

650203-5



**KARNATAKA STATE SMALL INDUSTRIES
DEVELOPMENT CORPORATION LIMITED**

ADMINISTRATIVE OFFICE BUILDING, INDUSTRIAL ESTATE,
RAJAJINAGAR, BANGALORE-560 044

**CADRE AND RECRUITMENT RULES 1978
WITH AMENDMENTS
UPTO 27-12-2003**

ನಿಗಮದ ನಿರ್ದೇಶಕರ ಮಂಡಳಿಯು ದಿನಾಂಕ 27-12-2003ರಂದು ನಡೆದ ತನ್ನ 286ನೇ ಸಭೆಯಲ್ಲಿ ಅನುಮೋದಿಸಿದ ನಿಗಮದ ವೃದ್ಧ ಮತ್ತು ನೇಮಕಾತಿ ನಿಯಮಗಳು 1978 ಮತ್ತು ನಂತರದ ತಿದ್ದುಪಡಿಗಳ ಬಗ್ಗೆ ಸರ್ಕಾರಕ್ಕೆ ಕಳುಹಿಸಿ ಅನುಮೋದನೆ ಪಡೆಯುವಂತೆ ನಿರ್ದೇಶಿಸಿತ್ತು. ಅದರಂತೆ ದಿನಾಂಕ 27-01-2004ರಂದು ನಿಗಮದ ವೃದ್ಧ ಮತ್ತು ನೇಮಕಾತಿ ನಿಯಮಗಳನ್ನು ದಿನಾಂಕ 27-12-2003ರ ವರೆಗಿನ ತಿದ್ದುಪಡಿಗಳೊಂದಿಗೆ ಸರ್ಕಾರದ ಅನುಮೋದನೆಗೆ ಕಳುಹಿಸಿಕೊಡಲಾಗಿತ್ತು. ಇದಕ್ಕೆ ಎದುರಾಗಿ ಸರ್ಕಾರವು ತನ್ನ ಪತ್ರ ಸಂಖ್ಯೆ ಸಿಐ/29/ಸಿಎಸ್‌ಸಿ/2004ರ ಮೂಲಕ ಅನುಮೋದನೆ ನೀಡಿರುತ್ತದೆ. ಅದರಂತೆ ದಿನಾಂಕ 27-12-2003ರ ವರೆಗೆ ತಿದ್ದುಪಡಿಯಾಗಿರುವ ನಿಯಮಗಳನ್ನು ಪುಸ್ತಕ ರೂಪದಲ್ಲಿ ಪ್ರಕಟಿಸಿದೆ.

7

KARNATAKA STATE SMALL INDUSTRIES DEVELOPMENT CORPORATION LIMITED

CADRE AND RECRUITMENT RULES 1978

PREAMBLE:

It is necessary for the Karnataka State Small Industries Development Corporation to frame various rules in the Corporation under Article 70 of the Articles of Association of KSSIDC. The Board of Directors of the KSSIDC Ltd., has approved these rules vide Board Meeting No.133^d dated 09-10-78 and these rules will come into force with immediate effect.

1. TITLE AND COMMENCEMENT:

1. These Rules may be called "KARNATAKA STATE SMALL INDUSTRIES DEVELOPMENT CORPORATION CADRE AND RECRITMENT RULES".
2. They shall come into force from such date as the Corporation may appoint.
3. They shall apply to all classes of posts and employees under the Corporation except to the extent otherwise expressly provided for under these Rules.

2. DEFINITIONS:

1. "APPLICATION FORM" means the Form prescribed by Competent Authority for appointment to direct to recruitment posts.
2. "APPOINTING AUTHORITY" means the Managing Director of the Corporation.
3. "APPROVED CANDIDATE" means a candidate whose name appears in a list of candidates approved for appointment to any service, class or category by the Selection Authority.
4. "BACKWARD CLASS" means, the class of persons classified as BACKWARD by the State Government from time to time.
5. "COMPETENT AUTHORITY" means the Corporation or any authority authorised by the Corporation by a resolution.
6. "CORPORATION" means Karnataka State Small Industries Development Corporation.
7. "DIRECT RECRUITMENT" means appointment, otherwise then by promotion or transfer from any post in the service of the Corporation or by obtaining loan of service from the State/Central Government and other State Public Under-takings.

8. "EMPLOYEE" means any person employed by the Corporation in accordance with these Rules and includes those employees' temporary (not confirmed) or permanent who are in the employment of the Corporation on the date of introduction of these Rules.
9. "EQUIVALENT QUALIFICATION" or "EQUIVALENT EXAMINATION" means a qualification or Examination declared by the Competent Authority to be equivalent to the qualifications of examinations prescribed in respect of a post or category of posts in these Rules.
10. "PROMOTION" means appointment of an employee to a higher class or to a higher category of scale of pay.
11. "RULES" means the Cadre and Recruitment Rules made.
12. "SCHEDULE" means the Schedules to those Rules.
13. "SERVICE" means service in the Corporation and any other service which is entitled to be reckoned as service in the Corporation.

3. METHOD OF RECRUITMENT:

1. Appointment to a post in the Corporation shall be made by any one of the following methods namely.
 - a. By promotion.
 - b. By transfer of a person already in service of the Corporation from an equivalent cadre.
 - c. By obtaining on loan of service of a person already in the service of the Central or State Government or other State Undertakings.
 - d. By direct recruitment
 - e. By contract
2. The method of recruitment to each post and the qualifications prescribed for each post shall be as shown in Schedule 'A' to these Rules.

4. ELIGIBILITY FOR APPOINTMENT & DISQUALIFICATION FOR APPOINTMENT:

1. Persons below 18 years of age will not be eligible for employment.
2. *[In case of General Merit the upper age limit is prescribed as 33 years for entry into service of the Corporation for the Cadre of Manager and below.
3. *a) In case of SC/ST category the upper age limit is prescribed as 38 years for entry into service of the Corporation for the cadre of Manager and below.
*b) In case of Group 'A' the upper age limit prescribed is 38 years and in case of Group 'B', 'C', 'D', the Upper age limit is 36 years for entry into service of Corporation for the cadre of Manager and below]

Provided that such relaxation shall not exceed the period of such previous service.

4. Baptismal Certificate, Certified extract from the Register of Births, Certificate of age from the School or College records, should accompany all applications. The proof of age shall be produced in original before the Selection Authority or Appointing Authority when required.

Provided where a person has Educational Qualification, an Affidavit sworn to by a near relative or other elder person who has knowledge of his date of birth along with an age certificate from a District Medical Officer or a Medical Officer of equivalent rank will be sufficient proof of age.

5. No person who is not a citizen of India shall be eligible for appointment under the Karnataka State Small Industries Development Corporation.
Provided that the Corporation may, in special cases, for reasons to be recorded in writing authorise, subject to such conditions as it may impose, the employment of a person who is not a citizen of India.
6. No person who has more than one wife living or who having a spouse living, marries in any case in which such marriage is void by reasons of its taking place during the life time of such spouse shall be eligible for appointment by direct recruitment to any post in the Corporation.
7. No women whose marriage is void by reason of her husband having a wife living at the time of such marriage or who has married a person who has a wife living at the time of such marriage shall be eligible for appointment by direct recruitment to any post in the Corporation.

*Amended by Notification No. EST:PER:A-2:AMD:C&R:93 dtd. 5.10.93

Provided that the Corporation may, if satisfied that there are valid grounds except any person from the operation of this sub clause.

8. Canvassing in any form will disqualify the candidates for employment.
9. No person who has been convicted for an offence involving moral turpitude by a court of law or dismissed or removed or discharged from service under the Corporation or Government or from Service under Local Bodies or from service under Industrial or Commercial Concerns or State Undertakings for an offence or misconduct involving moral turpitude shall be eligible for appointment.
10. Any person who has given a false wrong information in the application will be disqualified and if appointed and found at a latter date to have given false wrong information his service will be liable to be terminated.
11. * * [ಅಭ್ಯರ್ಥಿಗಳು ಕನ್ನಡಿಗರಾಗಿರಬೇಕು ಮತ್ತು ಕಡ್ಡಾಯವಾಗಿ ಕನ್ನಡವನ್ನು ಓದುವ ಬರೆಯುವ ಮತ್ತು ಮಾತನಾಡುವ ಜ್ಞಾನವನ್ನು ಹೊಂದಿರಬೇಕು.

ವ್ಯಾಖ್ಯಾನ - ಕನ್ನಡಿಗರು.

ಯಾರು ರಾಜ್ಯದಲ್ಲಿ ಕನಿಷ್ಠ ಹದಿನೈದು ವರ್ಷ ವಾಸವಾಗಿರುವರೋ ಮತ್ತು ಕನ್ನಡ ಓದುವ, ಬರೆಯುವ ಮತ್ತು ಮಾತನಾಡುವ ಜ್ಞಾನವಿದೆಯೋ ಅಂಥವರನ್ನು ಕನ್ನಡಿಗರೆಂದು ಪರಿಗಣಿಸಲಾಗುವುದು. ಈ ವಿಷಯವನ್ನು ಪಡಿತರ ಚೀಟಿ, ಶಾಲೆಯ ಸರ್ಟಿಫಿಕೇಟ್, ಮತದಾರರ ಪಟ್ಟಿ ಅಥವಾ ಜನ್ಮ ದಾಖಲೆ ಇವುಗಳ ಆಧಾರದ ಮೇಲೆ ನಿರ್ಧರಿಸಲಾಗುವುದು.]

5. PROCEDURE FOR SELECTION AND APPOINTMENT:

- (a) (i) *[Post of Heads of Departments, Grade-I Senior.

The Interview shall be held by a Recruitment Committee, for this purpose, for which the Chairman of the Corporation shall be the Chairman. The Committee shall consist of the Managing Director, one official member (generally the director of Industries or in case of his non-availability any other official member) of the Board, and two other Directors of the Board and the Director of Social Welfare or his representative. In case of specialised posts, the Chairman may also co-opt a specialist to assist in the selection process. The Recruitment Committee shall draw up a panel of selected candidates (on the basis of marks obtained in the written tests and the interview) in order of merit, who will be eligible for appointment. The Managing Director shall make appointments as per the merit list after verification of antecedent. The selected candidates having adverse antecedents shall be debarred from appointment.

* * Inserted by Official Memorandum ಸಂಖ್ಯೆ / ಆಡಳಿತ / ಸಿಬ್ಬಂದಿ / ಸ2 / ಹುನೇ / ಸೇರ್ಪಡೆ / 96
ದಿನಾಂಕ 02-05-1996.

* Amended by Official Memorandum No. EST:CDR:83 dated 30-6-1983

(ii) Post of Grade-I Junior and Grade-II:

The interview shall be held by a Recruitment Committee for this purpose of which the Managing Director of the Corporation shall be the Chairman. The Committee shall consist of one official member (generally the director of Industries and commerce) two other Directors of the Board and the Director of Social Welfare or his representative. In case of specialised posts, the Managing Director may also co-opt a specialist to assist in the selection process. The Recruitment Committee shall draw up a panel of selected candidates (on the basis of marks obtained in the written tests if any and the interview) in order of merit, who will be eligible for appointment. The Managing Director shall make appointments as per the merit list after verification of antecedent. The selected candidates having adverse antecedents shall be debarred from appointment.]

a. Grade-III Posts:

The posts to be filled up by direct recruitment shall be advertised in prominent local newspapers. Simultaneously, the jurisdictional employment exchanges will be requested to sponsor candidates' possessing the requisite qualifications.

b. The candidates, whose applications are found in order, as per the requirement indicated in the advertisement will be asked to appear for written tests and or interviews. The written tests if any shall be prescribed by the Managing Director of the Corporation and shall be conducted by him or by an officer authorised by him. The Managing Director may utilise any competent persons for framing of the question papers for or examining the answer papers of the written test. The number of successful candidates, after the written tests, if any, called for interview, shall be 5 to 8 times (at the discretion of the Managing Director) the number vacancies. The interview will be conducted by a Recruitment Committee of which the Managing Director shall be the Chairman. The Committee shall consist of the official member of the Board, and one non-official member of the Board to be nominated by the Managing Director. The Recruitment Committee shall draw up after interviews, a panel of selected candidates (on the basis of marks obtained in the written tests and interview) in order of merit. The Managing Director shall make appointments as per the merit list after verification of antecedents. The selected candidates, having bad antecedents, will be debarred from appointment.

c. Grade-IV Posts:

The posts required to be filled-up by direct recruitment shall be informed to the Employment Exchanges for supplying the names to the Corporation, keeping in view the various qualification, experience and age prescribed by the Corporation. After scrutiny of the applications, the candidates, whose applications are found in order as per the requirements indicated in the Corporation's letter addressed to the Employment Exchanges, will be called for interview. The interview will be conducted by the Managing Director or the Chief Manager of the Personnel Department as decided by the Managing Director. The Managing Director or the Chief Manager (Personnel) will be assisted by two more heads

of departments in this regard. The Committee will draw up a penal of a selected candidate in order of merit. The Managing Director shall appoint the candidate out of this selected list after verification of antecedents. The selected candidates having bad antecedents shall be debarred from appointment.

