a Notification from time to time.

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6.4. Candidates should be Kannadigas and must be able to speak, read and write Kannada.

Definition of Kannadigas:

Those who have lived in the state for at least 15 years and have knowledge of reading, writing and speaking will be considered as Kannadigas. This matter will be decided on the basis of ration card, school certificate, domicile certificate, voter ID or birth certificate.

**7. Disqualification for appointment by Direct Recruitment:**

- a) No person shall be eligible for appointment in the Corporation unless he is a citizen of India.
- b) No person who has more than one spouse living.
- c) No person who attempts to obtain extraneous support by any means for his appointment in the Corporation from officials or non-officials, as the case may be, shall be eligible for appointment.
- d) No person shall be eligible for appointment in the Corporation if he or she;
  - i) is or was a member of or has associated himself or herself with any Body or Association after such Body or Association was declared as an unlawful Body or Association;  
OR
  - ii) has participated in, or associated with any activity or programme of such Body or Association.
- e) No person shall be eligible for appointment in the Corporation if he or she is dismissed from the employment of:
  - i) a State Government or Government of India;  
OR
  - ii) a Local authority;  
OR
  - iii) a Body Corporate established by a State Act or a Central Act or established by Government under a State Act or a Central Act:

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- f) No person shall be eligible for appointment in the Corporation if he or she is permanently debarred or disqualified by the Union Public Service Commission or any State Public Service Commission or other such Government recruitment agencies from appearing for any examination or selection conducted by it.
- g) No person shall be eligible for appointment in the Corporation if he or she has been convicted for an offence involving moral turpitude.
- h) No person with unsound mind or insanity shall be eligible for appointment.

**8. Age limit:**

8.1. Every candidate for appointment by direct recruitment must have attained the age of eighteen years and must not have attained the age of:-

- (a) Forty years in the case of a person belonging to any of the Scheduled Castes or the Scheduled Tribes or Category-I;
  - (b) Thirty eight years in case of a person belonging to any of the Other Backward Classes
  - (c) Thirty five years in the case of others;
- as on the last date fixed for receipt of applications.

8.2. Notwithstanding anything to the contrary contained in Regulation 8.1 above, the maximum age limit for direct recruitment shall be deemed to have been enhanced in the following category of cases as indicated therein;

- (a) in the case of a candidate already in service of the Corporation and who is a candidate for direct recruitment, it shall be deemed to have been enhanced by ten years or the number of years of service rendered by him in the Corporation, whichever is less;
- in the case of a candidate who is an ex-serviceman by three years plus the number of years of service rendered by him in the Armed Forces of the Union,
- (c) in the case of a candidate who is physically disabled by ten years,
- (d) in the case of a candidate who is a widow, by ten years,
- (e) in the case of a candidate who was a bonded laborer by ten years,

Note: A candidate may claim enhancement under not more than any one of the above provisions.

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## 9. Proof of age:

Every person seeking appointment by direct recruitment in the Corporation shall produce documentary evidence in support of his / her date of birth and age namely;

- a) Birth certificate issued by the concerned competent authority OR SSLC Marks Card.

## 10. Selection Authority:

10.1. In respect of group 'A', 'B' and 'C' posts (excluding the posts of Drivers), a committee under the chairmanship of the Secretary to the Government, Commerce and Industries Department (MSME & Mines) consisting of the following officers shall be constituted for overseeing the recruitment process.

- 1) Additional Chief Secretary to Government/Principal Secretary to Government/Secretary to Government (MSME), Commerce and Industries Department or the officer nominated by them. .... Chairman.
- 2) Representative of Social Welfare Department .... Member.
- 3) Representative of Finance Department .... Member.
- 4) Representative of DPAR .... Member.
- 5) Managing Director, Karnataka State Small Industries Development Corporation Limited, Bangalore. .... Member Secretary.

This committee will decide the entrustment of Recruitment process to KPSC or KEA or any other agency notified by the Government. The agency identified by the recruitment committee OR the agency identified by KSSIDC as per KTPP Act will undertake the recruitment process.

10.2. In respect of the posts of Drivers and Group 'D' posts, the Corporation shall constitute an internal selection committee for selection of candidates for appointment to direct recruitment posts. The Committee headed by the Managing Director.

## 11. The select list:

The selecting authority, Karnataka Public Service Commission or any other such Agency notified by the State Government, as the case may be, shall draw up separate select lists of candidates, for each cadre of posts notified / advertised, in the order of merit obtained by the candidates on the basis of: -

- a) In the case of group 'A' and 'B' posts, on the basis of the marks secured in the competitive examination and interview.
- b) In the case of group 'C' posts, on the basis of the percentage of marks, secured in the competitive examination/s and there shall be no Viva Voce or Personality Test or Interview.

