



उ० प्र० राज्य विद्युत उत्पादन निगम लि०  
(उ० प्र० सरकार का उपक्रम)  
शक्ति भवन/शक्ति भवन विस्तार  
14, अशोक मार्ग, लखनऊ-226001

No. ०४ -UNL/Reform/Regulation/2010/Seniority Dated: ०७ January, 2010

**Office Memorandum**

Sanction is hereby accorded to amend the U.P. State Electricity Board Servants Seniority Regulations-1998, as applicable in U.P. Rajya Vidyut Utpadan Nigam, Ltd., as below :-

**1- AMENDMENT OF REGULATION 5**

For the Regulation as set out in column I below, the Regulation as set out in column II shall be substituted :-

Column I Existing Regulation	Column II Regulation as hereby substituted
<p>5. Where according to the service Regulations appointments are to be made only by the Direct recruitment the seniority inter se of the persons appointed on the result of any one selection, shall be the same as it is shown in the merit list prepared by the commission or the committee, as the case may be :</p> <p>Provided that a candidate recruited directly may lose his seniority, if he fails to join without valid reasons when vacancy is offered to him, the decision of the appointing authority as to the validity of reasons, shall be final :</p> <p>Provided further that the persons appointed on the result of a subsequent selection shall be junior to the persons appointed on the result of a previous selection. Explanation - Where in the same year separate selections for regular and emergency recruitment, are made, the selection for regular recruitment</p>	<p>5. Where according to the service Regulations appointments are to be made only by the Direct recruitment the seniority inter se of the persons appointed on the result of any one selection, shall be the same as it is shown in the merit list prepared by the commission or the committee, as the case may be :</p> <p>Provided that a candidate recruited directly may lose his seniority, if he fails to join without valid reasons when vacancy is offered to him, the decision of the appointing authority as to the validity of reasons, shall be final :</p> <p>Provided further that the persons appointed on the result of a subsequent selection shall be junior to the persons appointed on the result of a previous selection. Explanation - Where in the same year separate selections for regular and emergency recruitment, are made, the selection for regular recruitment</p>

Column I Existing Regulation	Column II Regulation as hereby substituted
<p>shall be deemed to be the previous selection.</p>	<p>shall be deemed to be the previous selection.</p> <p>Provided also that in services where initial recruitment is made as a trainee e.g. Assistant Engineer (Trainee), Accounts Officer (Trainee) and Junior Engineer (Trainee) ,the relative seniority of the persons so trained and absorbed shall be determined by the following method :-</p> <p>(i) The maximum marks fixed for performance of the entrance test, interview and the group discussion etc., shall be scaled to "sixty". The marks obtained by the trainee shall be reduced in the same ratio.</p> <p>(ii) The maximum marks for the performance during the training period, as per training programme shall be reduced to "forty" and the marks obtained by the trainee shall be reduced in the same ratio.</p> <p>Explanation:- These marks shall be tabulated based on the performance in the tests and activities as prescribed in training programme, in their first attempt. The marks obtained in the subsequent attempts to qualify the training and in the final absorption test shall not be added for this purpose.</p> <p>(iii) The commuted marks as in (i) &amp; (ii) above shall be added together to form the seniority list for the respective discipline i.e., Electrical, Mechanical, Electronics, Computer and Instrumentation etc. separately, as the case may be.</p> <p>(iv) For preparing a common seniority list of the directly recruited Assistant Engineers (E&amp;M) commuted maximum marks in each discipline, as in (iii) above, shall be normalized and the marks of each candidate in that particular discipline shall be scaled up or</p>



Column I Existing Regulation	Column II Regulation as hereby substituted
	down as the case may be and a common seniority list shall be prepared on the basis of such normalized marks in the descending order.

## 2- AMENDMENT OF REGULATION 8

For the Regulation as set out in column I below, the Regulation as set out in column II shall be substituted:-