- d. Applications for appointment shall be in the prescribed form which may be obtained from the offices of the Karnataka State Small Industries Development Corporation on payment of the prescribed fees in cash, or in the form of Crossed Postal Order.
- e. Every candidate for appointment to any post notified by the Corporation for direct recruitment including candidates already in service in the Corporation, shall remit the prescribed registration fees in the form of crossed postal order along with the application. This fee is not refundable under any circumstances.
- f. All copies of Certificates and testimonials duly attested by an Officer of the State Government or the Corporation shall be attested to the applications and originals thereof should be produced at the time of interview or which required.
- g. Persons who are already in service should send their applications through their employers.
- h. Selected candidates should, before being appointed to any post, produce a Physical Fitness Certificate from the District Medical Officer/District Surgeon or an Officer of the Medical Public Health Department of an equivalent or higher status.
- i. The appointment of candidates shall be subject to verification of their character and antecedents.
- j. The appointing authority shall inform the selected candidate of the fact of his selection by "REGISTERED POST ACKNOWLEDGEMENT DUE AT THE ADDRESS GIVEN IN THE APPLICATION", requiring him to report for duty within a specified time along with physical fitness certificate, if the candidate fails to join duty by the due date he will forfeit his chance for appointment.
- k. *[ನಿಯಮ 5(a)(i), 5(a)(ii), 5(b) ಮತ್ತು 5(c)ಗಳ ಪ್ರಕಾರ ರಚಿಸಲಾಗಿರುವ ಆಯ್ಕೆ ಸಮಿತಿಯು ಕನ್ನಡ ಅಭಿವೃದ್ಧಿ ಪ್ರಾಧಿಕಾರದ ಪ್ರತಿನಿಧಿಯೊಬ್ಬರನ್ನು ಒಳಗೊಂಡಿರುತ್ತದೆ.]

Provided that the Appointing Authority may in appropriate cases extend the time limit for a period not exceeding two months.

6. PROCEDURE FOR SELECTION:

1. All applications received along with the prescribed registration fees in response to an advertisement shall be registered.

* Inserted by ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ/ಆಡಳಿತ/ಸಿಬ್ಬಂದಿ/ಸ2; ಹುನೇ/ತಿದ್ದುಪಡಿ/97 ದಿನಾಂಕ : 17-9-97.

2. All applicants who satisfy the requirements may, if necessary, be required to undergo a written/trade test or such other tests as may be decided by the Selection Authority or such other officers as may be authorised by the Selection Authority from time to time and such of those applicants who pass in written/trade test or such other tests may be called for interview and selection by the Selection Authority.

*[Explanation: "It shall not be obligatory to precede each selection by a written test. It shall be at the discretion of the chairman of the Committee to hold a written test keeping in view the number of candidates who have applied for the post/posts and the time likely to be available for the Committee to conduct interview".]

3. The Selection Authority shall, after interviewing the candidates, select candidates, found suitable for appointment and shall prepare an approved list of candidates selected in the order of merit. The list of selected candidates shall be prepared keeping in view the reservation required for Scheduled Castes, Scheduled Tribes and Backward Class (as may be fixed by Govt. from time to time regarding cycle of vacancies and) also the existing number of vacancies that may be expected to arise in one year.

7. PROBATION :

- a. Every person who is directly recruited (fresh candidates) in the Corporation, shall be required to be on probation for a period of one year.
- b. The appointing authority may at its discretion, extend the period of probation for a further period, not extending six months at a time and one year in the maximum in any case.
- c. During the period of probation an employee directly recruited shall be liable to be discharged from Services by the Managing Director without any notice.
- d. An employee who has satisfactorily completed his probation in any post shall thereon be confirmed in that post by the Managing Director.
- e. The probationer shall continue to be a probationer until confirmed in writing or discharged.
- f. **[The period of probation, provided such probation is allowed by confirmation, shall be deemed to be service under the Corporation.]
- g. All permanent employees of this corporation, who are promoted from one grade to another grade, shall be on probation for one year in the higher grade. After the expiry of the first six months a review should be made and if performance is found to be bad, then

* Amended by Office Order No. EST;CDR:80 Dtd. 26-12-1980

** Amended by Office Order No. EST;CDR:80 Dtd. 26-12-1980

a warning to improve the performances should be issued. After the expiry of second six months period, another review should be made take a decision whether to confirm the employee in the higher grade or degrade him to his original grade.

h. *[The pay during probation shall ordinarily be started on the minimum of the time scales of the corresponding post.]

8. CLASSIFICATION OF POST:

The posts in the Corporation shall be classified as follows:

1. General Managers
2. Heads of Department
3. Grade-I Senior
4. Grade-I Junior
5. Grade-II
6. Grade-III
7. Grade-IV

9. GENERAL PROVISIONS:

1. Where a person, who is already in the service of the Corporation, applies for a post to be filled by direct recruitment, he shall be allowed to deduct from his age the period of his service under Corporation Central or State Government up to a maximum of five years for purpose of the maximum age limit.
2. Officers on deputation will draw pay in the scales applicable to them in their parent department and will be eligible to draw an allowance at 20% of their pay during their tenure of appointment in the Corporation or in accordance with the terms of deputation.

10. RESERVATION OF APPOINTMENT FOR POST EARMARKED FOR DIRECT RECRUITMENT:

1. The reservation will be as per the Government orders in force.
2. Candidates claiming benefit under this Rule should produce a certificate (as in the application form duly certified as required therein).
3. If any of the posts reserved for candidates belonging to Scheduled Castes Scheduled Tribes remain unfilled for want of sufficient number of qualified candidates of these classes on any occasion of recruitment, the same shall be filled up or carried forward as per Govt. orders in force.]

* Amended by Office Order No.EST;CDR:80 Dtd. 26-12-1980

*[Pursuant to the policy of the Government for reservation of vacancies for Physically handicapped persons, the Corporation has taken a decision to reserve the vacancies upto #[5%] for disabled persons in the case of Class III & IV posts only at the time of recruitment with immediate effect.]

11. a. APPOINTMENT BY TRANSFER:

Notwithstanding anything contained in these Rules, the Corporation may appoint a person already in service in the corporation to any post by the transfer of a person holding a similar post or a post in an equivalent cadre or grade of pay scale.

b. APPOINTMENT BY CONTRACT:

Notwithstanding anything contained in these Rules in special circumstances, any post may be filled in by appointment on contract basis on such terms and conditions as may be specified by the Corporation Board from time to time. No age limit is prescribed for contract appointments.

12. SENIORITY:

1. The seniority of an employee who is directly recruited shall be according to the date of his appointment. If two or more direct recruits are appointed on the same date, their seniority shall be according to the priority mentioned in the selection list or such other special order which may be issued as per the decision of the board.

**["12(1) (a): The Officers/Officials appointed on permanent vacancies whether he is a direct recruit or promotee rank senior to those who may be appointed on temporary or officiating basis. Available vacancies shall be earmarked between Direct Recruitment and promotion on the basis of recruitment rules in force. If effect seniority will count either for the promotee or for the direct recruit depending, on the date, of availability of the permanent vacancies as per classification in the Rules of recruitment".

"EXPLANATION:- Under this rule seniority has to be reckoned from the date on which permanent vacancies will become available. The availability of permanent vacancies will therefore become a matter of considerable importance. Vacancy registers must be properly maintained. Under this system neither direct recruit nor promotees will ipso-facto become senior. Under this rule, if permanent vacancies becomes available to direct recruits and such permanent vacancies are not available to promoted officials on any particular date then the direct recruited officials/officers will become senior to promotees in the same cadre of service even though the promotees would have put in longer period of service.

* INSERTED by Notification No.EST;PER:PHC:APPT:86 Dtd. 15-5-1986

** INSERTED by Notification No.EST:CDR:82 Dtd. 13-4-1982

#As per Govt. Order No.ಸಿಆಸೂ/28/ಸೆನೆಸಿ/95 ದಿನಾಂಕ : 19-8-1995.

Similarly promotees who are able to get vacancies on promotion earlier than direct recruitments will get preferential seniority visa-vis direct recruits who will continue to count against the temporary vacancies".]

2. The seniority of an official who is promoted to a higher cadre shall be according to the date of his appointment to such cadre provided that if two or more employees are promoted on the same date, their seniority INTERSE, shall be according to their seniority in the lower cadre.
3. Nothing in sub-rule (1) of this Rule shall affect the right of the Board to fix the seniority of an employee newly appointed to the services of the Corporation, if the Board is of the view that the employee is specifically well qualified and or experienced.

13. PROMOTION:

The Managing Director is empowered to make promotion on the basis of seniority-cum-merit (i.e. annual confidential reports and also the financial and administrative performance) and no employee, not withstanding his seniority. Can claim promotion to any post as a matter of right.

*[(1) The reservation for persons belonging to Scheduled Castes and Scheduled Tribes in promotional vacancies upto the cadre of Manager shall be 15% for the Scheduled Castes and 3% for Scheduled Tribes provided that if Officers/officials who have put in a minimum service of 5 years are not available, an officer/official who has put in 3 years of service be considered for promotion.]

- ** [a) Promotion from the lower cadre upto the cadre of Grade-II i.e., Assistant Managers, the quota for promotion and direct recruitment shall be 25% for direct recruitment and 75% for promotion.
- b) In respect of promotion to posts above Grade-I i.e., promotion to the posts of Managers and above the promotion quota shall be 66 and 2/3% of the cadre strength and direct recruitment quota shall be 33 and 1/3% of the cadre strength.
- c) Further, it is ordered to reserve 10% of the cadre strength of the post of Junior Assistants for promotion from eligible class-IV candidates. As regards promotion of Stenographers, 10% of the promotion quota of the cadre of Assistant Managers shall be reserved for Stenographers with the stipulation that no Stenographer who has put in less period of service as a Stenographer than the senior most Senior Assistant, who is to be promoted should be considered for promotion.]

* INSERTED by Official Memorandum NO.EST:PER;CDR:88 Dtd. 13-7-1988

** INSERTED by Official Memorandum NO.EST:PER:CDR:89 Dtd. 5-4-1989.

2. ***[The reservation referred to above shall be deemed to have come into effect w.e.f. the date on which the original C&R Rules came into force i.e., 19.10.1978 and it is always deemed that this Rule is always there in the C&R Rules right from its inception.

Explanation (i) However, the vacancies identified for Scheduled Castes and Scheduled Tribes, but not filled up by these respective categories for want of eligible person and filled by other or kept vacant, shall be calculated and shall be treated as back log vacancies and the same shall be filled up w.e.f. 01.04.1992.

Explanation: (ii) For implementing the above said rule, the guidelines given by the government of Karnataka in its Government Order dated 24.06.1997 bearing No.DPAR 10 SBC 97 are mutatis-mutandis made applicable.

3. All the Rules, Orders, Notifications etc., issued by the Government of Karnataka in the matter of Reservation Policies from time to time, shall be applicable in the matter of reservation in promotions for Scheduled Castes and Scheduled Tribes and Backward Class and Backward Tribes in the Corporation."]

14. RECORD OF SERVICE:

A Record of Service shall be maintained in respect of each employee in such form as may be prescribed by the Managing Director from time to time.

15. TERMINATION OF SERVICE:

Termination of service by notice:

1. An employee shall not leave or discontinue his service in the Corporation without first giving notice in writing of his intention to leave or discontinue the service. The period of notice required shall be:
 - i. During the probationary period:
 - a. One day during the first month; and
 - b. One month during the rest of the probationary period.
 - ii. After confirmation:
 - a. Three months in the case of an employee in Grade II and above.
 - b. One month in the case of an employee in any other class.

*** Being inserted as decided in the 286th Board meeting held on 27.12.2003

And shall be given to the Managing Director and in case of breach by an employee of the provisions of this Sub-Rule he shall be liable to pay to the Corporation, as compensation a sum equal to his substantive pay for the period of notice required of him.

Provided that the payment of such compensation waived may be by the Managing Director at his discretion.

2. The Corporation Board (in case of Heads of Departments Grade I (Senior) and Grade-I (Junior), posts and Managing Director in respect of Grade II, III and IV employees) may terminate the service of any permanent employee (not probationers) by giving him.
 - a. Three month's notice or substantive pay in lieu thereof, if he is an employee in Grade II and above.
 - b. One month's notice or substantive pay in lieu thereof, if he is an employee in any other grade.
3. Nothing in sub-rule (2) shall affect the right of the Corporation.
 - a. To retire or dismiss employees without notice or pay in lieu thereof in accordance with the provisions of Regulations.
 - b. To determine the service of an employee without notice or pay in lieu thereof on his being certificated by a qualified medical practitioner approved by the Corporation Board to be permanently incapacitated for further continuous service in the Corporation.

Explanation-I

The expression 'Month' used in this Rule shall be reckoned according to English Calendar and shall commence from the day following that on which notice is given by the employee of the Corporation as the case may be, and shall end on the in the following month preceding the date on which it commenced.

