

ಸಂಖ್ಯೆ.ಆಡಳಿತ/ಸಿಬ್ಬಂದಿ/99-ಭಾಗ-2/2016-17/2491

ದಿನಾಂಕ: 10 DEC 2018

ಅಧಿಸೂಚನೆ

ವಿಷಯ: ನಿಗಮದ ಕರಡು ವೃಂದ ಮತ್ತು ನೇಮಕಾತಿ ನಿಯಮಾವಳಿಗಳು -
ಆಕ್ಷೇಪಣೆ / ಸಲಹೆ ಸಲ್ಲಿಸುವ ಬಗ್ಗೆ.

ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಣ್ಣ ಕೈಗಾರಿಕೆಗಳ ಅಭಿವೃದ್ಧಿ ನಿಗಮ ನಿಯಮಿತ ಇದರ ಸಿಬ್ಬಂದಿಯ ವೃಂದ ಮತ್ತು ನೇಮಕಾತಿ ನಿಯಮಾವಳಿಗಳನ್ನು 1978 ರಲ್ಲಿ ರಚಿಸಲಾಗಿದ್ದು, ನಂತರದಲ್ಲಿ 2003ರಲ್ಲಿ ಅವರೆವಿಗೆ ನಿಗಮದ ವೃಂದ ಮತ್ತು ನೇಮಕಾತಿ ನಿಯಮಾವಳಿಗಳಿಗೆ ಆದ ತಿದ್ದುಪಡಿಗಳನ್ನು/ ಸೇರ್ಪಡೆ/ರದ್ದುಗೊಳಿಸಿದ ಆದೇಶಗಳನ್ನು ಅಳವಡಿಸಿ ಪ್ರಕಟಿಸಲಾಗಿದ್ದಿತು.

ಸರ್ಕಾರವು ಸಿಬ್ಬಂದಿ ಮತ್ತು ಆಡಳಿತ ಸುಧಾರಣೆ ಇಲಾಖೆ ಸುತ್ತೋಲೆ ಸಂಖ್ಯೆ: ಸಿಆಸುಇ/ 25/ಸೇನಿಡಿ/2017 ದಿನಾಂಕ 09.06.2017 ರಲ್ಲಿ ಸಾರ್ವಜನಿಕ ಉದ್ಯಮಗಳ ಇಲಾಖೆಯು ಎಲ್ಲಾ ಸಾರ್ವಜನಿಕ ಉದ್ಯಮಗಳ ವೃಂದ ಮತ್ತು ನೇಮಕಾತಿ ನಿಯಮಗಳನ್ನು ರಚಿಸಿಕೊಳ್ಳುವ/ ಸಮಕಾಲಿಕಗೊಳಿಸುವ ಬಗ್ಗೆ ಪರಿಶೀಲಿಸಲು ಸೂಚನೆಗಳನ್ನು ನೀಡಿದ್ದು, ಇದರ ಮೇರೆಗೆ ಸಾರ್ವಜನಿಕ ಉದ್ಯಮಗಳ ಇಲಾಖೆಯು ಆದೇಶ ಸಂಖ್ಯೆ: ಡಿಪಿಇ/26/ಎಅರ್‌ಯು/2016 ದಿನಾಂಕ: 24.10.2016ರಲ್ಲಿ ಎಲ್ಲಾ ಸಾರ್ವಜನಿಕ ಉದ್ಯಮಗಳ ವೃಂದ ಮತ್ತು ನೇಮಕಾತಿ ನಿಯಮಗಳನ್ನು ರಚಿಸಿಕೊಳ್ಳುವ/ ಸಮಕಾಲಿಕಗೊಳಿಸುವ ಬಗ್ಗೆ ಪರಿಶೀಲಿಸಲು ಸರ್ಕಾರದ ಹಿರಿಯ ಅಧಿಕಾರಿಗಳನ್ನೊಳಗೊಂಡ ಒಂದು ಸಮಿತಿಯನ್ನು ರಚಿಸಿದ್ದು ವೃಂದ ಮತ್ತು ನೇಮಕಾತಿ ನಿಯಮಗಳನ್ನು ಪರಿಷ್ಕರಿಸುವ ಬಗ್ಗೆ ಅನುಸರಿಸಬೇಕಾದ ಮಾರ್ಗಸೂಚಿಗಳನ್ನು ನೀಡಿದ್ದು.