Selection Authority shall also prepare an additional list of such of the candidates not included in the main list prepared under sub rule 11(a) and (b). The number of candidates to be included in the additional lists shall be as far as possible 10% of the number of candidates in each of the reservation categories (horizontal and vertical) in the list under sub-rule 11(a) and (b). There shall be at least

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one candidate in the additional list belonging to each of the reservation categories (horizontal and vertical) represented in the list under sub rule 11(a) and (b). If a candidate whose name is included in the list under sub-rule 11(a) and (b) fails to report for duty within the prescribed period, then a candidate belonging to the same reservation category as of the candidate who failed to report for duty shall be appointed from the additional list.

- c) In the case of Group 'D' posts, on the basis of percentage of marks secured in qualifying (academic) examination,

and subject to orders of reservation in force. The select list so drawn up shall be equal to the number of posts notified / advertised. The select list shall be furnished to the Managing Director. A copy of the select list shall be published on the notice board of the Corporation indicating the category to which each candidate belongs and the marks obtained by each of them.

## **12. Certificate of character:**

No candidate selected for appointment by direct recruitment in accordance with these Rules shall be appointed to any post in the Corporation unless the Managing Director is satisfied that the selected candidate is of good character and is suitable for appointment in all respects. For this purpose the candidate shall be required to produce an affidavit, sworn before an Oath Commissioner or a Notary Public, to the effect that he bears good character and conduct and he bears no antecedents which render him unsuitable for appointment under the Corporation. The affidavit shall be in addition to the certificates from schools/colleges and previous employer, if any.

## **13. Physical fitness:**

13.1. No candidate selected for appointment by direct recruitment in accordance with these Rules shall be appointed to any post or service in the Corporation unless the Managing Director is satisfied that the selected candidate is physically fit to discharge the duties attached to the post.

13.2. The Managing Director may specify the Medical Authority before which the selected candidate may be required to appear to certify his fitness for appointment. The opinion of the Medical Authority regarding physical fitness or otherwise of the candidate for appointment shall be binding on the candidate.

13.3. A format to assess the Physical fitness may be prescribed by the Managing Director.

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#### **14. Order of appointment:**

14.1. On receipt of the select list the Managing Director shall verify the requirement under these rules, namely, age; qualification; experience prescribed, if any; claims of reservation; antecedents; physical fitness and other conditions specified, if any.

14.2. Thereafter, issue orders of appointment to the selected candidates indicating their names strictly in the order of merit assigned to them in the select list. The appointment order shall be dispatched by Registered post Acknowledgement Due / Speed Post to the selected candidates.

Note: A common order of appointment shall be issued in respect of each cadre where more than one candidate is selected and appointed on the same occasion.

#### **15. Joining time:**

15.1 The candidate/s appointed by direct recruitment shall report to duty within fifteen days from the date of receipt of the order of appointment by registered post / speed post.

15.2 Notwithstanding anything contained in Sub-rule 15.1, a candidate may, for valid reasons, seek extension of time for reporting to duty by making an application to the Managing Director. Such extension shall be sought within time allowed for joining the duty. The Managing Director, at his discretion, for reasons to be recorded in writing, may extend the joining time to sixty days or as it deems fit or reject the same.

15.3. The name of candidate who does not report to duty within the time specified under Sub-rule 15.1 / extended time under Sub-rule 15.2 or who does not seek extension of time or is not granted extension of time under Sub-rule 15.2 shall stand deleted from the select list forthwith and shall cease to be eligible for appointment for the post to which he was selected.

#### **16. Appointment by promotion:**

16.1 Promotions are Post based, subject to the exigencies of work and not automatic on getting eligibility.

16.2 The posts to which appointment by promotion may be made and the eligibility for such promotion shall be as prescribed in Schedule-I to these Rules.

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16.3 Such appointment by promotion shall be made by the appointing authority by selection in the case of Group-A and on the basis of seniority-cum-merit in the case of Group-B, Group-C and Group-D.

16.4 The eligibility of the employee for promotion to the post, to which promotion is considered, shall be assessed by the Screening Committee (DPC) constituted by the Board in respect to Group-A and by the Managing Director in respect of Group-B, Group-C and Group-D from time to time. The Screening Committee(DPC) shall assess eligibility and suitability of the employee on the basis of record of service pertaining to the post from which the employee is to be promoted. The record of service pertaining to past five years shall be taken into consideration. If, for any reason, record of service for the past five years are not available in the feeder cadre in which the employee had served, if any, shall be taken into consideration to the extent of deficit. However, for any reason, if record of service for full five years is not available, then the special Confidential Reports for the required period may be considered.

Note: "Record of service" means the Performance Reports or Confidential Reports, citations/ awards/ medals/ certificates received, if any, for outstanding work performed and penalties suffered, if any.