Explanation-II

A notice given by an employee under sub-rule (1) shall be deemed to be proper only if he remains on duty during the period of the notice, and an employee shall not be entitled to set off any leave earned and not availed of him against the period of such notice.

Explanation-III

If an employee to whom notice is given by the Corporation in pursuance of sub-rule (1) of rule 16 shall absent himself from duty without permission during the period of notice; he shall not be entitled to receive any pay or allowances for the period of such absence and shall further be liable to such further penalties as the Managing Director may deem fit to impose.

16. RESIGNATION:

- a. The Managing Director is authorised to accept resignations of employees of all categories of the Corporation.
- b. Wherever the resignation of the employee is accepted by the Managing Director, it shall come into effect from the date and time of such acceptance.
- c. Once the resignation of the employee is accepted by the Managing Director, it shall not be revoked or reconsidered under any circumstances.

Note : When an employee wants to resign the post he is holding in the Corporation. He shall adhere to the conditions stipulated under Rule 15.

17. SUPERANNUATION AND RETIREMENT:

*[Every employee shall retire on completion of 58 years of age provided that the Corporation may at its discretion, retire an employee on completion of 30 years of service or 50 years of age, whichever shall first happen. The power to retire an employee on completion of 30 years of service or 50 years of age shall be exercised by the Managing Director with the prior approval of the Board in respect thereof.]

Explanation-I

For the purpose of this Rule service shall not include any period of service rendered by an employee before attaining the age of 18 years.

Explanation-II

Notwithstanding anything contained in this Rule where an employee has ordinary leave earned but is not permitted to avail of the same as leave preparatory to retirement, he may be permitted to avail of the leave so refused subject to a maximum period of six months from the date on which he should ordinarily retire and in such case the employee will be deemed to retire from service on the expiry of the leave.

18. TEMPORARY APPOINTMENT:

1. Where it is necessary in administrative interest to fill immediately a vacancy in a post reserved for direct recruitment and borne on the cadre and service and it is likely that there might be delay in making an appointment in accordance with those Rules, the Managing Director may engage a person otherwise than in accordance with these Rules or for a period not exceeding sixty days on daily wage basis.
2. No appointment under sub-rule (1) above, shall be made of a person who does not possess the qualifications prescribed for the said post,
3. A person engaged under sub-rule (1) above shall be replaced as soon as the above period expires. Such candidates shall not be entitled by reason only of such engagement to continue in the post or to any preferential claim to any future appointment to such post or any other post or posts.

* AMENDED by Official Memorandum No. EST:CDR:84 Dtd. 26-11-1984.

19. RESERVE POWERS:

1. Notwithstanding anything contained in these Rules the Corporation Board reserves its power to relax the qualification/qualifications prescribed for recruitment when candidates with suitable qualifications are not available as also the power to regularise the services of temporary candidates in deserving cases and to cure any defects in the procedure by a resolution in the interest of Corporation.

20. REPEAL AND SAVINGS:

Any rules, orders or instructions corresponding to these Rules in force immediately before the commencement of these Rules are hereby repealed.

Provided that such repeal shall not affect the previous operation of the rules, regulations, others or instructions so recorded or any thing done or any action taken thereunder.

21. APPOINTING & PROMOTING AUTHORITY:

- a) The Managing Director shall be the appointing authority in case of all categories of employees of the Corporation.

The Managing Director shall be the authority to decide and order for promotion of all categories of employees and up to the grade of Dy. Chief Manager and promotion to the cadre of Chief Managers and above shall be decided by Committee consisting of Managing Director and a Director of the Board. Managing Director shall issue the orders in this regard.

22. RESERVATION OF POSTS FOR VARIOUS CATEGORIES

*In recruiting the posts of officers and other staff of the Corporation, the posts shall be reserved for various categories as follows:-

a) ಪ್ರವರ್ಗ-I	...	ಶೇ. 4
b) ಪ್ರವರ್ಗ-II (ಎ)	...	ಶೇ. 15
c) ಪ್ರವರ್ಗ-II (ಬಿ)	...	ಶೇ. 4
d) ಪ್ರವರ್ಗ-III (ಎ)	...	ಶೇ. 4
e) ಪ್ರವರ್ಗ-III (ಬಿ)	...	ಶೇ. 5
f) ಪರಿಶಿಷ್ಟ ಜಾತಿ	...	ಶೇ. 15
h) ಪರಿಶಿಷ್ಟ ಪಂಗಡ	...	ಶೇ. 3
ಒಟ್ಟು	...	ಶೇ. 50

(As per Government Order No. ಸಕಇ/251/ಬಿಸಿಎ/94 dated 31.1.1995)

If the requisite qualifications are not available for any particular post others may be selected and appointed. In such cases the Selection Committee shall indicate the reason for not selecting the candidates of S.C. and S.T. and other categories. The Selection and appointment shall be made as per the roster at Appendix '1' & '2'. The procedure to be followed for recruitment is at Appendix '3'.

Explanation:- Classification of Backward Classes for the purpose of reservation for recruitment will be as per certificates to be issued by Revenue Authority or Competent in accordance with the Government Orders issued from time to time.

The Sl.No. 3,5(i), (ii), 6 (i), (ii), (iii), (iv), 9(i), (ii), (iii), 10, 11, 13(I), (ii), 21, 23 are considered as Construction Cadre and the rest shall be considered as General cadre. In these circumstances it is hereby clarified that the two cadres viz., 'Construction' and 'General' shall constitute of personnel dealing with construction and administrative functions of the corporation. The post having similar pay scales and grades can be posted to any of the two cadres, however, care should be taken to while posting General to Construction cadre, whether a particular person is technically qualified to look after construction cadre work.

* Inserted as per As per Government Order No. ಸಕಇ/251/ಬಿಸಿಎ/94 dated 31.1.1995)

ಅನುಬಂಧ - 1

ಸಿಬ್ಬಂದಿಯ ನೇಮಕಾತಿ ಮತ್ತು ಹುದ್ದೆಗಳಲ್ಲಿ ಮೀಸಲಾತಿಗೆ ಅನುಸರಿಸಬೇಕಾದ ಕ್ರಮ :

1. ಪ್ರವರ್ಗ-I, ಪ್ರವರ್ಗ-II(ಎ), ಪ್ರವರ್ಗ-II(ಬಿ), ಪ್ರವರ್ಗ-III(ಎ), ಪ್ರವರ್ಗ-III(ಬಿ) ಮುಂತಾದ ಪದ ಸಮೂಹಗಳು ಸರ್ಕಾರಿ ಆದೇಶದ ಸಂಖ್ಯೆ-ಸಕಇ 150 ಬಿಸಿಎ 94, ದಿನಾಂಕ 17ನೇ ಸೆಪ್ಟೆಂಬರ್ 1994ರಲ್ಲಿನ ವರ್ಗೀಕರಣದ ಅರ್ಥವನ್ನೇ ಹೊಂದಿರುತ್ತದೆ. ಈ ಇತರೆ ಹಿಂದುಳಿದವರನ್ನು ವರ್ಗೀಕರಣದ ಉದ್ದೇಶಕ್ಕಾಗಿ ಸಮಾಜ ಕಲ್ಯಾಣ ಇಲಾಖೆ ಆಗ್ನಿಂದಾಗಿ ಹೊರಡಿಸುವ ಆದೇಶಗಳಲ್ಲಿ ನೀಡುವ ವರ್ಗೀಕರಣವನ್ನೇ ಅನುಸರಿಸತಕ್ಕದ್ದು. ನೇರ ನೇಮಕಗಳಲ್ಲಿ ಮೀಸಲಾತಿಯನ್ನು ಸರ್ಕಾರಿ ಆದೇಶ ಸಂಖ್ಯೆ-ಸಕಇ 251 ಬಿಸಿಎ 94 ದಿನಾಂಕ 31-1-95ರಲ್ಲಿ ಓದಲಾಗಿರುವ ಆದೇಶದಲ್ಲಿ ನಿಗದಿ ಪಡಿಸಿದ ಶೇಕಡಾವಾರಿನಲ್ಲಿ ಪ್ರತಿಯೊಂದು ನೇಮಕಾತಿ ಪ್ರಾಧಿಕಾರದಡಿಯಲ್ಲಿನ ಪ್ರತಿಯೊಂದು ವೃಂದಕ್ಕೂ ಅನ್ವಹಿಸತಕ್ಕದ್ದು. ಪರಿಶಿಷ್ಟ ಜಾತಿ / ಪರಿಶಿಷ್ಟ ಪಂಗಡ ಮತ್ತು ಇತರೆ ಹಿಂದುಳಿದ ವರ್ಗಗಳ ಸಮೂಹದವರಿಗೆ ಮೀಸಲಿರಿಸಬೇಕಾದ ರಿಕ್ತ ಸ್ಥಾನಗಳ ಮೊತ್ತವನ್ನು ಈ ಆದೇಶಕ್ಕೆ ಲಗತ್ತಿಸಿರುವ ಅನುಬಂಧದಲ್ಲಿರುವಂತೆ 100 ರಿಕ್ತ ಸ್ಥಾನಗಳ ರೋಸ್ಟರ್ ಆಧಾರದ ಮೇಲೆ ಲೆಕ್ಕ ಮಾಡತಕ್ಕದ್ದು. ಪ್ರತಿಯೊಂದು ನೇಮಕಾತಿ ಪ್ರಾಧಿಕಾರದ ವ್ಯಾಪ್ತಿಯಲ್ಲಿ ಬರುವ ಪ್ರತಿಯೊಂದು ವೃಂದಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ಪ್ರತ್ಯೇಕವಾಗಿ ಈ ರೋಸ್ಟರಿನ ಒಂದನೇ ಬಿಂದುವಿನಿಂದ ಪ್ರಾರಂಭವಾಗುವಂತೆ ರೋಸ್ಟರನ್ನು ಅಳವಡಿಸಿಕೊಳ್ಳಬೇಕು. ನೇರ ನೇಮಕಾತಿ ರಿಕ್ತ ಸ್ಥಾನಗಳನ್ನು ರೋಸ್ಟರಿನ ಒಂದನೇ ಬಿಂದುವಿನಿಂದ ಪ್ರಾರಂಭಿಸಿ 100ನೇ ಬಿಂದುವಿನವರೆಗೂ ಸಂಬಂಧಿಸಿದ ಆಯಾ ಗುಂಪಿನ ಅಭ್ಯರ್ಥಿಗಳಿಂದ ಆಯ್ಕೆ ಮಾಡಿ ಭರ್ತಿ ಮಾಡತಕ್ಕದ್ದು. ಉದಾಹರಣೆಗೆ ಈ ಆದೇಶದ ನಂತರದ ಮೊದಲನೇ ನೇಮಕಾತಿಯಲ್ಲಿ 21ನೇ ರಿಕ್ತ ಸ್ಥಾನದವರೆವಿಗೆ ಭರ್ತಿ ಮಾಡಲ್ಪಟ್ಟಲ್ಲಿ ಮುಂದಿನ ನೇಮಕಾತಿಯಲ್ಲಿ ರೋಸ್ಟರನ್ನು 22ನೇ ಬಿಂದುವಿನಿಂದ ಚಾಲನೆಗೊಳಿಸತಕ್ಕದ್ದು. ನಂತರದ ನೇಮಕಾತಿಗಳಲ್ಲಿಯೂ ಇದೇ ಪದ್ಧತಿಯನ್ನು 100ನೇ ರಿಕ್ತ ಸ್ಥಾನ ಭರ್ತಿ ಆಗುವವರೆಗೂ ಅನುಸರಿಸತಕ್ಕದ್ದು. 100 ರಿಕ್ತ ಸ್ಥಾನಗಳನ್ನು ಭರ್ತಿ ಮಾಡಿದ ನಂತರ ರೋಸ್ಟರಿನ ಮೊದಲನೇ ಬಿಂದುವಿನಿಂದ ಪುನರಾರಂಭಿಸತಕ್ಕದ್ದು. ಪರಿಶಿಷ್ಟ ಜಾತಿ / ಪರಿಶಿಷ್ಟ ಪಂಗಡ ಬ್ಯಾಕ್‌ಲಾಗನ್ನು ಹೊರತುಪಡಿಸಿ ದಿನಾಂಕ 5-11-94 ಅಥವಾ ಅದಕ್ಕೆ ಹಿಂದೆ ಜಾರಿಯಲ್ಲಿದ್ದ ಸರ್ಕಾರಿ ಆದೇಶಗಳನುಸಾರ ವರ್ಗೀಕರಿಸಲ್ಪಟ್ಟ ಭರ್ತಿಯಾಗದೇ ಆ ಆದೇಶ ಜಾರಿಗೆ ಬಂದ ದಿನಾಂಕದಂದು ಉಳಿದುಕೊಂಡಿರುವ ಎಲ್ಲಾ ರಿಕ್ತ ಸ್ಥಾನಗಳೂ ಆ ವರ್ಗೀಕರಣವನ್ನು ಕಳೆದುಕೊಳ್ಳುತ್ತವೆ ಮತ್ತು ಅವುಗಳನ್ನು ಹೊಸ ರಿಕ್ತ ಸ್ಥಾನಗಳೆಂದು ಪರಿಗಣಿಸತಕ್ಕದ್ದು. ಈ ಸರ್ಕಾರಿ ಆದೇಶದಲ್ಲಿ ನಿಗದಿಪಡಿಸಲಾದ ರೋಸ್ಟರ್ ಅಂತಹ ರಿಕ್ತ ಸ್ಥಾನಗಳಿಗೆ ಮತ್ತು ಇನ್ನು ಮುಂದೆ ಉದ್ಭವಿಸುವ ರಿಕ್ತ ಸ್ಥಾನಗಳಿಗೆ ಅನ್ವಯಿಸತಕ್ಕದ್ದು.
2. ಪ್ರತಿಯೊಂದು ಸಮೂಹದಲ್ಲಿ ಅಂದರೆ ಸಾಮಾನ್ಯ ವರ್ಗ ಪರಿಶಿಷ್ಟ ಜಾತಿ / ಪರಿಶಿಷ್ಟ ಪಂಗಡ / ಇತರೆ ಹಿಂದುಳಿದ ವರ್ಗಗಳ ಪ್ರತಿ ಸಮೂಹದಲ್ಲಿ ಪ್ರತಿ ಹತ್ತನೇ ರಿಕ್ತ ಸ್ಥಾನವನ್ನು ಕರ್ನಾಟಕ ಸಿವಿಲ್ ಸೇವೆಗಳು (ಸಾಮಾನ್ಯ ನೇಮಕಾತಿ) ನಿಯಮಗಳು, 1977ರ ನಿಯಮ 9ರ ಉದ್ದೇಶಕ್ಕಾಗಿ ಮಾಜಿ ಸೈನಿಕರಿಗೆ ಮೀಸಲಿಡತಕ್ಕದ್ದು.
 - ಎ) ಪ್ರತಿಯೊಂದು ಸಮೂಹದಲ್ಲೂ ಅಂದರೆ ಸಾಮಾನ್ಯ ವರ್ಗ / ಪರಿಶಿಷ್ಟ ಜಾತಿ / ಪರಿಶಿಷ್ಟ ಪಂಗಡ ಮತ್ತು ಇತರೆ ಹಿಂದುಳಿದ ವರ್ಗಗಳ ನಿಯಮಗಳ ಅನ್ವಯ ಅನುಸರಿಸಿ ಪ್ರತಿ ಸಮೂಹದಲ್ಲಿನ ಪ್ರತಿ ನೇರ ನೇಮಕಾತಿಯ 100 ರಿಕ್ತ ಸ್ಥಾನಗಳಲ್ಲಿ 19, 39, 59, 79, 99ರ ರಿಕ್ತ ಸ್ಥಾನಗಳನ್ನು ಕರ್ನಾಟಕ ಸಿವಿಲ್ ಸೇವೆಗಳ (ಸಾಮಾನ್ಯ ನೇಮಕಾತಿ) ನಿಯಮಗಳು, 1977ರ ನಿಯಮ 9ರ ಉದ್ದೇಶಕ್ಕೆ ಅಂಗವಿಕಲರಿಗೆ ಮೀಸಲಿಡತಕ್ಕದ್ದು. (ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ ಸಿಆಸುಇ 28 ಸಿವಿಸಿ 95 ದಿನಾಂಕ 19-8-1995ರಂತೆ)