ಇದರ ಮೇರೆಗೆ ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಣ್ಣ ಕೈಗಾರಿಕೆಗಳ ಅಭಿವೃದ್ಧಿ ನಿಗಮ ನಿಯಮಿತದ ವೃಂದ ಮತ್ತು ನೇಮಕಾತಿ ನಿಯಮಗಳನ್ನು ಸಿಬ್ಬಂದಿ ಮತ್ತು ಆಡಳಿತ ಸುಧಾರಣೆ ಇಲಾಖೆ (ಸೇವಾ ನಿಯಮಾವಳಿಗಳು ಹಾಗೂ ಆರ್ಥಿಕ ಇಲಾಖೆಯ ಸಲಹೆ/ಸೂಚನೆ ಮೇರೆಗೆ ಪರಿಷ್ಕರಿಸಲಾಗಿದ್ದು, ಸದರಿ ಪರಿಷ್ಕೃತ ಕರಡು ನಿಯಮಗಳನ್ನು ದಿನಾಂಕ 30.11.2018 ರಂದು ನಡೆದ ನಿಗಮದ ಆಡಳಿತ ಮಂಡಳಿಯ 351ನೇ ಸಭೆಯಲ್ಲಿ ಮಂಡಿಸಲಾಗಿದ್ದು, ಸಭೆಯ ಸರ್ವಾನುಮತದ ಮೇರೆಗೆ ಕರಡು ನಿಯಮಾವಳಿಗಳನ್ನು ಪ್ರಕಟಿಸಲಾಗುತ್ತಿದೆ.

ಸದರಿ ಕರಡು ನಿಯಮಾವಳಿಗಳಿಂದ ಭಾದಿತರಾದ ಅಧಿಕಾರಿ/ನೌಕರರುಗಳು ಈ ಅಧಿಸೂಚನೆಯನ್ನು ಹೊರಡಿಸಿದ ದಿನಾಂಕದಿಂದ 15 ದಿನಗಳೊಳಗಾಗಿ ಅಹವಾಲುಗಳ ಆಕ್ಷೇಪಣೆ/ಸಲಹೆಗಳನ್ನು ಸಲ್ಲಿಸಲು ಸೂಚಿಸಲಾಗಿದೆ. ಈ ಅವಧಿ ಮುಗಿದ ನಂತರ ಬರುವ ಆಕ್ಷೇಪಣೆ/ಸಲಹೆಗಳನ್ನು ಪುರಸ್ಕರಿಸಲಾಗುವುದಿಲ್ಲ.

ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು
ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಣ್ಣ ಕೈಗಾರಿಕೆಗಳ
ಅಭಿವೃದ್ಧಿ ನಿಗಮ ನಿಯಮಿತ

ಗೆ,

1. ನಿಗಮದ ಎಲ್ಲಾ ಅಧಿಕಾರಿ/ನೌಕರರುಗಳಿಗೆ.
2. ಸೂಚನಾ ಫಲಕ.
3. ಇಡಿಪಿ ವಿಭಾಗ ಇವರಿಗೆ ಇದನ್ನು ಕೂಡಲೇ ಅಂತರ್ಜಾಲದಲ್ಲಿ ಪ್ರಕಟಿಸಲು.

**KARNATAKA STATE SMALL INDUSTRIES DEVELOPMENT
CORPORATION LIMITED**

No. KSSIDC/CRR/2018-19/ .

Date: / / 2018.

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] Rules, 2018.

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.
- 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 appointment of a person to a specified post on such terms and conditions as may be determined by an agreement.
- 2.11. "Direct Recruitment" means appointment by selection in accordance with the provisions of these Rules and otherwise than appointment by promotion, deputation or contract.
- 2.12. "Employee" means persons already appointed and in the service of the Corporation and to persons who may be appointed in the Corporation hereinafter in accordance with these rules.
- 2.13. "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.
- 2.14. "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.
- 2.15. "Government" means Government of Karnataka.
- 2.16. "Managing Director" means the Managing Director of the Corporation.
- 2.17. "Merit list" means the list prepared by the committee constituted for the purpose of recruitment.
- 2.18. "Promotion" means appointment of an employee in the service of the Corporation from one cadre to a higher cadre or one post to a higher post in accordance with these Rules.
- 2.19. "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.
- 2.20. "Schedule" means Schedule to these Rules.
- 2.21. "Service" means service rendered in the Corporation.

- 2.22. All other words and expressions used but not defined in these Rules shall have the same meaning as normally assigned to them.

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 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 decide and 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.

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 a Director of the Board. Managing Director shall issue the orders of promotion.

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.

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 Schedule-II 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.

OR

6.2. In the case of group 'C' posts, on the basis of the percentage of marks or average of percentages of marks, as the case may be, secured in the qualifying examination/s plus the marks secured in the competitive examinations conducted on the same lines as prescribed in the KCS (Ministerial Recruitment) Rules, 1978,

OR

6.3 In the case of group 'D' posts, on the basis of percentage of marks secured in qualifying examination and if more than one qualifying examination is prescribed, then on the basis of the average of the percentages of marks secured in the qualifying examinations,

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

Provided that a candidate to become eligible to appear in the examination and interview for Group 'A' and 'B' posts, should have secured in the qualifying examination not less than fifty five percent in the case of persons belonging to the category of the Scheduled Castes and the Scheduled Tribes and not less than sixty percent in the case of others.

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 or who has married a person already having a spouse living shall be eligible for appointment.
 - 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:
- 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 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.

8. Age limits:

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 **five** years or the number of years of service rendered by him in the Corporation, whichever is less;
- (b) in the case of a candidate who is an ex-serviceman, by 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.

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) S.S.L.C. Marks Card

OR

- b) Certificate from the school or college in which he / she last studied.