### **17 Appointment on deputation:**

17.1 Notwithstanding anything to the contrary contained in these Rules, under exceptional circumstances for the reasons to be recorded in writing, any of the posts be filled up by appointment by deputation of a person in the employment of –

- a) State Government; or
- b) a local authority; or
- c) a body Corporate established by a State Act or Central Act or established by the Government under a State Act or a Central Act.

17.2 The appointment by deputation shall be for a specified period not exceeding five years and the terms and conditions of such appointment by deputation shall be determined by the appointing authority.

### **18 Appointment on contract:**

18.1 Notwithstanding anything to the contrary contained in these Rules, under exceptional circumstances for reasons to be recorded in writing, any of the posts in Group-A and Group-B may be filled by appointment on contract

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with the approval of the Board. The appointment on contract shall be for a specified period and on such terms and conditions as may be determined by agreement.

18.2 The appointment on contract, for reasons to be recorded in writing, may be renewed for another specified period. The terms and conditions of such renewal shall be determined by a fresh agreement.

18.3 The appointment on contract, for reasons arising out of terms and conditions of agreement or for any other reason to be recorded in writing may be terminated during the subsistence of contract either during the initial period or during the renewed period.

18.4. A person appointed on contract shall have no right to claim regularization of his/her appointment or for regular appointment in the Corporation on the basis of such contract appointment.

## **19 Reservation:**

19.1 **Vertical Reservation:** In the light of the Karnataka Scheduled Castes, Scheduled Tribes and Other Backward Classes (Reservation of Appointment Etc.) Act, 1990, the Acts, Rules and Orders issued, from time to time, by the State Government in the matter of policy of reservation, both in direct recruitment and promotion, shall automatically become applicable to the posts and appointments in the Corporation shall be followed.

19.2 **Horizontal Reservation:** Horizontal reservation in direct recruitment shall be adopted and provided for as prescribed in Government Order No. ಸಿಆಸುಇ 97 ಸೆನೆನಿ 2002, dated: 22-11-2002 and all connected issued from time to time.

## **20 Probation:**

### **20.1. Definitions:**

- (1) "Appointed on probation" means appointed on trial;
- (2) "probationer" means an employee on probation.

20.2 **Period of probation:** Save otherwise provided in Schedule-I to these Rules, all appointments by direct recruitment shall be on probation for a period not less than two years excluding the period, if any, during which the probationer was on extraordinary leave.



**20.3 Extension of period of probation:** The period of probation may, for reasons to be recorded in writing, be extended:

By the Managing Director for such period as it deems fit;

Provided, that if within the prescribed or extended period of probation, a probationer has appeared for any departmental examination or tests required to be passed during the period of probation and the results thereof are not known before the expiry of such period, then the period of probation shall be deemed to have been extended until the publication of the results of such examination or tests. If he/she failed in the departmental examination, Appointing Authority is at liberty to take suitable decision extending the probationary period.

**20.4 Declaration of satisfactory completion of probation etc.:** At the end of the prescribed or extended period of probation, as the case may be, appointing authority shall consider the suitability of the probationer to hold the post to which he/she was appointed, and –

(1) If it decides that the probationer is suitable to hold the post to which he/she was appointed and during the period of probation has passed the prescribed examination or tests, if any, required to be passed and/or undergone the training, if any, it shall as soon as possible, issue an order declaring the probationer to have satisfactorily completed his/her period of probation and such an order shall have effect from the date of the expiry of the prescribed or extended period of probation.

(2) On the other hand, if the appointing authority decides that the probationer is not suitable to hold the post to which he/she was appointed or has not passed the prescribed examinations or test, if any, required to be passed or not undergone the training, if any, it shall, unless the period of probation is extended by an order under Sub-rule 20.3 above, discharge him/her from service.

(3) A probationer shall not be considered to have satisfactorily completed the probation unless a specific order to the effect is passed. Any delay in the issue of an order under Clauses (1) or (2) above shall not entitle the probationer to be deemed to have satisfactorily completed his/her probation.

**20.5 Discharge of a probationer during the period of probation:**

(1) Notwithstanding anything contained in Sub-rule 20.4 above, the Appointing Authority may, at any time during the period of probation, discharge from service a probationer on grounds arising out of the conditions if

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any imposed by the rules or in the order of appointment, or on account of his/her unsuitability for the service or post to which he/she was appointed.

(2) **Grounds for discharge:** An order discharging a probationer under Clause (1) above, shall indicate the grounds for the discharge, but no formal disciplinary proceedings shall be necessary.

#### **20.6 Increment and Pay:**

(1) Probationer shall not be entitled for increments that fall due during the prescribed period of probation till he/she is declared to have satisfactorily completed his/her probation.

(2) When a probationer is declared to have satisfactorily completed his/her probation he/she shall draw, as from the date of such order takes effect, the pay he/she was entitled to on that day. However, he/she would not be entitled to any arrears of pay for the extended period.