3. ಆಯ್ಕೆ ಪ್ರಾಧಿಕಾರಿಯು ನೇಮಕಾತಿ ನಿಯಮಾನುಸಾರ ಒಂದೇ ವರ್ಗದ ಹುದ್ದೆಗಳ ಮುಖ್ಯ ಪಟ್ಟಿ ಮತ್ತು ಹೆಚ್ಚುವರಿ ಪಟ್ಟಿಯನ್ನು ಸಿದ್ಧಪಡಿಸಬೇಕಾದ ಸಂದರ್ಭಗಳಲ್ಲಿ ರೋಸ್ಟರನ್ನು ಪ್ರತ್ಯೇಕವಾಗಿ ಆಳವಡಿಸುತ್ತಾ ಎರಡು ಪಟ್ಟಿಗಳನ್ನು ಪ್ರತ್ಯೇಕವಾಗಿ ಸಿದ್ಧಪಡಿಸತಕ್ಕದ್ದು. ಪರಿಶಿಷ್ಟ ಜಾತಿ / ಪರಿಶಿಷ್ಟ ಪಂಗಡ ಮತ್ತು ಇತರೆ ಹಿಂದುಳಿದ ವರ್ಗಗಳ ಪ್ರತಿ ಗುಂಪಿಗೆ ಮೀಸಲಿರಿಸಬೇಕಾದ ರಿಕ್ತ ಸ್ಥಾನಗಳ ಸಂಖ್ಯೆಯನ್ನು ರೋಸ್ಟರ್ ಅನುಸಾರ ಲೆಕ್ಕ ಹಾಕತಕ್ಕದ್ದು ಮತ್ತು ಮುಖ್ಯಪಟ್ಟಿ ಮತ್ತು ಹೆಚ್ಚುವರಿ ಪಟ್ಟಿಯಲ್ಲಿ ಆಯ್ಕೆ ಮಾಡಬೇಕಾದ ಅಭ್ಯರ್ಥಿಗಳ ಸಂಖ್ಯೆಯನ್ನು ನೇಮಕಾತಿ ಪ್ರಾಧಿಕಾರಿ ಆಯ್ಕೆ ಪ್ರಾಧಿಕಾರಕ್ಕೆ ಸ್ಪಷ್ಟವಾಗಿ ತಿಳಿಸತಕ್ಕದ್ದು.
4. ಪ್ರಕಟಿತ ರಿಕ್ತ ಸ್ಥಾನಗಳ ಸಂಖ್ಯೆಗಿಂತ ಲಭ್ಯವಾಗುವ ಅಭ್ಯರ್ಥಿಗಳು ಕಡಿಮೆ ಇದ್ದಲ್ಲಿ ಪರಿಶಿಷ್ಟ ಜಾತಿ / ಪರಿಶಿಷ್ಟ ಪಂಗಡ ಮತ್ತು ಇತರೆ ಹಿಂದುಳಿದ ವರ್ಗಗಳಿಗೆ ಮೀಸಲಾತಿಯು ವಾಸ್ತವವಾಗಿ ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳಲಾದ ಅಭ್ಯರ್ಥಿಗಳ ಸಂಖ್ಯೆಗನುಗುಣವಾಗಿರತಕ್ಕದ್ದು.
5. ಈ ಆದೇಶಗಳಲ್ಲಿ ಒದಗಿಸಲಾದ ಮೀಸಲಾತಿಯನ್ನು ಸರಿಯಾಗಿ ಜಾರಿಗೊಳಿಸಲು ಅನುಸರಿಸಬೇಕಾದ ಆಯ್ಕೆ ವಿಧಾನಗಳನ್ನು ಈ ಆದೇಶದ ಅನುಬಂಧ-02ರಲ್ಲಿ ವಿವರಿಸಲಾಗಿದೆ. ಇದನ್ನು ಲೋಕ ಸೇವಾ ಆಯೋಗ ಮತ್ತು ಇತರೆ ಆಯ್ಕೆ ಪ್ರಾಧಿಕಾರಿಗಳು ಅನುಸರಿಸತಕ್ಕದ್ದು.
6. ಒಂದು ವೇಳೆ, ಯಾವುದೇ ವರ್ಗದ ಹುದ್ದೆಗೆ ಮಾಡಲಾದ ನೇಮಕಾತಿಯಲ್ಲಿ ಪರಿಶಿಷ್ಟ ಜಾತಿ/ಪರಿಶಿಷ್ಟ ಪಂಗಡದ ಸೂಕ್ತ ಅಭ್ಯರ್ಥಿಗಳು ಲಭ್ಯವಿಲ್ಲದಿದ್ದಲ್ಲಿ ಅವರಿಗಾಗಿ ಮೀಸಲಾದ ರಿಕ್ತ ಸ್ಥಾನಗಳನ್ನು ಮೀಸಲಾತಿಯಿಂದ ವಿಮುಕ್ತಗೊಳಿಸುವಂತಿಲ್ಲ ಮತ್ತು ಈ ರಿಕ್ತ ಸ್ಥಾನಗಳನ್ನು ತುಂಬುವಲ್ಲಿ ಮೇಲೆ (2) ಮತ್ತು (3)ರಲ್ಲಿ ಓದಲಾಗಿರುವ ಸರ್ಕಾರಿ ಆದೇಶಗಳ ಸಂಖ್ಯೆ ಸಿಆಸುಇ 19 ಸಹಿಮ 89 ದಿನಾಂಕ 12-7-1989 ಮತ್ತು 22-7-1989ರಲ್ಲಿ ಹೇಳಲಾಗಿರುವ ಪದ್ಧತಿಯನ್ನು ಯಥಾವತ್ತಾಗಿ ಅನುಸರಿಸತಕ್ಕದ್ದು.
7. ಈ ಆದೇಶದಲ್ಲಿ ಪ್ರವರ್ಗ-I, ಪ್ರವರ್ಗ-II(ಎ), ಪ್ರವರ್ಗ-II(ಬಿ), ಪ್ರವರ್ಗ-III(ಎ) ಮತ್ತು ಪ್ರವರ್ಗ-III(ಬಿ) ಇವರುಗಳಿಗಾಗಿ ಗುರುತಿಸಲ್ಪಟ್ಟ ಆದರೆ ಆಯಾ ವರ್ಗದ ಅರ್ಹ ಅಭ್ಯರ್ಥಿಗಳ ಲಭ್ಯತೆಯಲ್ಲಿನ ಕೊರತೆಯಿಂದಾಗಿ ಭರ್ತಿ ಮಾಡಲಾಗದ ರಿಕ್ತ ಸ್ಥಾನಗಳನ್ನು ಸಾಮಾನ್ಯ ವರ್ಗದ ಅಭ್ಯರ್ಥಿಗಳಿಂದ ಭರ್ತಿ ಮಾಡತಕ್ಕದ್ದು ಮತ್ತು ಈ ರೀತಿ ನಷ್ಟಗೊಂಡ ರಿಕ್ತ ಸ್ಥಾನಗಳನ್ನು ಮುಂದಿನ ಮತ್ತು ತದನಂತರದ ನೇಮಕಾತಿಗಳಲ್ಲಿ ಈ ಕೆಳಗೆ ಕಾಣಿಸಿದಂತೆ ಮುಂದಕ್ಕೆ ಕೊಂಡೊಯ್ಯತಕ್ಕದ್ದು.
8. ಅದೇ ಕ್ಯಾಲೆಂಡರ್ ವರ್ಷದಲ್ಲಿ ಅಥವಾ ನಂತರದ ಎರಡು ಕ್ಯಾಲೆಂಡರ್ ವರ್ಷಗಳಲ್ಲಿ ಅದೇ ವರ್ಗದ ಹುದ್ದೆಗಳಿಗೆ ಆಗುವ ನೇರ ನೇಮಕಾತಿಗಳಲ್ಲಿ ಈ ಆದೇಶದಲ್ಲಿ ನಿಗದಿಪಡಿಸಿದ ರೋಸ್ಟರ್ ಅನ್ವಯ ಮತ್ತು ನಿರ್ದಿಷ್ಟ ಪಡಿಸಲಾದ ವಿಧಾನದಲ್ಲಿ ಹಿಂದುಳಿದ ವರ್ಗಗಳವರಿಗೆ ರಿಕ್ತ ಸ್ಥಾನಗಳಲ್ಲಿ ಮೀಸಲಾತಿಯನ್ನು ನಿಗದಿಪಡಿಸತಕ್ಕದ್ದು. ಆದರೆ, ಇತರೆ ಹಿಂದುಳಿದ ವರ್ಗಗಳ ಅಭ್ಯರ್ಥಿಗಳ ಲಭ್ಯತೆಯಲ್ಲಿನ ಕೊರತೆಯಿಂದಾಗಿ ನೇಮಕಾತಿಯಲ್ಲಿ ಭರ್ತಿಯಾಗದೇ ಉಳಿದ ಮೇಲಿನ ಕಂಡಿಕೆ 7ರ ಅನುಸಾರ ಮುಂದಕ್ಕೆ ಕೊಂಡೊಯ್ಯಲಾದ ರಿಕ್ತ ಸ್ಥಾನಗಳನ್ನು ಅನುಕ್ರಮವಾಗಿ ಸಂಬಂಧಿಸಿದ ಇತರೆ ಹಿಂದುಳಿದ ವರ್ಗಗಳ ಸಮೂಹಗಳಿಗೆ ಮುಂದಿನ ಆಯ್ಕೆಯಲ್ಲಿ/ಗಳಲ್ಲಿ ಸರಿದೂಗಿಸತಕ್ಕದ್ದು. ಈ ಉದ್ದೇಶಕ್ಕಾಗಿ ವಿವಿಧ ಇತರೆ ಹಿಂದುಳಿದ ವರ್ಗಗಳ ಸಮೂಹದವರಿಗೆ ಕಂಡಿಕೆ 7ರ ಅನುಸಾರ ನಷ್ಟವಾದ ರಿಕ್ತ ಸ್ಥಾನಗಳನ್ನು ಮುಂದಿನ ತಕ್ಷಣದ ಅಥವಾ ನಂತರದ ನೇರ ನೇಮಕಾತಿಗಳಲ್ಲಿ ಸಾಮಾನ್ಯ ವರ್ಗದ ಗುಂಪಿನಲ್ಲಿ ಲಭ್ಯವಿವಾಗುವ ರಿಕ್ತ ಸ್ಥಾನಗಳನ್ನು ಅಂತಹ ಪ್ರತಿಯೊಂದು ಸಮೂಹಕ್ಕೂ ಒದಗಿಸುವ ಮೂಲಕ ನಷ್ಟವನ್ನು ಭರ್ತಿ ಮಾಡತಕ್ಕದ್ದು.