Provided that in the case of a person who has appeared for Secondary School Leaving Certificate examination or any other examination declared equivalent thereto, the date of birth recorded in the certificate issued in respect of such an examination shall only be accepted as proof of age of such person.

10. Selection Authority:

10.1. In respect of group 'A', 'B' and 'C' posts (excluding the posts of Drivers), the Corporation shall entrust the selection to an outside selection authority like KPSC, KEA, IISc., IIM or any other such organization for selection of candidates for appointment to direct recruitment posts.

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.

11. The select list:

The selecting authority, KPSC, KEA, IISc., IIM or the organisation, 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 or average of percentages of marks, as the case may be, secured in the qualifying examination/s plus the marks secured in the competitive examinations conducted on the same lines as prescribed in the KCS (Ministerial Recruitment) Rules, 1978,
- c) In the case of group 'D' posts, on the basis of percentage of marks secured in qualifying examination and if more than one qualifying examination is prescribed, then on the basis of the average of the percentages of marks secured in the qualifying examinations,

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 may 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.

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 dispatch 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 a maximum of Thirty days excluding the initial Fifteen days specified under these Rules or reject the same.

15.3. The seniority of a candidate who reports to duty after the prescribed period under Sub-rule 15.1 but before the expiry of the extended period under Sub-rule 15.2 shall count only from the date he/she reports to duty and not as per the select list as the same shall not survive once extension of time is sought and granted.

15.4. 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 vacancy based, subject to the exigencies of work and not automatic on getting eligibility. The posts to which appointment by promotion may be made and the eligibility for such promotion shall be as prescribed in Schedule-II to these Rules.

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

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

16.4 The eligibility and fitness of the employee for promotion to the post, to which promotion is considered, shall be assessed by the Screening Committee for promotion constituted by the Managing Director from time to time. The Screening Committee 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 may be taken into consideration. If, for any reason, record of service for the past five years are not available in the feeder cadre the same in the cadre below the feeder cadre in which the employee had served, if any, may be taken into consideration to the extent of deficit. However, for any reason, if record of service for full five years is not available the record of service available for lesser 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 Foreign Service/deputation shall be for a specified period not exceeding five years and the terms and conditions of such appointment by Foreign Service /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 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, 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. They 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 to time to time.

20 Probation:

20.1. Definitions:

- (1) "Appointed on probation" means appointed on trail;
- (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:

- (1) By the Board, by such period as it deems fit;
- (2) By any other appointing authority by such period not exceeding the prescribed initial period of probation.

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 or of the first of them in which he/she fails to pass.

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) **Order of declaration:** 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 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, but the order of discharge except when passed by the Board, shall not be given effect to till it has been submitted to and confirmed by the next higher authority.

(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 Appeal: No appeal shall lie against an order discharging a probationer under Sub-rule 20.4(2) or Sub-rule 20.5(1).

20.7 Increment and Pay:

(1) Probationer appointed at the initial or higher stage of time scale may draw the increments that fall due during the prescribed period of probation; he/she shall not however, draw any increments after the expiry of such period unless and until he/she is declared to have satisfactorily completed his/her probation. However, he/she will not be entitled to any increments during the extended period of 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.

20.8 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.

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.

(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:

- (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 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 persons 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 persons promoted from different cadres shall be determined strictly in accordance with the provisions prescribed in the Schedule. However, inter-se seniority among the persons from the same cadre shall be maintained.

(d) When promotions to a class of post or 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 in which the names of persons are arranged by the Appointing Authority.

(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 in which the selected candidates are arranged by the Appointing Authority.

(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 Memorandum No. DPAR 48 SSR 75, dated: 05-07-1976 read with Official Memorandum No. ಸಿಆಸುಇ/43/ಸೆಸೆನಿ/87 dated 14.12.1987 and connected orders issued from time to time, mutatis-mutandis.

(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 persons 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 1st January every year reflecting the position as on 31st 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 31st March of the same year.

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 mutatis- mutandis applicable. 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.

In case of any provisions are silent in Conduct and Disciplinary Rules 1979 of the Corporation, KCS (CCA) Rules 1957 shall mutatis-mutandis applicable.

23. Repeal & savings:

Karnataka State Small Industries Development Corporation Limited [Cadre and Recruitment] Rules, 1978 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 are withdrawn.



MANAGING DIRECTOR

SCHEDULE-I

Sl. No.	Cadre & Pay Scale	Cadre Strength		Method of recruitment	Minimum qualification	Remarks
		Permanent	Temporary			
	Managing Director	1	--	--	Encadred in IAS / IFS / IPS	
(I) <u>ADMINISTRATION WING</u>						
<u>GROUP-A</u>						
1	General Manager 90500-123300	3	--	By Promotion/ Deputation GM-I: Admn.&LAQ GM-II: Industrial Estate GM-III: Commercial, Finance & Miscella- neous	GM-I: En-cadred to KAS Senior Scale Officer from Govt. of Karnataka. GM-II: By promotion from the cadre of Deputy General Manager rendered service of not less than 3 years. GM-III: Foreign service of an officer of equivalent cadre from the Dept. of I & C, Govt. of Karnataka or PSUs.	
2	Deputy General Manager 74400-109600	6	--	(i) 50% By promotion. (a) Industrial Estate- Zone-I (b) Industrial Estate- Zone-II (c) Commercial	1] <u>By Promotion:</u> From the cadre of Assistant General Manager with a minimum service of 3 years.	