**20.7 Probation where validity of appointment is questioned:** Notwithstanding anything contained in the proceeding rules, where the validity of the appointment of a probationer is questioned in any legal proceeding before a court of law, the period of probation of such person shall continue until the final disposal of such proceedings and pending such disposal, the Appointing Authority may, if it is satisfied that the probationer has satisfactorily completed the prescribed or extended period of probation, direct that the probationer shall be entitled to draw increments in the scale of pay of the post held by such probationer and increments shall, subject to the other provisions governing the drawl of increments applicable to Corporation employees, generally be drawn and disbursed subject to the decision of the court of Law.

#### **21 Seniority:**

Seniority is required to be determined in each cadre. Seniority inter-se of employees appointed regularly shall be determined by the dates of their continuous length of service in the cadre in which they are appointed.

##### **(1) Seniority on promotion:**

(a) The seniority inter-se of persons appointed by promotion to a cadre shall be determined by the dates of their continuous officiation in that cadre. Where the period of officiation of two or more employees is the same, their inter-se seniority in the lower cadre from which they are promoted shall prevail. If the officiating period of the employee is not satisfactory, the appointing authority may extend the officiating period as it deems fit by the appointing authority or revert to immediate lower cadre.

(b) When promotion to a cadre is made on the basis of seniority-cum-merit, at the same time, the relative seniority of the persons promoted shall be determined:

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- (i) If the promotions are made from any one cadre, by their seniority inter-se in the lower cadre from which promotions are made;
- (ii) If the promotions are made from several cadres of the same grade/scale of pay by the period of service in the respective cadres from which they are promoted.

Provided that where in the Schedule-I specific ratio is prescribed for promotion to these cadres, notwithstanding the period of service in the respective cadres, the seniority inter-se shall be determined in accordance with the ratio prescribed. However, inter-se seniority among the employees from the same cadre shall be maintained.

(c) If promotions are made from several cadres, the scales of pay of which are not the same, the inter-se seniority among the employees promoted from different cadres shall be determined strictly in accordance with the provisions prescribed in the Schedule-I. However, inter-se seniority among the employees from the same cadre shall be maintained.

(d) When promotions to a class of cadre are made by selection, at the same time, either from the same cadre or from several cadres, the inter-se seniority shall be determined by the order of merit.

## **(2) Seniority on Direct Recruitment:**

(a) Where appointments are made by direct recruitment to a cadre the seniority inter-se of direct recruits shall be made by the Appointing Authority at the time of their first appointment in one of the following modes:-

- (i) When recruitment is made on the basis of the results of a competitive examination, the order of seniority of the selected candidates shall be in the order of merit determined in the competitive examination;
- (ii) When recruitment is made on the basis of selection, the order of seniority shall be the order of merit.

## **(3) Seniority between direct recruits and promotees:**

Where in the Schedule, the method of recruitment provides for both the elements, that is, direct recruitment and promotion in specific proportion or quota the inter-se seniority between the direct recruits and promotees shall be determined by adopting the guidelines issued by the Government in Official

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Memorandum No. ಸಿಆಸುಇ/106/ಸೆನೆನಿ/2021 ದಿನಾಂಕ 10.12.2021 and connected orders issued from time to time.

**(4) Publication of Seniority lists:**

(a) Seniority shall be prepared every year for each cadre in the Corporation consisting of the names of all the employees borne on the said cadre arranged in the order of seniority determined in accordance with the provisions of these rules.

(b) Seniority lists for each cadre shall be prepared as on 1<sup>st</sup> January every year reflecting the position as on 31<sup>st</sup> of December of the previous year. First a provisional seniority list in each cadre shall be prepared and published inviting objections and suggestions, if any, from the affected persons in the said list. A reasonable time shall be allowed for filing the objections and suggestions. Thereafter, after due consideration of the objections and suggestions filed, if any, and making necessary changes wherever called for or giving reasons for not accepting the objections and suggestions, the final seniority list shall be published by 31<sup>st</sup> March of the same year.

(c) However, the publication of seniority lists as above can be extended by the appointing authority upto six months due to unavoidable circumstances.

**22. Classification of posts, disciplinary proceedings and appeal:**

The provisions of the Conduct and Disciplinary Rules 1979 of the Corporation and as amended from time to time shall be applied. In respect of employees of the Corporation subject to such modification specified in Schedule-III regarding the Appointing Authority, Disciplinary Authority and Appellate Authority to impose penalties.

**23.** These rules are also applicable in all respects to the cadres notified under article 371(J) belongs to Kalyana Karnataka.

**24. Repeal & savings:**

Karnataka State Small Industries Development Corporation Limited [Cadre and Recruitment] Rules, 1978 and amendments made there after are hereby repealed.

Provided that such repeal shall not affect the previous operation of the said Rules or anything duly done or suffered there under or affect any right, liability or obligation already acquired or incurred under the said Rules.