9. ಮೇಲಿನ ಕಂಡಿಕೆ 8ರಲ್ಲಿ ಹೇಳಲಾದಂತೆ ಅಭ್ಯರ್ಥಿಗಳ ಕೊರತೆಯಿಂದಾಗಿ ಮೀಸಲಾತಿ ವರ್ಗಗಳ ರಿಕ್ತ ಸ್ಥಾನಗಳನ್ನು ಭರ್ತಿ ಮಾಡಲಾಗದೆಯೇ ಉಳಿದ ಹೋದ ಮತ್ತು ನಂತರದ ಆಯ್ಕೆಗಳಲ್ಲಿ ನಷ್ಟವನ್ನು ಭರ್ತಿ ಮಾಡಲು ಕೊಂಡೊಯ್ಯುವ ಪ್ರಕ್ರಿಯೆಯನ್ನು ಮೊದಲನೇ ಕ್ಯಾಲೆಂಡರ್ ವರ್ಷದ ಆಯ್ಕೆಗಳಲ್ಲಿ ಮತ್ತು ನಂತರದ ಎರಡು ಕ್ಯಾಲೆಂಡರ್ ವರ್ಷಗಳ ಆಯ್ಕೆಗಳಲ್ಲಿ ಮಾತ್ರ ಮುಂದುವರಿಸತಕ್ಕದ್ದು. ಮೂರನೇ ಕ್ಯಾಲೆಂಡರ್ ವರ್ಷದ ಅಂತ್ಯದಲ್ಲಿ ಯಾವುದೇ ಮೀಸಲಾತಿ ರಿಕ್ತ ಸ್ಥಾನವು ಹೊಂದಾಣಿಕೆಯಾಗದೆಯೇ ಉಳಿದುಕೊಂಡರೆ, ಅವು ವರ್ಗೀಕರಣವನ್ನು ಕಳೆದುಕೊಳ್ಳುತ್ತವೆ ಮತ್ತು ಮುಂದಿನ (ನಾಲ್ಕನೆಯ) ಕ್ಯಾಲೆಂಡರ್ ವರ್ಷದಲ್ಲಿ ಅವುಗಳನ್ನು ಹೊಸ ರಿಕ್ತ ಸ್ಥಾನಗಳೆಂದು ಪರಿಗಣಿಸಿ ರೋಸ್ಟರನ್ನು ಮುಂದುವರಿಸತಕ್ಕದ್ದು.
10. ಆಯ್ಕೆಯಾದ ಅಭ್ಯರ್ಥಿಗಳು ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾಗದ ಕಾರಣ ಭರ್ತಿಯಾಗದೆಯೇ ಉಳಿದ ರಿಕ್ತ ಸ್ಥಾನಗಳನ್ನು ಹೊಸ ರಿಕ್ತ ಸ್ಥಾನಗಳೆಂದು ಪರಿಗಣಿಸತಕ್ಕದ್ದು.
11. ಮೀಸಲಾತಿ ಸೌಲಭ್ಯವನ್ನು ಪಡೆದುಕೊಳ್ಳುವಲ್ಲಿ ಮತ್ತು ಪರಿಶೀಲಿಸುವಲ್ಲಿ ಸರ್ಕಾರದಲ್ಲಿ ಸಮಾಜ ಕಲ್ಯಾಣ ಇಲಾಖೆ ಆಗಿಂದಾಗ್ಗೆ ಹೊರಡಿಸುವ ಮಾರ್ಗ ಸೂಚನೆಗಳನ್ನು ಅನುಸರಿಸತಕ್ಕದ್ದು.
12. ಈ ಆದೇಶವು ತಕ್ಷಣದಿಂದ ಜಾರಿಗೆ ಬರುತ್ತದೆ. ಆದರೆ, ಯಾವುದೇ ವೃಂದದ ಹುದ್ದೆಗಳ ಸಂಬಂಧದಲ್ಲಿ ಈಗಾಗಲೇ ನೇರ ನೇಮಕಾತಿ ಪ್ರಕ್ರಿಯೆ ಪ್ರಾರಂಭಗೊಂಡಿದ್ದು ಈ ಆದೇಶ ಹೊರಡಿಸುವ ವೇಳೆಗೆ ಬಾಕಿಯಿದ್ದಲ್ಲಿ, ಆ ನೇರ ನೇಮಕಾತಿ ಪ್ರಕ್ರಿಯೆಯನ್ನು ಸಮಾಜ ಕಲ್ಯಾಣ ಇಲಾಖೆ ಪ್ರತ್ಯೇಕವಾಗಿ ಹೊರಡಿಸುವ ಆದೇಶನ್ವಯ ಪೂರ್ಣಗೊಳಿಸತಕ್ಕದ್ದು.

ಅನುಬಂಧ-2

ಸರ್ಕಾರಿ ಆದೇಶ ಸಂಖ್ಯೆ ಸಿಆಸುಇ 08 ಸೆಹೆಮ 95, ದಿನಾಂಕ 20ನೇ ಜೂನ್ 1995ರ ಅನ್ವಯ ನೇರ ನೇಮಕಾತಿ ರೋಲ್ನಲ್ಲಿ.

1	ಪ.ಜಾ.	26	ಸಾ.ಅ	51	(ಎ)	76	ಸಾ.ಅ.
2	ಸಾ.ಅ.	27	ಪ.ಜಾ	52	ಸಾ.ಅ	77	(ಎ)
3	ಪ.ಪಂ.	28	ಸಾ.ಅ	53	ಪ.ಜಾ	78	ಸಾ.ಅ.
4	ಸಾ.ಅ.	29	(ಎ)	54	ಸಾ.ಅ.	79	
5		30	ಸಾ.ಅ.	55	(ಎ)	80	ಸಾ.ಅ.
6	ಸಾ.ಅ.	31		56	ಸಾ.ಅ.	81	ಪ.ಜಾ.
7	(ಎ)	32	ಸಾ.ಅ.	57		82	ಸಾ.ಅ.
8	ಸಾ.ಅ.	33	ಪ.ಜಾ.	58	ಸಾ.ಅ.	83	(ಬಿ)
9	ಪ.ಜಾ.	34	ಸಾ.ಅ.	59	ಪ.ಜಾ.	84	ಸಾ.ಅ.
10	ಸಾ.ಅ.	35	(ಬಿ)	60	ಸಾ.ಅ.	85	(ಎ)
11	(ಬಿ)	36	ಸಾ.ಅ.	61	(ಬಿ)	86	ಸಾ.ಅ.
12	ಸಾ.ಅ.	37	(ಎ)	62	ಸಾ.ಅ.	87	(ಬಿ)
13	(ಎ)	38	ಸಾ.ಅ.	63	(ಎ)	88	ಸಾ.ಅ.
14	ಸಾ.ಅ.	39	ಪ.ಪಂ.	64	ಸಾ.ಅ.	89	ಪ.ಜಾ.
15	ಪ.ಜಾ.	40	ಸಾ.ಅ.	65	(ಬಿ)	90	ಸಾ.ಅ.
16	ಸಾ.ಅ.	41	ಪ.ಜಾ.	66	ಸಾ.ಅ.	91	(ಎ)
17	(ಎ)	42	ಸಾ.ಅ.	67	ಪ.ಜಾ.	92	ಸಾ.ಅ.
18	ಸಾ.ಅ.	43	(ಬಿ)	68	ಸಾ.ಅ.	93	ಪ.ಜಾ.
19	(ಬಿ)	44	ಸಾ.ಅ.	69	(ಎ)	94	ಸಾ.ಅ.
20	ಸಾ.ಅ.	45	(ಎ)	70	ಸಾ.ಅ.	95	(ಎ)
21	(ಎ)	46	ಸಾ.ಅ.	71	ಪ.ಪಂ.	96	ಸಾ.ಅ.
22	ಸಾ.ಅ.	47	(ಎ)	72	ಸಾ.ಅ.	97	(ಎ)
23	ಪ.ಜಾ.	48	ಸಾ.ಅ.	73	(ಎ)	98	ಸಾ.ಅ.
24	ಸಾ.ಅ.	49	ಪ.ಜಾ.	74	ಸಾ.ಅ.	99	(ಬಿ)
25	(ಎ)	50	ಸಾ.ಅ.	75	ಪ.ಜಾ.	100	ಸಾ.ಅ.

ಸ್ಪಷ್ಟೀಕರಣ

I	—	ಪ್ರವರ್ಗ-I	ಶೇಕಡ	4
II (ಎ)	—	ಪ್ರವರ್ಗ-II (ಎ)	—	15
II (ಬಿ)	—	ಪ್ರವರ್ಗ-II (ಬಿ)	—	4
III (ಎ)	—	ಪ್ರವರ್ಗ-III (ಎ)	—	4
III (ಬಿ)	—	ಪ್ರವರ್ಗ-III (ಬಿ)	—	5
ಪ.ಜಾತಿ	—	ಪರಿಶಿಷ್ಟ ಜಾತಿ	—	15
ಪ.ಪಂ.	—	ಪರಿಶಿಷ್ಟ ಪಂಗಡ	—	3
ಸಾ.ಅ.	—	ಸಾಮಾನ್ಯ ಅರ್ಹತೆ	—	50
		ಒಟ್ಟು	—	100

ಅನುಬಂಧ-3

ಸರ್ಕಾರಿ ಆದೇಶ ಸಂಖ್ಯೆ ಸಿಆಸುಇ 08 ಸೆಹಿಮ 95, ದಿನಾಂಕ 20ನೇ ಜೂನ್ 1995ರ ಅನ್ವಯ
ನೇರ ನೇಮಕಾತಿ ಆಯ್ಕೆ ವಿಧಾನ