				(ii) 40% by Foreign Service (a) Finance (b) Audit (iii) 10% by Contract	2] Encadred from SAAD/ Treasury/PSUs of a equal pay scale. 3] Personnel-A retired Officer having a good knowledge of service matters/disciplinary matters.	
3	Assistant General Manager 67550-104600	14	4	(i) By Direct Recruitment: (a) Commercial (b) Commercial Accounts (c) EDP (d) LAW (ii) By promotion: (a) Channasandra Stockyard (b) Commercial-II (c) Bengaluru Dvn. (d) Tumkur (e) Hubli (f) Belgaum	(1) <u>For Direct Recruitment:</u> (a) Must be holder of MBA (Marketing) and an experience of 3 years. (b) Must be holder of MBA (Finance)/M.Com with an experience of 3 years is desired. (c) Must be holder of M.Tech (Computer Science)/ MCA with an experience of 3 years is desired. d) Must be holder of LLM with an experience of 3 years is desired. (2) <u>For Promotion:</u> Must have rendered a service of not less than 3 years in the cadre of Senior Manager OR 5 years of service in the cadre of Manager.	

				(g) Kalaburgi (h) Mysore (i) Shimoga (iii) <u>By Foreign Service:</u> Estate & Works Accounts.	(3) On Foreign Service from Govt./PSUs with equal pay scale.	
4	Company Secretary 67550-104600	1	--	Direct Recruitment / On Contract	Must be holder of Company Secretary with an experience of 5 years.	
5	Senior Manager 52650-97100	6	--	By promotion	Must have rendered a service of not less than 5 years in the cadre of Manager/PS to Managing Director.	
GROUP-B						
6	Manager 43100-83900	18	--	(i) 40% (7 posts) by Direct Recruitment. (ii) 50% (9 posts) by promotion. (iii) 10% (2 posts) by deputation/ contract.	Must possess a Degree from a University established by Law in India with basic computer knowledge. Must have rendered a service of not less than 5 years in the cadre of Assistant Manager or 07 years as Senior Stenographer (01 Post only). Encadred to the Officers of SAAD/PSUs.	

7	Personal Secretary to Managing Director 43100-83900	1	--	By promotion / by Foreign Service	For promotion: Must have rendered a service of not less than 5 years in the cadre of Senior Stenographer.	
8	Assistant Manager 37900-70850	35	10	(i) 75% (26 posts) By Promotion from the cadre of Sr. Asst. (ii) 5% (2 posts) By Promotion from the cadre of Steno-grapher. (iii) 20% (7 posts) By Deputation	1] For Promotion: (a) Must have rendered a service of not less than 5 years in the cadre of Senior Assistant. (b) Must have rendered a service of not less than 7 years as Stenographer, out of which one year service in the Ministerial Cadre as Senior Assistant. 2] For Deputation: Deputation of an Official of equivalent cadre from Govt. of Karnataka OR PSUs.	
9	Senior Stenographer 37900-70850	4	1	100% By Promotion	Must have rendered a service of not less than 5 years in the cadre of Stenographer.	
GROUP-C						
10	Senior Assistant 30350-58250	60	32	(i) 50% (30 posts) By Direct recruitment	1] For Direct Recruitment: Must possess a Degree from a University established by Law in India or possess an equivalent qualification with basic Computer knowledge.	

				(ii) 40% (24 posts) By Promotion (iii) 10% (6 posts) By Deputation	2] <u>For Promotion:</u> Must have rendered a service of not less than 5 years in the cadre of Junior Assistant. 3] <u>For Deputation:</u> Deputation of an Official of equivalent cadre from Govt. of Karnataka OR PSUs.	
11	Head Typist 33450-62600	2	--			Supernumerary posts.
12	Stenographer 30350-58250	6	--	100% By Direct recruitment.	Must have passed Pre University Course Examination or possess an equivalent; and; Must have passed Senior Type writing and Senior Shorthand Examinations, in Kannada & in English, conducted by the Karnataka Secondary Examination Board or possess an equivalent qualification with basic Computer knowledge. If, needed the posts of Stenographers for the time being will be filled by foreign service from Govt. departments / PSUs.	
13	Senior Typist 27650-52650	6	--			Supernumerary posts.