Provided further that the orders, circulars, guidelines issued, if any, for the purpose of the repealed rules shall, so long as they are not in conformity with these rules, shall be deemed to be issued for the purpose of these rules until they are modified or withdrawn.

  
MANAGING DIRECTOR



**Schedule - I**

Sl. No.	Cadre & Pay Scale	Cadre Strength	Method of Recruitment	Minimum Qualification.
1	Managing Director	1	Encadred to IAS	-----
<b>(I) <u>ADMINISTRATION WING:</u></b>				
<b><u>GROUP A</u></b>				
2	General Manager 90500-123300	2	1] GM(Admn.& LAQ & Comml.)  2] GM(Industrial Estates). By Promotion.  If no suitable officer is available for promotion, then by deputation of Joint Director/ Additional Director from Industries & Commerce Department.	1] GM(Admn.& LAQ & Comml.) Encadred to KAS Selection/senior scale officer.  2] GM (Industrial Estates). <u>By promotion</u>  Must have rendered a service of not less than <b>THREE</b> years in the cadre of Deputy General Manager.
3	Deputy General Manager 74400-109600 1] DGM(Finance) 2] DGM(Internal Audit) 3] DGM(Co-ordination), 4] DGM Zone-1,Bangalore. 5] DGM Zone-2, Hubli.	5	1] By Direct Recruitment/By Deputation(40%) (By DR-01 Post, By Depn. 01 Post)  2] By Promotion from the cadre of Assistant General Manager (60%)  (03 Posts)  If no suitable candidate / officer is available for DR/PR then by Deputation.	1] <u>By Direct Recruitment:</u> 1] <u>DGM(Finance)</u> Must be a qualified Chartered Accountant/ICWA/MBA-(Finance)/M.Com holder from the University established by Law in India. <u>Experience:</u> The candidate should have good experience in financial management, accountancy and taxation matters. Degree in Law is considered as added qualification. Experience in Financial Accounting including Standard Costing and Budgetary Control internal and statutory audit, taxation and operation of modern management accounting, techniques, planning and company management including Commercial Policy Decision

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				<p>is essential. The applicant should have at least 5 years experience in a senior managerial post.</p> <p><u>2] DGM(IA)</u> By deputation of an officer of equivalent cadre from State Accounts &amp; Audit Department, Govt. of Karnataka.</p> <p><u>By Promotion:</u></p> <p>3] DGM(Co-ordination), 4] DGM Zone-1, 5] DGM Zone-2,</p> <p>Must have rendered a service of not less than <b>THREE</b> years in the cadre of Assistant General Manager.</p> <p><u>By Deputation:</u> By deputation of an officer of equivalent cadre from the Department of Industries &amp; Commerce or any other departments, Government of Karnataka.</p>
4	<p>Assistant General Manager</p> <p>67550-104600</p> <p>1] AGM(CA) 2] AGM(E&amp;WA) 3] AGM(IA) 4] AGM(PER) 5] AGM(LAW) 6] AGM(EDP) 7] AGM, B'lore Dvn. 8] AGM, Tumkur Dvn. 9] AGM, Mysore Dvn. 10] AGM, Shimoga Dvn. 11] AGM, Hubli Dvn. 12] AGM, Belagavi Dvn. 13] AGM, Kalburgi Dvn.</p>	13	<p>1] By direct recruitment / by deputation. 50% (6 Posts)</p> <p>2] By promotion from the cadre of Manager. 50% (7 Posts)</p> <p>If no suitable candidate / officer is available for DR/PR then by Deputation.</p>	<p>1] By Direct Recruitment: 1] <u>AGM (Commercial Accounts):</u> 2] <u>AGM (Estate &amp; Works Accounts):</u> 3] <u>AGM(IA):</u> }</p> <p>Must be holder of MBA (Finance)/ICWA/M.Com with an experience of five years in relevant field.</p> <p>4] <u>AGM(PER):</u> Must be holder of MBA(HR) with an experience of five years.</p> <p>5] <u>AGM(LAW):</u> Must be holder of LLM with an experience of 03 years/LLB with an experience of 05 years in PSUs/ Govt. of Karnataka.</p> <p>6] <u>AGM(EDP):</u> Must possess a BE in Computer Science OR Information Science/ MCA from a University established by Law in India.</p>