- (ಅ) ಸಂಬಂಧಿಸಿದ ಆಯ್ಕೆ ಪ್ರಾಧಿಕಾರವು ಎಲ್ಲಾ ಅರ್ಹ ಅರ್ಜಿದಾರರ ಕ್ರೋಢೀಕೃತ ಯಾಧಿಯನ್ನು ಅವರು ಯಾವ ಜಾತಿ, ಪಂಗಡ ವರ್ಗಗಳಿಗೆ ಸೇರಿದವರೆನ್ನುವುದನ್ನು ಪರಿಗಣಿಸದೆ ಕೇವಲ ಅವರ ಅರ್ಹತೆಯ ಆಧಾರದ ಮೇಲೆ ತಯಾರಿಸತಕ್ಕದ್ದು (ಇನ್ನು ಮುಂದೆ ಈ ಯಾದಿಯನ್ನು "ಮೊದಲನೇ ಯಾದಿ" ಎಂದು ಕರೆಯಲಾಗುವುದು.)
- (ಆ) ಆ ಬಳಿಕ ಆಯ್ಕೆ ಪ್ರಾಧಿಕಾರ ಸಾಮಾನ್ಯ ಅರ್ಹತೆಯ ಮೇರೆಗೆ (ಅಂದರೆ ಪರಿಶಿಷ್ಟ ಜಾತಿ, ಪರಿಶಿಷ್ಟ ಪಂಗಡದ ಮತ್ತು ಇತರೆ ಹಿಂದುಳಿದ ವರ್ಗಗಳಿಗಾಗಿ ಮೀಸಲಿರಿಸಿರುವ ಹುದ್ದೆಗಳನ್ನು ಬಿಟ್ಟು ಇತರೆ ಹುದ್ದೆಗಳು) ತುಂಬಬೇಕಾದ ಹುದ್ದೆಗಳ ಸಂಖ್ಯೆಗೆ ಸಮಾನವಾಗಿ ಮೊದಲನೇ ಯಾದಿಯಿಂದ ಅಭ್ಯರ್ಥಿಗಳ ಹೆಸರುಗಳನ್ನು ತೆಗೆದುಕೊಂಡು ಎರಡನೇ ಯಾದಿಯನ್ನು (ಇನ್ನು ಮುಂದೆ ಈ ಯಾದಿಯನ್ನು "ಎರಡನೇ ಯಾದಿ" ಎಂದು ಹೆಸರಿಸಲಾಗುವುದು) ಮೊದಲನೇ ಯಾದಿಯ ಮೊದಲನೇ ಹೆಸರಿನಿಂದ ಪ್ರಾರಂಭಿಸಿ ಅರ್ಹತೆಯ ಆಧಾರದ ಮೇಲೆ ತಯಾರಿಸತಕ್ಕದ್ದು.
- (ಇ) ಆಯ್ಕೆ ಪ್ರಾಧಿಕಾರ ನಂತರ ಮೊದಲನೇ ಯಾದಿಯಿಂದ ಎರಡನೇ ಯಾದಿಯ ಭಾಗವನ್ನು ಹೊರತುಪಡಿಸಿ ಮೂರನೇ ಯಾದಿಯನ್ನು (ಇನ್ನು ಮುಂದೆ ಈ ಯಾದಿಯನ್ನು "ಮೂರನೇ ಯಾದಿ"ಯೆಂದು ಹೆಸರಿಸಲಾಗುವುದು). ಪರಿಶಿಷ್ಟ ಜಾತಿ, ಪರಿಶಿಷ್ಟ ಪಂಗಡ ಮತ್ತು ಇತರೆ ಹಿಂದುಳಿದ ವರ್ಗಗಳ ಗುಂಪುಗಳಿಗೆ ಸೇರಿದ ಅಭ್ಯರ್ಥಿಗಳ ಹೆಸರುಗಳನ್ನು ಒಳಗೊಂಡಂತೆ ಪ್ರತಿಯೊಂದು ವರ್ಗಕ್ಕೆ ಮೀಸಲಿರಿಸಿರುವ ರಿಕ್ತ ಸ್ಥಾನಗಳಿಗೆ ಸಮಾನವಾಗಿ ಮೊದಲನೇ ಯಾದಿಯಲ್ಲಿ ನಿಗದಿ ಪಡಿಸಿರುವ ಅರ್ಹತೆಗೆ ಅನುಕ್ರಮವಾಗಿ ತಯಾರಿಸತಕ್ಕದ್ದು.
- (ಈ) ಆಯ್ಕೆ ಪ್ರಾಧಿಕಾರ ನಂತರ ಪ್ರತಿಯೊಂದು ವರ್ಗದ ಹುದ್ದೆಗಳಿಗೂ ನೇಮಕಾತಿಗಾಗಿ ಆಯ್ಕೆ ಮಾಡಿರುವ ಅಭ್ಯರ್ಥಿಗಳ ಒಂದು "ಅಂತಿಮ ಯಾದಿ" (ಇದನ್ನು "ಮುಖ್ಯ ಯಾದಿ" ಎಂದು ಹೆಸರಿಸಬಹುದಾಗಿದೆ)ಯನ್ನು ಎರಡನೇ ಯಾದಿ ಮತ್ತು ಮೂರನೇ ಯಾದಿಯಲ್ಲಿ ಒಳಗೊಂಡಿರುವ ಅಭ್ಯರ್ಥಿಗಳ ಹೆಸರುಗಳನ್ನು ಅರ್ಹತೆಯ ಆಧಾರದ ಮೇಲೆ ಜೋಡಿಸಿ ತಯಾರಿಸತಕ್ಕದ್ದು.
- (ಉ) ನೇಮಕಾತಿ ನಿಯಮಗಳನ್ವಯ ಎಲ್ಲಿ ಒಂದು ಹೆಚ್ಚುವರಿ ಪಟ್ಟಿಯನ್ನು ತಯಾರಿಸಬೇಕಾಗಿದೆಯೋ ಅಂಥಡೆಗಳಲ್ಲಿ ಆಯ್ಕೆ ಪ್ರಾಧಿಕಾರ ಈ ಹೆಚ್ಚುವರಿ ಪಟ್ಟಿಯನ್ನು ಮೇಲೆ (ಅ), (ಆ), (ಇ) ಮತ್ತು (ಈ)ಯಲ್ಲಿ ಕಾಣಿಸಿರುವ ಕ್ರಮವನ್ನು ಅನುಸರಿಸಿ, ಮುಖ್ಯ ಯಾದಿಯಲ್ಲಿ ಸೇರಿಸಿರುವ ಹೆಸರುಗಳನ್ನು ಹೊರತುಪಡಿಸಿ ಮೊದಲನೇ ಯಾದಿಯಲ್ಲಿರುವ ಇತರೆ ಹೆಸರುಗಳನ್ನು ತಯಾರಿಸತಕ್ಕದ್ದು.

***[SCHEDULE – A]**

Sl. No.	Officers	Age	Method of Recruitment	Minimum qualification prescribed and experience
1	General Managers			
1.1	General Manager-I	Bet.40 to 45 years	By Direct Recruitment * Or By promotion by selection from the cadre of Chief Managers with the approval of the Govt. as per provisions of Article No.86 of the Articles of Association of the KSSIDC.	Must be qualified Chartered Accountant or an MBA specialised in Financial Management, from a recognised University. The candidate should have good experience in Financial Management, Accountancy & Taxation matters. He should also have experience in Financial Accounting including standard Costing and Budgetary Control, Internal & Statutory Audit, Taxation and Operation of Modern Management Accounting Techniques, Planning and Company Management. He should also be capable of taking Commercial decisions. The applicant should have atleast 10 years experience and he should have worked for 5 years in a senior managerial post. *[Qualification] He should have put in atleast 5 years service as Chief Manager.
1.2	General Manager-II	Bet. 40 to 45 years	By direct Recruitment OR By promotion by selection from the cadre of Chief Managers with the approval of the Govt. as per provisions of Article No.86 of the Articles of Association of the KSSIDC. By deputation of an officer of equivalent cadre from the Govt. of Kamataka	Must be a holder of Master Degree in commerce/Arts/ Science/Law/Business Administration/Engineering and should have atleast 10 years experience and should have worked in a Senior Managerial post atleast for a period of 5 years. He should also be capable of taking independent decisions. *[Qualification] Must be a holder or a degree in Commerce/ Arts/Science/ Law/Business Administration/ Engineering from a recognised university and should have put in atleast 5 years service as Chief Manager.

1.3	General Manager (Coml. & Land Acq.)		By promotion	To be filled up by promotion/selection from amongst the Chief Managers (Admn.) by following the rule of seniority cum merit as provided in Rule 13 of the Cadre & Recruitment Rules of the Corporation.
2	Chief Managers			
2.1	Chief Manager (Adm.) [For Finance Dept.]	Between 30 & 40 years	<p>a) By Deputation</p> <p>b) By direct recruitment i.e. on contract basis or on regular basis. 33.33%</p> <p>c) By promotion 66.66%</p>	<p>a. From Govt. or from public sector undertakings.</p> <p>b. Must be a qualified Chartered Accountant or an MBA Degree Holder in Financial Management from a recognized Indian or Foreign University.</p> <p>Experience: 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 is essential. The applicant should have atleast 5 years experience in a senior managerial post.</p> <p>Minimum service of not less than 5 years in the grade of Deputy Chief Manager (CA / IEA/ WA). The selection is based on merit and not only by seniority.</p>
2.2	Chief Manager (Adm.) [For Coml. Dept.]	Bet. 30 & 40 years	<p>a) By Deputation</p> <p>b) By direct Recruitment. 33.33%</p> <p>c) By Promotion Selection 66.66%</p>	<p>a. By deputation from Government or from Public Sector undertaking.</p> <p>b. 1. Educational Qualification: Must have I Class Bachelor Degree or High II Class (above 55%) Master degree and MBA Degree in Marketing Management from a recognized Indian or Foreign University is essential</p> <p>2. Experience: Minimum 5 years experience in a managerial or senior executive capacity, and the applicant should have experience in marketing, export, procurement of industrial raw materials management stock and disposal of raw materials.</p> <p>c. By promotion/selection: Minimum service of not less than five years in the grade of Deputy Chief Manager. The selection is based on merit and not only-by seniority.</p>
Deleted by notification no. EST:PER:CDR:97 dtd. 19.12.1997				

2.3	Chief Manager (Adm.) [For Personnel & Adm. Dept.]	Bet. 30 & 40 years	<ul style="list-style-type: none"> a) By Deputation b) By direct Recruitment. 33.33% c) By Promotion/ Selection 66.66% 	<ul style="list-style-type: none"> a) By deputation from Government or from Public Sector undertaking. b) By Direct Recruitment: First class Degree or High Second Class (above 55%) Master Degree in Commerce, Arts, Science, Engg. With an experience of eight years in an Administrative Capacity in a large industrial / commercial organization essential. Experience in personnel Management is essential. <p>By promotion by Selection: Minimum service of not less than 5 years in the cadre of Deputy Chief Manager". The selection is based on merit and not only by seniority.</p>
2.4	Chief Manager (Adm.) [For Internal Audit Dept.]	Bet. 30 & 40 years	<ul style="list-style-type: none"> a) By Deputation.. b) By promotion: 	<ul style="list-style-type: none"> a) By deputation from Government. b) By Promotion/By selection from the cadre of Deputy Chief Manager who possess minimum service of 5 years.
2.5	Chief Manager (Adm.) [For Coml.-II Dept. or Co-Ordination or any other dept.]	Bet. 30 & 40 years	<ul style="list-style-type: none"> a) By Deputation b) By direct Recruitment. 33.33% c) By Promotion Selection 66.66% 	<ul style="list-style-type: none"> a) By deputation from Government or from Public Sector undertaking. b) 1. Educational Qualification: Must have I Class Bachelor Degree or High II Class (above 55%) Master degree and MBA Degree in Marketing Management from a recognized Indian or Foreign University is essential 2. Experience: Minimum 5 years experience in a managerial or senior executive capacity, and the applicant should have experience in marketing, export, procurement of industrial raw materials management of stock and disposal of raw materials. c) By promotion/selection: Minimum service of not less than five years in the grade of Deputy Chief Manager. The selection is based on merit and not only by seniority.
2.6	Chief Manager (Adm.) [For Indl. Estate Zone-I Dept.]	Bet. 30 & 40 years	<ul style="list-style-type: none"> a) By Deputation b) By direct Recruitment. 33.33% c) By Promotion Selection 66.66% 	<ul style="list-style-type: none"> a) By deputation from Government or from Public Sector undertaking. b) By Direct Recruitment: First class Degree or High Second Class (above 55%) Master Degree in Commerce, Arts, Science, Engg. With an experience of eight years in an Administrative Capacity in a large industrial / commercial organization essential. Experience in personnel Management is essential. c) By promotion by Selection: Minimum service of not less than 5 years in the cadre of Deputy Chief Manager. The selection is based on merit and not only by seniority.

2.7	Chief Manager (Adm.) [For Indl. Estate Zone-II Dept.]	Bet. 30 & 40 years	a) By Deputation b) By direct Recruitment. 33.33% c) By Promotion Selection 66.66%	a) By deputation from Government or from Public Sector undertaking. b) By Direct Recruitment: First class Degree or High Second Class (above 55%) Master Degree in Commerce, Arts, Science, Engg. With an experience of eight years in an Administrative Capacity in a large industrial / commercial organization essential. Experience in personnel Management is essential. c) By promotion by Selection: Minimum service of not less than 5 years in the cadre of Deputy Chief Manager". The selection is based on merit and not only by seniority.
2.8	Chief Manager (Adm.) [For Indl. Estate Zone-III Dept.]	Bet. 30 & 40 years	a) By Deputation b) By direct Recruitment. 33.33% c) By Promotion Selection 66.66%	a) By deputation from Government or from Public Sector undertaking. b) By Direct Recruitment: First class Degree or High Second Class (above 55%) Master Degree in Commerce, Arts, Science, Engg. With an experience of eight years in an Administrative Capacity in a large industrial / commercial organization essential. Experience in personnel Management is essential. c) By promotion by Selection: Minimum service of not less than 5 years in the cadre of Deputy Chief Manager". The selection is based on merit and not only by seniority.
3	SUPERINTENDING ENGINEER		By Promotion From the cadre of Exe.Engineer.	By promotion/selection: Must have put in a service of not less than three years in the cadre of Executive Engineer. The selection based on merit not only by Seniority.
4	Deputy Chief Managers			
4.1	Dy. Chief Manager (Adm) [For Coml. Accounts]	Bet. 28 & 38 years	a) By direct recruitment OR b) By deputation.. 33.33% c) By promotion66.66%	a) By Director Recruitment. Must be a qualified, degree holder in commerce M.B.A in Financial Management or Cost Accountant with maximum Five years experience. b) By deputation from Government Public Undertaking. c) By promotion/selection: From the cadre of Managers who possess minimum service of 5 years.
4.2	Dy. Chief Manager (Adm) [For Indl. Estate Accounts or Works Account]	Bet. 28 & 38 years	a) By Deputation.. b) By Direct Recruitment ..33.33% c) By promotion:66.66%	a) By deputation from Government/Public undertaking b) 1. Qualification: Must be qualified Degree holder in Commerce or MBA in Financial Management OR Cost Accountant. 2. Experience: Five years experience in Financial reputed Industrial Commercial Undertakings. c) By Promotion/selection from the cadre of Manager who possess minimum service of 5 years.