14	Junior Assistant 21400-42000	30	20	(i) 90% (27 posts) By Direct recruitment (ii) 10% (3 posts) By Promotion	1] <u>For Direct Recruitment:</u> Must have passed Pre University Course Examination with basic computer knowledge/ Secretarial practice or possess an equivalent qualification. 2] <u>For Promotion and Transfer.</u> Must have passed pre university course examination or possess an equivalent qualification and with an experience of 5 years in the cadre of Group 'D'.	
15	Data entry Operator 21000-42000	15	--	100% by direct recruitment	Must have passed Pre University Course Examination and Diploma in Secretarial practice OR having certificate issued by Govt./recognized Institutions by the Govt. for acquiring knowledge in computer training in Kannada & English.	
16	Senior Driver 27650-52650	5	--			Supernumerary posts.
17	Driver 21400-42000	8	--	100% By Direct recruitment	Must have passed Secondary School Leaving Certificate Examination. Must be a holder of current driving licence of motor vehicle and first aid certificate by Red	

					Cross & driving badge. After selection the candidate shall be referred to the Police Driving and Maintenance School, from where he shall produce a certificate for having passed the test conducted by it.	
GROUP-D						
18	Senior Attender 21400-42000	9	--			Supernumerary posts.
19	Attender 18600-32600	1	--			Supernumerary posts.
20	Group 'D' 17000-28950	10	28	100% By Direct recruitment.	Must have passed Secondary School Leaving Certificate Examination conducted by Karnataka Secondary Education Examination Board or possess an equivalent qualification.	
	TOTAL:	240	95			

(II) TECHNICAL WING

GROUP- A						
Sl. No.	Cadre Strength	Cadre Strength		Method of recruitment	Minimum qualification	Remarks
		Pmt.	Temp			
1	Chief Engineer 90500-123300	1	--	By Promotion/ Encadred to PWD.	<u>For Promotion:</u> Must have rendered a service of not less than 3 years in the cadre of Superintending Engineer.	
2	Superintending Engineer 74400-109600	1	--	By Promotion.	Must have rendered a service of not less than 3 years in the cadre of Executive Engineer (Civil)	
3	Executive Engineer (Civil) 67550-104600	4	--	1] 75% (3 posts) By Promotion 2] 25% (1 post) By Deputation	1] <u>For promotion:</u> Must have rendered a service of not less than 5 years in the cadre of Assistant Executive Engineer-1 (Civil) 2] <u>For Deputation:</u> By deputation from the Govt. / PSU of an equivalent cadre.	
4	Executive Engineer (Elec) 67550-104600	1	--	By Promotion OR By deputation. 		

5	Assistant Executive Engineer-1 (Civil) 52650-97100	15	7	<p>(i) 50% (8 regular posts, 3 temporary posts) By Direct recruitment</p> <p>(ii) 40% (6 regular posts, 3 temporary posts) By Promotion</p> <p>(iii) 10% (1 regular post, 1 temporary post) By Deputation</p>	<p>1] <u>For Direct Recruitment:</u> Must possess a B.E. degree in Civil Engineering awarded by a University established by Law in India or possess an equivalent qualification.</p> <p>2] <u>For Promotion:</u> Must have rendered a service of not less than 5 years in the cadre of Assistant Engineer (Civil).</p> <p>3] <u>For deputation:</u> By deputation of an Officer of equivalent cadre from the Govt. of Karnataka OR PSUs.</p>	
6	Assistant Executive Engineer-1 (Elec) 52650-97100	1	--	<p>By promotion OR By deputation</p>	<p><u>For promotion:</u> Must have rendered a service of not less than 5 years in the cadre of Assistant Engineer (Ele) OR</p> <p><u>For deputation:</u> By deputation of an Officer of equivalent cadre from the Govt. of Karnataka OR PSUs.</p>	
7	Assistant Executive Engineer-2 (Civil) 52650-97100	5	--			Supernumerary posts.
8	Assistant Executive Engineer-2 (Elec) 52650-97100	1	--			Supernumerary posts.

GROUP- B						
9	Assistant Engineer (Civil) 43100-83900	10	5	1] 50% (5 posts) By Direct recruitment 2] 50% (5 posts) By Deputation-encadred to PWD/PSUs.	1] For Direct Recruitment: Must be holder of a degree in Civil Engineering. 2] For Deputation: By deputation of an Officer of equivalent cadre from PWD/PSUs.	
10	Assistant Engineer (Ele) 43100-83900	1	--	By Direct recruitment	Must be a holder of degree in Electrical Engineering.	
11	Assistant Engineer(Civil) (Division-2) 43100-83900	4	--			Supernumerary posts.
	Assistant Engineer (Elec) (Division-2) 43100-83900	2	--			Supernumerary posts.
13	Surveyor 37900-70850	2	--	Encadred to the Dept. of Surrey settlement and land records.	Deputation of an Official of equivalent cadre from the Govt. departments.	
GROUP- C						
14	Senior Tracer 30350-58250	1	--			Supernumerary posts.
GROUP- D						
15	Electrician 17000-28950	1	--	By Direct Recruitment.	Must possess a certificate of Electrician from an ITI .	
	TOTAL:	50	12			