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				<p><u>2] By Promotion: (07 Posts)</u></p> <p><u>AGM(Industrial Estates/Others):</u> By Promotion: Must have rendered a service of not less than <b>THREE</b> years in the cadre of Manager.</p> <p><u>3] By Deputation:</u> By deputation of an officer of equivalent cadre from the Department of Industries &amp; Commerce or any other departments of Government of Karnataka.</p>
5	Company Secretary 67550-104600	1	By direct recruitment/ By deputation/ By Retainer ship	<p><u>By Direct Recruitment/Deputation:</u> Must be a member of the institute of Company Secretaries of India with an experience of five years in PSUs, Government of Karnataka.</p>
6	Manager 43100-83900	18	<p>1]By direct recruitment / By Deputation(09 posts). (50%)</p> <p>2]By promotion from the cadre of Asst. Manager.  50% (09 Posts)</p> <p>If no suitable candidate / officer is available for DR/PR then by Deputation.</p>	<p><u>By Direct Recruitment:</u> <u>1] Manager(Admn.)-09 posts:</u> Must possess Master Degree in Arts/Science/ Commerce from a University established by Law in India.</p> <p><u>By Promotion:</u> <u>Manager(Admn.)-09 posts:</u> Must have rendered a service of not less than 5 years in the cadre of Assistant Manager.</p> <p><i>Provided that if officers who have put in a minimum service of five years are not available, an officer who has put in three years of service may be considered for promotion.</i></p> <p><u>By Deputation:</u> By deputation of an Officer of equivalent cadre from any Department of Government of Karnataka/PSUs or from the relevant departments.</p>
7	Personal Secretary to Managing Director 43100-83900	1	---	After present incumbent vacates, the post will be filled up by outsource/ Retainership.



OR  
by Deputation of equivalent  
officer (pay scale of Manager)  
from Govt. departments.

**GROUP-B**

8	Assistant Manager 37900-70850	30	1]By direct recruitment / By deputation. 50%( DR-13 posts) (By depn.02 Posts) from SAAD, GOK) 2]By promotion from the cadre of Senior Assistant. 50% (15 Posts) If no suitable candidate / officer is available for DR/PR then by deputation.	<b><u>By Direct Recruitment:</u></b> Must possess any degree from a University established by Law in India. <b><u>By Promotion:</u></b> Must have rendered a service of not less than five years in the cadre of Senior Assistant. <i>Provided that if officers who have put in a minimum service of five years are not available, an officer who has put in three years of service may be considered for promotion.</i> <b><u>By Deputation:</u></b> By deputation of an Officer of equivalent cadre from any Department of Government of Karnataka/PSUs/SAAD.
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**GROUP - C**

9	Senior Assistant 30350-58250	40	1]By Direct recruitment 50%(20 Posts) 2]By Promotion 50% (20 Posts)	<b><u>By Direct Recruitment:</u></b> Must possess any degree from a University established by Law in India. <b><u>By Promotion:</u></b> Must have rendered a service of not less than five years in the cadre of Junior Assistant. <i>Provided that if officers who have put in a minimum service of five years are not available, an officer who has put in three years of service may be considered for promotion.</i>
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10	Junior Assistant 21400-42000	40	1]By Direct recruitment 90%(30 Posts) 2]By Promotion 10% (10 Posts)	<u>By Direct Recruitment:</u> Must have passed Pre University Course Examination with basic computer knowledge. <u>By Promotion :</u> Must have rendered a service of not less than 5 years in the cadre of Group D with Pre- university Course Examination pass. <i>Provided that if officers who have put in a minimum service of five years are not available, an officer who has put in three years of service may be considered for promotion.</i>
11	Head Typist 33450-62600	3	---	The posts will be filled up by outsource.
12	Senior Typist 27650-52650	11	--	The posts will be filled up by outsource.
13	Typist 21400-42000	1	--	The post will be filled up by outsource.
14	Selection Grade Driver 30350-58250	2	By promotion	Must have rendered a service of not less than five years in the cadre of Senior Driver.
15	Senior Driver 27650-52650	4	--	The posts will be filled up by outsource.
16	Driver 21400-42000	12	--	The posts will be filled up by outsource. Must be a holder of valid driving license of light motor vehicle.

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<b>GROUP - D</b>				
18	Senior Attender 23500-47650	3	By Promotion	Must have rendered a service of not less than five years in the cadre of Attender.
190	Attender 18600-32600	20	---	The posts will be filled up by outsource.
20	Peon 17000-28950	46	---	The posts will be filled up by outsource.
<b>TOTAL</b>		<b>253</b>		

**NOTE:** 1] In respect of compassionate appointments the rules and guidelines shall be followed in accordance with Govt. Order No. ಸಾಉಇ 48 ಎ ಆರ್ ಯು 2018 ದಿನಾಂಕ 21.12.2020 and orders issued by the Government from time to time.

2] ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರ ಅಪ್ಪ ಕಾರ್ಯದರ್ಶಿ, ಶೀಘ್ರಲಿಪಿಗಾರರು, ಮುಖ್ಯ ಬೆರಳಚ್ಚುಗಾರರು, ಹಿರಿಯ ಬೆರಳಚ್ಚುಗಾರರು, ಆಯ್ಕೆ ಶ್ರೇಣಿ ಚಾಲಕರು, ಹಿರಿಯ ಚಾಲಕರು ಮತ್ತು ಚಾಲಕರ ಹುದ್ದೆಗಳು ಹಾಗೂ ಗ್ರೂಪ್-ಡಿ ವೃಂದದ ಹಿರಿಯ ಅಜ್ಞಾಪಾಲಕರು, ಅಜ್ಞಾಪಾಲಕರು ಮತ್ತು ಸೇವಕರ ಹುದ್ದೆಗಳಲ್ಲಿ ಕೆಲಸ ನಿರ್ವಹಿಸುತ್ತಿರುವ ನೌಕರರು ಈ ವೃಂದಗಳಿಂದ ನಿರ್ಗಮಿಸಿದ (Superannuation-ವಯೋ ನಿವೃತ್ತಿ ಒಳಗೊಂಡ) ನಂತರ ಈ ಹುದ್ದೆಗಳನ್ನು ಹಾಗೂ Data Entry Operator (DEO) ಹುದ್ದೆಗಳನ್ನು ನಿಗಮದ ಅವಶ್ಯಕತೆಗೆ ಅನುಗುಣವಾಗಿ ನಿಗಮದ ಆಡಳಿತ ಮಂಡಳಿ ಮತ್ತು ಸರ್ಕಾರದ ಅನುಮೋದನೆಯೊಂದಿಗೆ ಹೊರಗುತ್ತಿಗೆ ಆಧಾರದ ಮೇಲೆ ತುಂಬಿಕೊಳ್ಳುವುದು.

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**(II) TECHNICAL WING****GROUP-A**

Sl. No.	Cadre & Pay Scale	Cadre Strength	Method of Recruitment	Minimum Qualification.
1	Chief Engineer 90500-123300	1	By Promotion OR By Deputation.  If no suitable candidate / officer is available for PR then by Deputation.	<u>By Promotion:</u> Must have rendered a service of not less than 3 years in the cadre of Superintending Engineer.  <u>By Deputation:</u> From PWD of the State Government in the Cadre of Superintending Engineer with 5 Years of Experience OR PSUs, GOK.
2	Superintending Engineer 74400-109600	1	By Promotion OR By Deputation.  If no suitable candidate / officer is available for PR then by Deputation.	<u>By Promotion:</u> Must have rendered a service of not less than <b>THREE</b> years in the cadre of Executive Engineer (Civil).  <u>By Deputation:</u> By deputation of an Engineer of equivalent cadre from PWD, Govt. of Karnataka OR PSUs, GOK..
3	Executive Engineer (Civil) 67550-104600	4	1] By promotion 50% (02 posts)  2]By deputation 50% (02 posts)  If no suitable candidate / officer is available for PR then by Deputation.	<u>By promotion:</u> Must have rendered a service of not less than <b>THREE</b> years in the cadre of Assistant Executive Engineer-1 (Civil).  <u>By deputation:</u> By deputation of an Engineer of equivalent cadre from PWD, Govt. of Karnataka OR PSUs, GOK.
4	Executive Engineer (Electrical) 67550-104600	1	By promotion OR By deputation. If no suitable candidate / officer is available for PR then by Deputation.	<u>By promotion:</u> Must have rendered a service of not less than <b>THREE</b> years in the cadre of Assistant Executive Engineer-1 (Ele).  <u>By deputation:</u> By deputation of an Engineer of equivalent cadre from KPTCL/ KPCL/ESCOMS, Govt. of Karnataka OR PSUs, GOK.



5	Assistant Executive Engineer-1 (Civil) 52650-97100	17	1] By direct recruitment 50%(09 posts) 2]By promotion/ deputation 50%(08 posts)  If no suitable candidate / officer is available for PR/DR then by deputation.	<u>By direct recruitment:</u> Must possess an bachelor engineering degree in civil awarded by a University established by Law in India with three years experience in Relevant Field. 2] <u>By promotion:</u> Must have rendered a service of not less than 5 years in the cadre of Assistant Engineer(Civil). <i>Provided that if officers who have put in a minimum service of five years are not available, an officer who has put in three years of service may be considered for promotion.</i> <u>By deputation:</u> By deputation of an Engineer of equivalent cadre from PWD, Govt. of Karnataka OR PSUs, GOK.
6	Assistant Executive Engineer -1(Ele.) 52650-97100	2	1] By direct recruitment 50%(01 post) 2]By Promotion 50%(01 post)  If no suitable candidate / officer is available for DR/PR then by deputation.	<u>By Direct Recruitment:</u> Must possess an bachelor engineering degree in Electrical awarded by a University established by Law in India with three years experience in relevant field. 2] <u>By promotion:</u> Must have rendered a service of not less than 5 years in the cadre of Assistant Engineer(Ele). <i>Provided that if officers who have put in a minimum service of five years are not available, an officer who has put in three years of service may be considered for promotion.</i> <u>By deputation</u> By deputation of an Engineer of equivalent cadre from KPTCL/KPCL/ESCOMS, Govt. of Karnataka OR PSUs, GOK.
<b>GROUP-B</b>				
7	Assistant Engineer(Civil) 43100-83900	9	1] By direct recruitment 100%.  If no suitable candidate /officer is available for DR then by deputation	<u>By direct Recruitment.</u> Must be holder of a BE degree in Civil Engineering. <u>By deputation:</u> By deputation of an Engineer of equivalent cadre from PWD, Govt. of Karnataka OR PSUs, GOK.
8	Assistant Engineer(Elecl) 43100-83900	2	1] By direct recruitment 100%.  If no suitable candidate /officer is available for DR then by deputation	<u>By direct Recruitment.</u> Must be holder of a BE degree in Electrical Engineering. <u>By deputation:</u> By deputation of an officer of equivalent cadre from KPTCL/KPCL/ESCOMS Govt. of Karnataka.
<b>GROUP-C</b>				
9	Electrician	1	By Direct Recruitment.	The posts will be filled up by outsource.
<b>TOTAL</b>		<b>38</b>		