4.3	Dy. Chief Manager (Adm) [For Coml.]	Bet. 28 & 38 years	<p>a) By Deputation.</p> <p>b) By Direct Recruitment: ...33.33%</p> <p>c) By promotion: ...66.66%</p>	<p>a) By deputation from Government/Public Undertakings.</p> <p>b) i) Qualification:- 1st Class Bachelor Degree or High II Class (above 55%) Master Degree or B.E.,(Mechanical) with MBA in Marketing Management from a recognised University.</p> <p>ii) Experience:- Five years experience in a reputed commercial concern.</p> <p>c) "By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years".</p>
4.4	Dy. Chief Manager (Adm) [For Channasandra Stockyard]	Bet. 28 & 38 years	<p>a) By Deputation..</p> <p>b) By Direct Recruitment: ..33.33%</p> <p>c) By promotion: ..66.66%</p>	<p>a) By deputation from Government/Public Undertakings.</p> <p>b) i) Qualification:- 1st Class Bachelor Degree or High II Class (above 55%) Master Degree or B.E.,(Mechanical) with MBA in Marketing Management from a recognised University.</p> <p>ii) Experience:- Five years experience in a reputed commercial concern.</p> <p>c) "By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years".</p>
4.5	Dy. Chief Manager (Adm) [For EDP Dept.]	Bet. 28 & 38 years	<p>a) By Direct Recruitment or By Deputation.</p> <p>b) By deputation 33.33%</p> <p>c) By promotion..66.66%</p>	<p>a) i. Qualification: Must have first Class Bachelor Degree or High Second Class (above 55%) Master Degree. An MBA Degree in Marketing Management from a Recognised Indian or Foreign University.</p> <p>ii. Experience: Applicant should have minimum 2 years of experience in marketing of products inside the country and also in exporting to the Foreign countries. The candidates should be conversant with Sales Tax Regulations, Import & Export Rules, Custom Rules.</p> <p>b) By deputation from Government/Public Undertakings.</p> <p>c) "By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years" with degree in MBA in Marketing Management.</p>
4.6	Dy. Chief Manager (Admn.) [For Per. Dept.] OR For I.A.Dept.	Bet. 28 & 38 years	<p>a) By Depu-tation</p> <p>b) By Direct recruit-ment 33.33%</p> <p>c) By Direct recruitment (for I.A.Dept.)</p> <p>d) By promotion 66.66%</p>	<p>a) By deputation from Government.</p> <p>b) For Direct Recruitment: Master Degree or High Second Class degree with minimum of 5 years experience in the reputed Govt. Indl. Concerns.</p> <p>c) For Direct Recruitment: 1. Qualification: Must be qualified Chartered/Cost Accountant or an MBA Degree in Financial Management from a recognized Indian or Foreign University. (For I.A. Dept.) 2. Experience: Two years experience in a Financial Executives post in a reputed Industrial or Commercial undertakings.</p> <p>d) By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years".</p>

4.7	Dy. Chief Manager (Adm.) [For Indl. Estate] RJN-U Dvn.	Bet. 28 & 38 years	a) By Deputation b) By Direct recruit-ment 33.33% c) By promotion. 66.66%	a) By deputation from Government/Public Undertakings. b) Master Degree or High Second Class degree with minimum of 5 years experience in the reputed Govt. Indl. Concerns. c) By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years".
4.8	Dy. Chief Manager (Adm.) [For Indl. Estate] RJN-R Dvn.	Bet. 28 & 38 years	a) By Deputation b) By Direct recruit-ment 33.33% c) By promotion. 66.66%	a) By deputation from Government Public Undertakings. b) Master Degree or High Second Class degree with minimum of 5 years experience in the reputed Govt. Indl. Concerns. c) By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years".
4.9	Dy. Chief Manager (Adm.) [For Indl. Estate] PNY Dvn.	Bet. 28 & 38 years	a) By Deputation b) By Direct recruit-ment 33.33% c) By promotion. 66.66%	a) By deputation from Government Public Undertakings. b) Master Degree or High Second Class degree with minimum of 5 years experience in the reputed Govt. Indl. Concerns. c) By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years".
4.10	Dy. Chief Manager (Adm.) [For Indl. Estate] Tmkr. Dvn.	Bet. 28 & 38 years	a) By Deputation b) By Direct recruit-ment 33.33% c) By promotion. 66.66%	a) By deputation from Government Public Undertakings. b) Master Degree or High Second Class degree with minimum of 5 years experience in the reputed Govt. Indl. Concerns. c) By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years".
4.11	Dy. Chief Manager (Adm.) [For Indl. Estate] DVG. Dvn.	Bet. 28 & 38 years	a) By Deputation b) By Direct recruit-ment 33.33% c) By promotion. 66.66%	a) By deputation from Government Public Undertakings. b) Master Degree or High Second Class degree with minimum of 5 years experience in the reputed Govt. Indl. Concerns. c) By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years".
4.12	Dy. Chief Manager (Adm.) [For Indl. Estate] Hubli Dvn.	Bet. 28 & 38 years	a) By Deputation b) By Direct recruit-ment 33.33% c) By promotion. 66.66%	a) By deputation from Government Public Undertakings. b) Master Degree or High Second Class degree with minimum of 5 years experience in the reputed Govt. Indl. Concerns. c) By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years".

4.13	Dy. Chief Manager (Adm.) [For Indl. Estate] Gulbarga / Bellary Dvn.	Bet. 28 & 38 years	a) By Deputation b) By Direct recruit-ment 33.33% c) By promotion. 66.66%	a) By deputation from Government Public Undertakings. b) Master Degree or High Second Class degree with minimum of 5 years experience in the reputed Govt. Indl. Concerns. c) By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years".
4.14	Dy. Chief Manager (Adm.) [For Indl. Estate] Mysore Dvn.	Bet. 28 & 38 years	a) By Deputation b) By Direct recruit-ment 33.33% c) By promotion. 66.66%	a) By deputation from Government Public Undertakings. b) Master Degree or High Second Class degree with minimum of 5 years experience in the reputed Govt. Indl. Concerns. c) By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years.
4.15	Dy. Chief Manager (Adm.) [For Indl. Estate] Shimoga Dvn	Bet. 28 & 38 years	a) By Deputation b) By Direct recruit-ment 33.33% c) By promotion. 66.66%	a) By deputation from Government Public Undertakings. b) Master Degree or High Second Class degree with minimum of 5 years experience in the reputed Govt. Indl. Concerns. c) By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years".
4.16	Dy. Chief Manager (Adm.) [For Indl. Estate] Mangalore Dvn.	Bet. 28 & 38 years	a) By Deputation b) By Direct recruit-ment 33.33% c) By promotion. 66.66%	a) By deputation from Government Public Undertakings. b) Master Degree or High Second Class degree with minimum of 5 years experience in the reputed Govt. Indl. Concerns. c) By promotion by selection from the cadre of Managers who have put in a minimum service of 5 years".
4.17	Dy. Chief manager (Adm.) [For Law Dept.]		By Promotion	Minimum service of not less than five years in legal matters in the cadre of Managers with a degree in law from a recognised university.
4.18	Dy. Chief Manager (Adm.) Company Secy.	Bet. 28 & 38 years	a) By Direct Recruitment or by borrowing from Govt. or other organisation	a) First Class Degree in Arts/Commerce/Law and must be a member of the Institute of Company Secretaries of India. b) 5 years experience in Adm. Or Management capacity in a commercial concern department.
4.19	Medical Officer *[CM Cadre] only for present incumbent.		By promotion	On Co-terminus basis.

*Amended by ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ /ಆಡಳಿತ/ಸಿಬ್ಬಂದಿ/ಸ-1/ವೈ/462/2000 / 1142 ದಿನಾಂಕ : 7-6-2000.

5	(i) EXECUTIVE ENGINEER (CIVIL)	Bet. 28 & 40 years	<p>a) By direct recruitment (1/3rd of sanctioned strength)</p> <p>a) By promotion from the cadre of Asst. Executive Engineer (Civil) Division-I</p>	<p>a) Must be a First class Graduate in Civil/Mechanical Engineering depending upon requirements. Experience: Must possess 12 years experience in Industrial Constructions in any State/Central Government undertakings.</p> <p>b) Must have put in a service of not less than five years in the cadre of Assistant Executive Engineer (Civil) Division-I.</p>
	(ii) EXECUTIVE ENGINEER (ELECTRICAL)		b) By promotion from the cadre of Asst. Executive Engineer (Elec.) Division-I	Must have put in service of not less than five years in the cadre of Asst. Executive Engineer (Elec.) Division-1.
6 (i)	Assistant Executive Engineer (Civil) Division-I	Bet. 21 to 33 years	<p>Seventy-five percent by promotion from the cadre of Assistant Engineer</p> <p>A N D</p> <p>Twenty-five percent by Direct Recruitment</p> <p>Note: The Graduate Manager (C&M) who have entered this cadre either by promotion or Direct Recruitment will be accommodated in this cadre based on their date of entry into the cadre.</p>	<p>a) By Promotion: Must be holder of a degree in Civil or Mechanical Engineer or Possess equivalent qualifications depending upon the requirement.</p> <p>ii) Must have put in a service of not less than five years as Assistant Engineer.</p> <p>By Direct Recruitment: Must be holder of a degree in Civil or Mechanical Engineering or a Certificate of Diploma from the Institute of Engineers that he has passed parts A and B of the Associate membership examination of Institute of engineers or possess a qualification recognised by the Govt. as equivalent to such degree certificate.</p>
6 (ii)	Assistant Executive Engineer (Civil) Division-II		By Promotion from the Cadre of Junior Engineer (Civil) (Special Grade).	Must have put in a service of not less than five years in the cadre of Junior Engineer (Civil) Special Grade.

6	Assistant (iii) Executive Engineer (Eecl.) Division-I	Bet.21 to 33 years	Seventy-five percent by promotion from the cadre of Assistant Engineer (Eecl.) A N D Twenty five percent by Direct Recruitment	By Promotion: Must be holder of a degree in electrical Engineering or possess equivalent qualifications depending upon the requirement. ii) Must have put in a service of not less than five years as Assistant Engineer. By Direct Recruitment: Must be holder of a degree in Electrical engineering or a Certificate of Diploma from the Institute of Engineers that he has passed parts A and B of Institute of Engineers or possess a qualification recognised by the Govt. as equivalent to such degree certificate.
6	Assistant (iv) Executive Engineer (Eecl) Division-II		By promotion from the cadre of Junior Engineer (Eecl) Special Grade	Must have put in a service of not less than five years as Junior engineer (Eecl) Special Grade.
7	Manager (Adm.)	Bet.21 & 28 years	a) By deputation b) by Direct Recruitment ..25% c) By promotion (For b & c) ...75%	a) By deputation from Government /Public Undertakings. b) i) Qualification:- A high Second class Master's Degree in Commerce or Economics or a degree in Engineering or MBA from a recognised University or First Class Bachelor's Degree. ii) Experience:- Two years experience in a reputed commercial concern. c) By promotion: from the cadre of Asst. Managers (Adm.) who possess 5 years of service in that cadre.
8	P.S. TO M.D		By Promotion	Must have put in a service of not less than five years as Senior Stenographer
9 (i)	Assistant Engineer (Civil)	Bet.21 to 33 years	By Direct Recruitment or By Transfer of Junior engineer (Civil) NOTE: The Asst. Managers C&M divisions who have joined the organisation with degree in Engg. Engineering as minimum	Must be holder of a degree in civil or Mechanical Engineering depending upon the requirements, as the case may be or must be holder of a Diploma certificate from a recognised Institute of Engineers regarding pass in part-A and B of the A.M.I.E. or possess equivalent qualification. For Transfer: Must possess a degree in Engg. Or A.M.I.E. (India) qualification in Civil or Mechanical Engineering. Note: 1) The irrevocable option of the Junior Engineer shall be obtained before such transfer within the time stipulated by the corporation. Note: 2) The transfer shall be effective from the date of graduation subject to the availability of vacancies without ignoring the inter-se seniority among those eligible for such transfer.