SCHEDULE-II

(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
<u>Group 'A'</u> General Manager, Chief Engineer, Deputy General Manager, Superintendent Engineer, Assistant General Manager, Company Secretary, Executive Engineer, Assistant Executive Engineer, Senior Manager,	Board	Board	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)	Board
<u>Group 'B'</u> Assistant Engineer, Manager, PS to Managing Director. Assistant Manager, Senior Stenographer.	Board	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)	Board
<u>Group 'C'</u> Junior Engineer, Senior Assistant, Stenographer, Senior Tracer,	Managing Director	1) <u>For minor penalties:</u> General Manager (Admn)	According to C&D Rules of the Corporation.	Managing Director

Head Typist, Senior Typist, Junior Assistant, Typist, Selection Grade Driver, Senior Driver, Driver.		2) <u>For major penalties:</u> Managing Director	<u>For minor penalties:-</u> Rule No.18 A(i) to (vii) <u>For major penalties:-</u> Rule No. 18 B(viii) & (ix)	
<u>Group 'D'</u> Selection Grade Attender, Senior Attender, Attender, Electrician, Peon/ Watchman	Managing Director	1) General Manager (Admn.) for minor penalties. 2) Managing Director for Major 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)	Managing Director

MANAGING DIRECTOR

DRAFT CADRE AND RECRUITMENT RULES

ADMINISTRATIVE WING:

Sl No	Designation & Pay Scale (2012)	Revised Pay Scale (2018)	No. of Posts		Method of Recruitment	Minimum Qualification	REMARKS
			Pmt.	Temp			
1	2	3	4	5	6	7	8
	Managing Director		01		En-cadred-IAS/IFS/IPS		
1	General Manager-I (Admn. & LAQ) 48900-63600	90500-123300	03		By Deputation: GM-I:	En-cadred to KAS Senior Scale Officer, from Govt. of Karnataka	
	General Manager-II (Industrial Estate/ Commercial)				By Promotion: GM-II:	From the cadre of Deputy General Manager rendered service of not less than 3 years.	
	General Manager-III (Finance and Miscellaneous)				By Foreign Service / Promotion GM-III:	From an officer of equivalent cadre from the Department of SAAD / PSUs or from the cadre of Deputy General Manager rendered service of not less than 3 years.	

2	Deputy General Manager 40050-56550	74400-109600	06	-	1. 50% Promotion Industrial Estate-Z-I 2. Industrial Estate-Z-II 3. Commercial (i) 40% By Foreign Service/Promotion 1. Finance 2. Audit (ii) 10% By Contract Personnel	By From the cadre of Asst. General Manager with a minimum service of 03 years . Encadared from SAAD/Treasury / PSUs of a equal pay scale or from the cadre of Asst. General Manager with a minimum service of 03 years . Personnel-A retired officer having a good knowledge of service matters / disciplinary matters.	
3	Assistant General Manager 36300-53850	67550-104600	14	04	(i) 30% By Direct recruitment (04 Posts) 1] Commercial 2] Commercial Accounts 3] EDP 4] LAW	Must be holder of MBA (Marketing) and an experience of 03 years. Must be holder of MBA (Finance)/M.Com with an experience of 03 years is desired. Must be holder of M Tech Computer science/MCA with an experience of 03 years is desired. Must be holder of LLM with an experience of 03 years is desired.	

					60% By Promotion (09 Posts) 1] CSY 2] Bangalore Dvn. 3] Commercial-2 4] Tumkur 5] Hubli 6] Belgaum 7] Kalburgi 8] Mysore 9] Shimoga	Must have rendered a service of not less than 3 years in the cadre of Senior Manager or 5 years of service in the cadre of manager	
4	Company Secretary 36300-53850	67550-104600	01	-	10% By Foreign Service (01 Post) E & W A On Contract Or By Direct recruitment	On Foreign Service from Govt. / PSUs with equal pay scale. Must be holder of Company Secretary with an experience of 05 years .	
5	Senior Manager	52650-97100	06	-	By Promotion	Must have rendered a service of not less than 5 years in the cadre of Manager / PS to Managing Director	
6	Manager	43100-83900	18	-	i) 40% (07 Posts) By Direct recruitment (ii) 50% (09 Posts) By Promotion (iii) 10% (02 Posts) By Deputation/Contract	Must possess a Degree from a University established by Law in India with basic Computer knowledge. Must have rendered a service of not less than 5 years in the cadre of Assistant Manager or 07 years as Senior Stenographer (01 Post only) Encadred to the Officers of SAAD / PSUs.	

7	P S to Managing Director 22800-43200	43100-83900	01	-	By promotion / By Foreign Service	Must have rendered a service of not less than 07 years in the cadre of Senior Stenographer.	
8	Assistant Manager 20000-36300	37900-70850	35	10	i) 75% (26 Posts) By Promotion from the cadre of Senior Assistant ii) 05% (02 Posts) by promotion from the posts of Stenographer.	Must have rendered a service of not less than 5 years in the cadre of Senior Assistant. ii) Must have rendered a service of not less than 07 years as Stenographer out of which one year service in the ministerial cadre as Senior Assistant.	
9	Senior Stenographer 20000-36300	37900-70850	04	01	(iii) 20% (07 Posts) By Deputation 100% By Promotion	Deputation of an Official of equivalent cadre from Govt. of Karnataka OR PSUs. Must have rendered a service of not less than 5 years in the cadre of Stenographer.	
10	Senior Assistant 16000-29600	30350-58250	60	32	(i) 50% (30 Posts) By Direct recruitment 40% (24 Posts) By Promotion (iii) 10% (06 Posts) By Deputation	Must possess a Degree from a University established by Law in India or possess an equivalent qualification. With basic Computer knowledge. Must have rendered a service of not less than 5 years in the cadre of Junior Assistant. An Official of equivalent cadre from Govt. of Karnataka OR PSUs.	