Column I Existing Regulation	Column II Regulation as hereby substituted
<p>8.(1) Where according to the service Regulations appointment are made both by promotions and by direct recruitment the seniority of persons appointed shall, subject to the provisions of the following sub-rules, be determined from the date of the order of their substantive appointments, and if two or more persons are appointed together, in the order in which their names are arranged in the appointment order.</p> <p>Provided that if the appointment order specifies a particular back date, with effect from which a person is substantively appointed, that will be deemed to be the date of order of substantive appointment and, in other cases it will mean, the date of issuance of the order :</p> <p>Provided further that a candidate recruited directly may lose his seniority, if he fails to join without valid reasons, when vacancy is offered to him the decision of the appointing authority as to the validity of reasons, shall be final.</p> <p>(2) The seniority inter se of persons appointed on the result of any one selection,</p> <p>(a) through direct recruitment , shall be the same as it is shown</p>	<p>8.(1) Where according to the service Regulations appointment are made both by promotions and by direct recruitment the seniority of persons appointed shall, subject to the provisions of the following sub-rules, be determined from the date of the order of their substantive appointments, and if two or more persons are appointed together, in the order in which their names are arranged in the appointment order.</p> <p>Provided that if the appointment order specifies a particular back date, with effect from which a person is substantively appointed, that will be deemed to be the date of order of substantive appointment and, in other cases it will mean, the date of issuance of the order :</p> <p>Provided further that a candidate recruited directly may lose his seniority, if he fails to join without valid reasons, when vacancy is offered to him the decision of the appointing authority as to the validity of reasons, shall be final.</p> <p>(2) The seniority inter se of persons appointed on the result of any one selection,</p> <p>(a) through direct recruitment , shall be the same as it is shown</p>

Column I Existing Regulation	Column II Regulation as hereby substituted
<p>in the merit list prepared by the commission or by the committee, as the case may be :</p>	<p>in the merit list prepared by the commission or by the committee, as the case may be :</p> <p>Provided also that in services where initial recruitment is made as a trainee e.g. Assistant Engineer (Trainee), Accounts Officer (Trainee) and Junior Engineer (Trainee) ,the relative seniority of the persons so trained and absorbed shall be determined by the following method :-</p> <p>(i) The maximum marks fixed for performance of the entrance test, interview and the group discussion etc., shall be scaled to "sixty". The marks obtained by the trainee shall be reduced in the same ratio.</p> <p>(ii) The maximum marks for the performance during the training period, as per training programme shall be reduced to "forty" and the marks obtained by the trainee shall be reduced in the same ratio.</p> <p>Explanation:- These marks shall be tabulated based on the performance in the tests and activities as prescribed in training programme, in their first attempt. The marks obtained in the subsequent attempts to qualify the training and in the final absorption test shall not be added for this purpose.</p> <p>(iii) The commuted marks as in (i) &amp; (ii) above shall be added together to form the seniority list for the respective discipline i.e., Electrical, Mechanical, Electronics, Computer and Instrumentation etc. separately, as the case may be.</p> <p>(iv) For preparing a common seniority list of the directly recruited Assistant Engineers (E&amp;M) commuted maximum marks in each discipline, as in (iii) above, shall be normalized and the marks of each candidate in that particular discipline shall be scaled up or</p>



Column I Existing Regulation	Column II Regulation as hereby substituted
(b) by promotion, shall be as determined in accordance with the principles laid down in Regulation 6 or Regulation 7 as the case may be, according as the promotion are to be made from a single feeding cadre or several feeding cadres.	down as the case may be and a common seniority list shall be prepared on the basis of such normalized marks in the descending order.  (b) by promotion, shall be as determined in accordance with the principles laid down in Regulation 6 or Regulation 7 as the case may be, according as the promotion are to be made from a single feeding cadre or several feeding cadres.

3- The above amendments shall be deemed to have come into force with effect from 01-03-2008.

**By order of the Board of Directors**

No. 08 –(I)UNL/Reform/2010

Copy forwarded for information and necessary action to the following :-

- 1- Staff Officer to the Chairman and Managing Director, UPRVUNL, Shakti Bhawan, Lucknow.
- 2- Privdate Secretary to Director (Technical)/(Finanace)/(Personnel), UPRVUNL, Shakti Bhawan Vistar, Lucknow.
- 3- Chief Engineer, Anpara/Obra/Parichha/Panki/Harduaganj Thermal Power Projects, UPRVUNL.
- 4- Chief Engineer (PPMM)/(R&M)/(Fuel)(Commercial)/(Thermal Operation), UPRVUNL, Shakti Bhawan Vistar, Lucknow.
- 5- Chief General Manager, (Finanace & Accounts), UPRVUNL, Shakti Bhawan Vistar, Lucknow.
- 6- General Manager (HR), UPRVUNL, Shakti Bhawan Vistar, Lucknow.
- 7- Deputy General Manager (HR-01)/(02)(03)/ (04)/(05)/ (06)/(Reform)/(Training)/(Parliamentary affairs), UPRVUNL, Shakti Bhawan Vistar, Lucknow.
- 8- Company Secretary, UPRVUNL, Shakti Bhawan Vistar, Lucknow with reference to Agenda Item No. 3 of Board's 139<sup>th</sup> meeting held on 24-12-2009.

By order,

  
(Rajeev Goyal) 27/1/2010  
Superintending Engineer (R eform)