			<p>qualification will be accommodated in this cadre based on their entry into the cadre of Assistant Manager (C&M)</p>	<p>Note:3) A Junior engineer who is appointed by transfer as Assistant Engineer shall be entitled to count one third of the service rendered by him as Junior Engineer prior to appointment as Asst. Engineer subject to a maximum of four years, as if it had been in the post of Asst. engineer for the purpose of consideration for promotion to the post of Asst. Executive Engineer Division-I and subject to the following conditions namely:-</p> <p>i) The seniority of a Junior Engineer who is appointed, as Assistant Engineer shall be fixed in the category of Assistant Engineer with reference to the notional date arrived at after giving weightage of service as aforesaid.</p> <p>A Junior Engineer who is appointed as Assistant Engineer shall be put in a minimum service of two years on duty as Asst. Engineer after such appointment and a total of five years as Asst. Engineer, inclusive of the service given as weightage to become eligible for promotion as asst. Exe. Engineer (Civil) Division-I.</p>
9 (ii)	Junior Engineer (Civil) Spl. Grade.		<p>By promotion from the cadre of Junior Engineers Note: The Managers (C&M) who have appointed as Asst. Manager (C&M) with Diploma in Civil Engineering as Minimum qualification will be accommodated in this cadre based on their entry into cadre.</p>	<p>Must have put in a service of not less than five years in the cadre of junior Engineers.</p>
9 (iii)	Assistant Engineer (Elect)	Bet.21 to 33 years	<p>By Direct Recruitment or By transfer of Junior Engineer (Elect). Note: The Asst.Managers (Elect)Division who have joined the organisation with Degree in</p>	<p>a) Must be holder of a degree in electrical engineering depending upon the requirements. As the case may be or must be holder of a Diploma certificate from a recognised institute of Engineers regarding pass in Part A and B of the A.M.I.E. or possess equivalent qualification.</p> <p>For Transfer: Must possess a degree in Engg. Or A.M.I.E. (India) qualification in electrical Engineer.</p> <p>Note: 1) The irrevocable option of the Junior Engineer shall be obtained before such transfer within the time stipulated by the corporation.</p>

			Engineering as Minimum qualification will be accommodated in this cadre based on their entry into the cadre of Assistant Manager (electrical)	<p>Note:2) The transfer shall be effective from the date of graduation subject to the availability of vacancies without ignoring the inter-se seniority among those eligible for such transfer.</p> <p>Note:3) A Junior engineer who is appointed by transfer as Assistant Engineer shall be entitled to count one third of the service rendered by him as Junior Engineer prior to appointment as Asst. engineer subject to a maximum of four years. As if it had been in the post of Asst. Engineer for the purpose of consideration for promotion to the post of Asst. Exe. Engineer (Elec) Dvn-I and subject to the following conditions namely:-</p> <ol style="list-style-type: none"> i) The seniority of a Junior Engineer who is appointed, as Asst. Engineer shall be fixed in the category of Asst. Engineer with reference to the notional date arrived at after giving weightage of service as aforesaid. ii) A Junior Engineer who is appointed as Asst. Engineer shall be put in a minimum service of two years on duty as Asst. Engineer after such appointment and a total of five years as Asst. Engineer inclusive of the service given as weightage to become eligible for promotion as Asst. Exe. Engineer (Elec.) Division-I.
10	Junior Engineer (Elec) Special Grade		By promotion from the cadre of Junior Engineer (Elec) Note: The Manager(Elec) who have appointed as Asst. manager (Elec) with Diploma in Electrical Engineering as minimum qualification will be accommodated in this cadre based on their date of entry into the date.	Must have put in a service of not less than five years in the cadre of Junior Engineer (Electrical).
11	Senior Draughts man		Upgraded Posts – on co-terminus basis	Note: The Board in its 268 th meeting held on 31.3.98 have approved to upgrade the posts of draughtsman as Senior Draughtsman. The posts will be in existence as long as the present incumbents are occupied.

12	Asst. Manager (Adm.)	Bet. 18 to 33 years	a) by promotion ...75% b) by Direct Recruitment ..25%	a) By promotion: From Sr. Assistants – who possess 5 years of service in the Corporation in that cadre. b) Qualification: II Class B.E.(Mechanical) or High Second Class Bachelor Degree or MBA.
13 (i)	Junior Engineer (Civil)	Bet. 18 to 33 years	By Direct Recruitment	Must be holder of a Diploma in Civil or Mechanical Engineering depending upon the requirement as the case may be from a recognised polytechnic in Karnataka or possess equivalent qualification.
13 (ii)	Junior Engineer (Electrical)	Bet. 18 to 33 years	By direct recruitment	By Direct recruitment: Degree/ Must be a holder of a Diploma in Electrical engineering depending upon the requirement as the case may be from a recognised polytechnic in Karnataka or possess equivalent qualification.
14	Sr. Stenographer		By promotion	Stenographers who possess five years of service.
15	Stenographers	Bet. 18 to 33 years	a) By direct Recruitment (25%) b) By promotion (75%)	a) By Direct Recruitment: SSLC with Senior Shorthand and Senior Typewriting. \ in English and Kannada. b) From Typists who acquire additional qualification in Senior Shorthand and Typewriting and possess five years of service.
16	Senior Assistants	Bet. 18 to 33 years	a) By direct recruitment (25%) b) by promotion (75%)	a) By Direct Recruitment: A Graduate in Commerce / Arts/Science. b) By promotion from Jr. Assistants who possess a minimum service of 5 years in that cadre.
17	Junior Assistants	Bet. 18 to 33 years	a) By direct recruitment (75%) a) By promotion (25%)	a) By Direct recruitment: SSLC By promotion: by selection from Attenders/peons who possess SSLC with minimum service of 5 years in that cadre.
18	Head Typists		By Promotion	Senior Typists who possess five years of service.
19	Senior Typists		By promotion	Typists who possess five years of service.
20	Typists	Bet. 18 to 33 years	By direct recruitment	a) By Direct Recruitment: SSLC with Senior Typewriting.
21	Draughts man	Bet. 18 to 33 years	Sixty-six and two third percent by direct recruitment and Thirty-three and	For direct recruitment: Must be holder of a certificate in Draughtsmanship in Civil or mechanical awarded by any polytechnic in Karnataka or under I.T.I./I.T.C. scheme or any other equivalent qualification or a job oriented pre university Diploma course in building and road construction technology recognised by the Directorate of vocational education.

			one-third percent by promotion from the cadre of Tracer.	For promotion: Must have put in a service of not less than five years in the cadre of Tracer. Provided that if officers who have put in a service of five years are not available an officer who has put in three years of service may be considered for promotion.
22	Senior Tracer		Upgraded posts on Co-terminus.	The posts will be in existence as long as the present incumbents are occupied.
23	Tracers	Bet.18 to 33 years	By Direct Recruitment	A pass in S.S.L.C. or possess equivalent qualification and a pass intermediate grade drawing examination or higher grade drawing examination conducted by the Karnataka Secondary Education Examination Board.
24	Selection Grade Drivers		By promotion	Senior drivers who possess ten years of service.
25	Senior Drivers		By promotion	Drivers who possess five years of service.
26	Drivers	Bet. 18 to 33 years	By Direct recruitment (75%) By promotion (25%)	Five years experience in driving and should possess valid driving licence. Class-IV employees who possess five years experience in Driving & should possess valid driving licence.
27	Sr. Attenders		By promotion	Attenders who possess five years of service.
28	Attenders		By promotion	By promotion from cadre of Class IV who possess seven years of service in that cadre with 7 th standard pass.
29	Peons/ Watchman/ Cleaner	Bet. 18 to 33 years	By direct recruitment	7 th Standard Pass Certificate (for posts of Watchman only ex-servicemen should be recruited)

* Note: 1) The Posts indicated At sl.No.s.3,5(i), (ii), 6 (i), (ii), (iii), (iv), 9(i), (ii), (iii), 10, 11, 13(l), (ii), 21, 23 C & R rules are considered as Construction Cadre and Rest shall be considered As General Cadre for all Administrative Functions.

- 2) The pay scales & Pay of present Assistant Manager(C&M) and Electrical Diploma holders and Draughtsmans (Civil) will be protected.
- 3) Though the Chief Managers have been designated as Chief Manager (Finance) Chief Manager (Coml.) Chief Manager (Per) and Company Secretary etc. for the purpose of seniority and promotion, they constitute a common cadre called as Chief Managers. Similarly, all the Deputy Chief Managers constitute common cadre called as Deputy Chief Manager for the purpose of seniority and promotion. So also the managers and Assistant Managers for the purpose of seniority and promotion.
- 4) In the cadres of Chief Managers, Deputy Chief Managers, 33.33% of the vacancies shall be filled up by Direct Recruitment and the remaining 66.66% of the vacancies shall be filled by promotion.
- 5) In the cadre of Managers and Asst. managers, 75% of the vacancies shall be filled up by Promotion and the remaining 25% shall be filled up by Direct Recruitment.

* Amended by Notification No.EST;PER:C&R:AMEND:99 Dtd.26-10-1999

*[Schedule -B]

Sl. No.	Category of Posts	Pay Scales
1	General Manager	Rs.12800-320-13400-380-14960-440-16720
	<u>Heads of Departments</u>	
2	Chief Manager/ Superintending Engineer Grade-I Senior	Rs.10620-260-10880-320-13440-380-14960
3	Deputy Chief Manager/ Secretary/ Medical Officer/Executive Engineer	Rs.9580-260-10880-320-13440-380-14200
	<u>Grade-I Junior</u>	
4	Assistant Executive Engineer (Division)-I	Rs.7400-200-8800-260-10880-320-13120
5	Assistant Executive Engineer (Division)-II	Rs.7400-200-8800-260-10880-320-13120
6	Managers/PS TO MD	Rs.6000-150-7200-200-8800-260-10880-320-11200
	<u>Grade-II</u>	
7	Assistant Engineer / Junior Engineer (Special Grade) / Sr.Draughtsman	Rs.6000-150-7200-200-8800-260-10880-320-11200
8	Assistant Manager/ Senior Stenographer	Rs.5200-125-5700-150-7200-200-8800-260-9580
	<u>Grade-III</u>	
9	Junior Engineer/Head Typist	Rs.4575-125-5700-150-7200-200-8400
10	Senior Assistant/Stenographer/Senior Tracer (Present)/Selection Grade Driver	Rs.4150-100-4450-125-5700-150-7200-200-7800
11	Senior Typist/Draughtsman/Senior Driver	Rs.3850-100-4450-125-5700-150-7050
12	Tracer	Rs.3300-75-3450-100-4450-125-5700-150-6300
13	Junior Assistant/Typist/Driver/Senior Attender	Rs. 3000-75-3450-100-4450-125-5450
	<u>Grade-IV</u>	
14	Electrician (Present)	Rs.2775-75-3450-100-4450-125-4950
15	Attender	Rs.2600-50-2700-75-3450-100-4350
16	Peon/Watchman/Cleaner/ Electrician	Rs.2500-50-2700-75-3450-100-3850

**[In future the relevant rules of Government of Karnataka such as KCSR, KCA (CCA RULES), shall be applied MUTATIS-MUTANDIES in KSSIDC in existing Acts, Directions, Orders and guidance in respect of the employees of the Corporation wherever the existing KSSIDC service Rules, C&D Rules, and C&R Rules are silent.

This order will come into force with immediate effect.]

NOTE: Every effort and due care has been taken to bring out this C & R Rules of the Corporation with an updated amendments. In case if any of the amendments/notifications/Office Orders connected to C & R Rules of the Corporation has been left out for incorporation in this booklet by oversight, the same should also be read as per the orders issued.

* Amended by Notification No.EST/PER:C&R:AMEND:99 Dtd.26-10-1999

** Inserted by Notification No.EST/PER/SR/AMD/2001 dated 18-5-2001

**Annexure to Schedule-"A".
SANCTIONED STRENGTH OF VARIOUS CADRES**

ADMINISTRATION :

Sl.No.	Cadre	Sanctioned as on 01-01-2004
1.	Chairman	
2.	Managing Director	01
3.	General Manager	01
4.	Chief Manager	03
5.	Medical Officer-Upgraded from DCM to CM Grade	08
6.	Dy. Chief Manager	01
7.	Manager	18
8.	Per Secy. to M.D.	26
9.	Asst. Manager	01
10.	Senior Steno	62
11.	Stenographer	06
12.	Senior Assistant	09
13.	Junior Assistant	114
14.	Head Typist	55
15.	Senior Typist	03
16.	Typist	11
17.	Selection Grade Driver	01
18.	Senior Driver	02
19.	Driver	04
20.	Senior Attender	12
21.	Attender	11
22.	Supernumerary Attender	29
23.	Peon-cum-Watchman	04
24.	Cleaner	46
	Total - A:	01
	TECHNICAL :	429
01.	Supdt.Engineer	
02.	Executive Engineer	01
03.	Executive Engineer (Elect.)	04
04.	Asst.Executive Engineer-I	01
05.	Asst. Executive Engineer-II	22
06.	Asst. Executive Engineer(Elect.)-I	06
07.	Asst. Executive Engineer(Elect.)-II	02
08.	Junior Engineer (Spl.Grade)	01
09.	Junior Engineer (Spl.Grade)-Elect.	09
10.	Senior Draughtsman (Civil)	02
11.	Junior Engineer	03
12.	Senior Tracer	01
13.	Electrician	02
	TOTAL - B:	01
	TOTAL A + B :	55
	484	