11	Head Typist	33450-62600	02	-	-	-	These posts will be treated as Supernumerary posts.
	17650-32000						
12	Stenographer	30350-58250	06	-	100% By Direct recruitment.	Must have passed Pre University Course Examination or possess an equivalent; and; Must have passed Senior Type writing and Senior Shorthand Examinations, in Kannada and in English, conducted by the Karnataka Secondary Examination Board or possess an equivalent qualification with basic Computer knowledge.. If, needed the posts of Stenographers for the time being will be filled by foreign service from Govt. Dept.,/PSU.	
13	Senior Typist	27650-52650	06	-	-	-	These Posts will be treated as Supernumerary posts.
	14550-26700						
14	Junior Assistant	21400-42000	30	20	i) 90% By Direct recruitment(27 Posts)	Must have passed Pre University Course Examination with basic computer knowledge/ Secretarial Practice or possess an equivalent qualification with basic Computer knowledge.	
	11600-21000						

				(ii)10% (03 Posts) By Promotion	Must have passed pre university course examination or possess an equivalent qualification and with an experience of 05 years in cadre of Group D	
15	Typist	21400-42000	-	-		ಈ ಹುದ್ದೆಯನ್ನು ರದ್ದುಪಡಿಸಲಾಗಿದೆ.
16	Selection Grade Driver 16000-29600	30350-58250	-	-	-	ಈ ಹುದ್ದೆಯನ್ನು ರದ್ದುಪಡಿಸಲಾಗಿದೆ.
17	Senior Driver 14550-26700	27650-52650	05	01	-	These Posts will be treated as Supernumerary posts.
18	Driver 11600-21000	21400-42000	08	-	100% By Direct recruitment	Must have passed S.S.L.C. Examination. Must be a holder of current driving licence of motor vehicle; and First Aid Certificate by Red Cross and Driving Badge. After selection the candidate shall be referred to the Police Driving and Maintenance School, from where he shall produce a certificate for having passed the test conducted by it.
19	Selection Grade Attender 12500-24000	23500-47650	-			ಈ ಹುದ್ದೆಯನ್ನು ರದ್ದುಪಡಿಸಲಾಗಿದೆ.

20	Senior Attender 11600-21000	21400-42000	09	-	-			These posts will be treated as Supernumerary posts.
21	Attender 10400-16400	18600-32600	-	-	-			ಈ ಹುದ್ದೆಯನ್ನು ರದ್ದುಪಡಿಸಲಾಗಿದೆ
22	Peon / Watchman / Cleaner 9600-14550	17000-28950	10	28	100% By Direct recruitment.	Must have passed Secondary School Leaving Certificate Examination conducted by Karnataka Secondary Education Examination Board or possess an equivalent qualification.		
23	Data Entry Operator	21000-42000	15	-	100% By Recruitment	PUC ಯಲ್ಲಿ ಉತ್ತೀರ್ಣತೆ ಹಾಗೂ ಡಿಪ್ಲೊಮಾ ಇನ್ ಸೆಕ್ರೆಟರಿಯಲ್ ಪ್ರಾಕ್ಟೀಸ್ ಅಥವಾ ಒಂದು ವರ್ಷದ ಗಣಕಯಂತ್ರದ ತರಬೇತಿಯನ್ನು / ಕನ್ನಡ ಮತ್ತು ಆಂಗ್ಲ ಭಾಷೆಗಳಲ್ಲಿ ಗಣಕಯಂತ್ರ ಬಳಕೆಯ ಬಗ್ಗೆ ಸರ್ಕಾರದ ಅಂಗೀಕೃತ ಸಂಸ್ಥೆಗಳಿಂದ ಅಥವಾ ಸರ್ಕಾರದಿಂದ ಮುನ್ಸೂಚಿತ ಪಡೆದ ಪ್ರಮಾಣ ಪತ್ರವನ್ನು ಹೊಂದಿರಬೇಕು. ಬೆರಳಚ್ಚು ಪರೀಕ್ಷೆಯಲ್ಲಿ ಉತ್ತೀರ್ಣತೆ ಹೊಂದಿದವರಿಗೆ ಆದ್ಯತೆಯನ್ನು ನೀಡಲಾಗುವುದು.		