## SCHEDULE-II

The Service examinations prescribed for the direct recruittees in various posts are indicated hereunder:

Sl. No.	Post	Service Examination
1.	Deputy General Manager (Finance) & (Internal Audit)	I. General Law Part I & II II. Accounts Higher Part I & II III. SAS Examination
2.	Assistant General Manager (Finance) & (Internal Audit)	I. General Law Part I & II II. Accounts Higher Part I & II III. SAS Examination
3.	Manager	I. General Law Part I & II II. Accounts Higher Part I & II
5.	Asst. Manager	I. General Law Part I & II II. Accounts Higher Part I & II
6.	Assistant Executive Engineer/ Assistant Engineer	I. Accounts Higher Part I & II II. PWD Higher Part I & II

- Note: 1. Pass in Kannada language examination conducted by KPSC or Pass in SSLC with Kannada as the medium or as second language.  
2. The syllabus for the Service Examinations prescribed for the various posts shall be as specified in the KCS (Service and Kannada Language examination) Rules 1974.  
3. Pass in computer literacy examination conducted by the organization duly authorized by the GOK.
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**SCHEDULE-III**

(See Rule No.22 )


Class of Posts	Authority empowered to appoint	Authority empowered to impose penalties and penalties which he may impose		Appellate Authority
		Authority	Penalties	
1	2	3	4	5
<p><b><u>Group 'A'</u></b>                      General Manager,                      Chief Engineer,                      Deputy General Manager,                      Superintendent Engineer, Assistant General Manager, Company Secretary, Executive Engineer, Assistant Executive Engineer, Manager, PS to Managing Director.</p>	Managing Director	Managing Director	According to C&D Rules of the Corporation.  <u>For minor penalties:-</u> Rule No.18 A(i) to (vii) <u>For major penalties:-</u> Rule No. 18 B(viii) & (ix)	Secretary, Commerce & Industries Department, Govt. of Karnataka
<p><b><u>Group 'B'</u></b>                      Assistant Engineer, Assistant Manager, Senior Stenographer.</p>	Managing Director	Managing Director	According to C&D Rules of the Corporation.  <u>For minor penalties:-</u> Rule No.18 A(i) to (vii)  <u>For major penalties:-</u> Rule No. 18 B(viii) & (ix)	Secretary, Commerce & Industries Department, Govt. of Karnataka
<p><b><u>Group 'C'</u></b>                      Senior Assistant, Stenographer, Senior Tracer, Head Typist, Senior Typist, Junior Assistant, Typist, Selection Grade Driver, Senior Driver, Driver.</p>	Managing Director	1) <u>For minor penalties:</u> General Manager (Admn)  2) <u>For major penalties:</u> Managing Director	According to C&D Rules of the Corporation. <u>For minor penalties:-</u> Rule No.18 A(i) to (vii)  <u>For major penalties:-</u> Rule No. 18 B(viii) & (ix)	1) Managing Director  2) Secretary, Commerce & Industries Department, Govt. of Karnataka

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Class of Posts	Authority empowered to appoint	Authority empowered to impose penalties and penalties which he may impose		Appellate Authority
		Authority	Penalties	
1	2	3	4	5
<b><u>Group 'D'</u></b> Senior Attender, Attender, Peon.	Managing Director	1) General Manager (Admn) for minor penalties.  2) General Manager (Admn) for minor penalties.	According to C&D Rules of the Corporation. <u>For minor penalties:-</u> Rule No.18 A(i) to (vii)  <u>For major penalties:-</u> Rule No. 18 B(viii) & (ix)	1) Managing Director  2) Managing Director

  
 MANAGING DIRECTOR  