Technical Wing:

Sl No	Designation & Pay Scale (2012)	Revised Pay Scale (2018)	No. of Posts		Method of Recruitment	Minimum Qualification	REMARKS
			Pmt.	Temp			
1	2	3	4	5	6	7	8
1	Chief Engineer 48900-63600	90500-123300	01	-	By Promotion / Encadred to PWD	Must have rendered a service of not less than 3 years in the cadre of Superintending Engineer (Civil)	
2	Superintendent Engineer 40050-56550	74400-109600	01	-	By Promotion	Must have rendered a service of not less than 3 years in the cadre of Executive Engineer (Civil)	
3	Executive Engineer (Civil) 36300-53850	67550-104600	04	-	1] 75% (03 Posts) By Promotion 2] 25% (01 Posts) By Deputation	Must have rendered a service of not less than 5 years in the cadre of Assistant Executive Engineer-1 (Civil) By deputation from Govt., / PSU of an equivalent cadre from the Govt. of Karnataka OR PSUs.	
4	Executive Engineer (Ele) 36300-53850	67550-104600	01	-	By promotion OR By deputation	Must have rendered a service of not less than 5 years in the cadre of Asst. Executive Engineer-1 (Ele). By deputation of an Officer of equivalent cadre from the Govt. of Karnataka OR PSUs.	

5	Assistant Executive Engineer -1 (Civil) 28100-50100	52650-97100	15	07	(i) 50% By Direct recruitment (8 Posts 3 Temp Posts) (ii) 40% By Promotion (6 Posts 3 Temp. Posts) (iii) 10% By Deputation (01 Regular Post, 01 Temp. posts)	Must possess a B.E. degree in civil Engineering awarded by a University established by Law in India or possess an equivalent qualification. Must have rendered a service of not less than 5 years in the cadre of Assistant Engineer (Civil). By deputation of an Officer of equivalent cadre from the Govt. of Karnataka OR PSUs.	
6	Assistant Executive Engineer-1 (Ele) 28100-50100	52650-97100	01	-	By Promotion OR By deputation	Must have rendered a service of not less than 5 years in the cadre of Asst. Engineer- (Ele). By deputation of an Officer of equivalent cadre from the Govt. of Karnataka OR PSUs.	
7	Assistant Executive Engineer-2 (Civil) 28100-50100	52650-97100	05	-			These posts will be treated as Supernumerary posts.
8	Assistant Executive Engineer-2 (Ele) 28100-50100	52650-97100	01	-			These posts will be treated as Supernumerary posts.
9	Assistant Engineer (Civil) 22800-43200	43100-83900	10	05	1] 50% By Direct recruitment 2] 50% By Deputation – en cadred to PWD./PSU	Must be holder of a degree in Civil Engineering. By deputation of an officer equivalent cadre from the Govt. of Karnataka OR PSUs.	

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10	Assistant Engineer (Ele) 22800-43200	43100-83900	01	-	By direct recruitment	Must be holder of a degree in Electrical Engineering.	
11	Assistant Engineer (Civil) -2 22800-43200	43100-83900	04	-		-	These posts will be treated as Supernumerary posts.
12	Assistant Engineer (Ele) Division-2 22800-43200	43100-83900	02	-	-	-	These posts will be treated as Supernumerary posts.
13	Junior Engineer 17650-32000	33450-62600	-	-			ಈ ಹುದ್ದೆಯನ್ನು ರದ್ದುಪಡಿಸಲಾಗಿದೆ
14	Senior Tracer 16000-29600	30350-58250	01	-			These posts will be treated as Supernumerary posts.
15	Tracer	11600-21000	-	-			ಈ ಹುದ್ದೆಯನ್ನು ರದ್ದುಪಡಿಸಲಾಗಿದೆ
16	Electrician 9600-14550	17000-28950	01	-			
17	Surveyor	37900-70850	02	-	Encadred to the surveyors of department of settlement and land records.		

Managing Director
KSSIDC LTD.

SCHEDULE - III

The Service examinations prescribed for various posts are indicated hereunder:

Sl. No.	Post	Service Examinations
1.	General Manager	i. General Law Part I & II ii. Accounts Higher iii. PWD Higher Part I & II
2.	Deputy General Manager	i. General Law Part I & II ii. Accounts Higher iii. PWD Higher Part I & II
3.	Assistant General Manager	i. General Law Part I & II ii. Accounts Higher iii. PWD Higher Part I & II iv. Revenue Higher Part I & II
4.	Senior Manager	i. General Law Part I & II ii. Accounts Higher iii. PWD Higher Part I & II v. Revenue Higher Part I & II
5.	Manager/PS to Managing Director	i. General Law Part I & II ii. Accounts Higher iii. PWD Higher Part I & II iv. Co-operation vi. Revenue Higher Part I & II
6.	Asst. Manager/Senior Stenographer	i. Account Higher ii. General Law Part I & II
7.	Senior Assistant/Stenographer/Junior Assistant	i. Account Higher ii. General Law Part I
8.	Superintending Engineer/Executive Engineer/Asst. Executive Engineer/Asst. Engineer	i. General Law Part I & II ii. Accounts Higher iii. PWD Higher Part I & II
9.	Junior Engineer	i. Accounts Higher 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.

MANAGING DIRECTOR
KSSIDC LTD.