



CLASSIFICATION & RECRUITMENT REGULATIONS, 1961

G.S.O. 112, DATED 12-2-1962

1995

**CORRECTED UPTO 31-12-1994
NO. OF C.S. INCLUDED :- 228**

MAHARASHTRA STATE ELECTRICITY BOARD

PREFACE

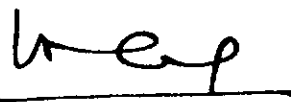
The M.S.E.B. Classification & Recruitment Regulations were first notified under G.S.O. 112 dated 12/2/1962. Thereafter they were printed from time to time and were last published in 1983.

After 1983, the Board has issued 77 Correction Slips. It has become cumbersome to deal with cases using last edition after incorporating new Correction Slips issued since then. Moreover, copies of the Recruitment Regulations printed in 1983 have also been exhausted. Hence, M.S.E.B. took a decision to up-date and reprint the Recruitment Regulations. This Edition has been up-dated upto December, 1994.

While publishing this Edition we have, for the first time, inserted an index of schedules and Appendices thereunder, to Recruitment Regulations so as to facilitate quick location of the revelant provisions in the Recruitment Regulations. An attractive cover page has been used to give a better look.

I am sure that this new edition would not only provide up-dated ready reference on recruitment matters to all the employees but would also be very useful for the purposes of departmental examinations and court cases, etc.

All Officers of various administrative units of M.S.E.B. are requested to treat this edition as basic regulations on recruitment and ensure its updating hereafter at their own level as per the correction slips issued from time to time in future.



(Vinay Mohan Lal)

Member (Admn.) / Secretary.

Bombay.
21st. March 1995.

Although every care has been taken in updating this Regulation, some omissions/errors might have crept in due to inadvertence and remained to be corrected. The management will be obliged if the mistakes are brought to notice of O & M Section for carrying out necessary corrections in the next edition.

Published by

P.D. Mane

Director of Personnel
Maharashtra State Electricity Board.
Head Office
(O & M Cell)
Estrella Batteries Expansion Building
Dharavi Road, Matunga, Bombay-400 019.

Compiled/updated by

S.H. Rahangdale, Addl. Director (P)
P.B. Prabhudesai, Establishment Officer (O&M Cell)
D.K. Pathak, Dy. Establishment Officer (O&M Cell)
P.R. Dixit, Estt. Asstt. (O&M Cell)

Cover Designed by
INDO ADVERTISING,
221, Bora Bazaar Street,
Fourth floor,
Fort, Bombay - 400 001.

Printed By
M/S HEMA ARTS
Premkunj Daulat Nagar
Near D.M. School
Borivali, Bombay-400 066.

FIFTH EDITION 1995
Sale Price Rs. 47.00 only.

INDEX OF SCHEDULE IN

CLASSIFICATION AND RECRUITMENT REGULATIONS, 1961

Sr. No.	Schedule No.	Departments/Wings	Page No.
1.	A-1	Technical, Instrumentation Cell Load Despatch, Chemist.	19
2.	A-2	Non-Technical/EDP Cell.	82
3.	A-3	Stores Cadre.	146
4.	A-4	Security & Vigilance Cadre.	155
5.	A-5	Publicity & Public Relations Cadre.	170
6.	A-6	Generation Wing. (Engineering Categories).	176
7.	A-7	Generation Wing. (Technical Categories).	189
8.	A-8	Selection Posts and Non-Selection Posts.	197

INDEX OF APPENDIX

Sr. No.	Appendix	Subject	Page No.
1.	A	Members of Backward Classes Reservation in services of the Board.	201
2.	B	Notification of vacancies under the Employment Exchange (Compulsory Notification of vacancies Act, 1959).	248
3.	B-I	Recruitment of Personnel in the MSEB through Employment Exchanges.	252
4.	C	Employment of Freedom Fighters in Board's Services.	253
5.	D	Age and Fee Concession to new migrants from East Pakistan.	255
6.	E	Absorption of Retrenches from Government posts.	257
7.	F	Employment of Land Affected persons.	258
8.	G	Employment of Sons/Daughters of the Deceased Employees.	261
9.	H	Rules & Regulations governing Reservations of certain Sections of the Backward Class at the stage of promotions.	269
10.	I	Rules and Regulations governing Reservations of vacancies in Pay Gr. III & Pay Gr. IV for Ex-servicemen/Disabled Ex-servicemen/dependents of Ex-Servicemen killed in Action.	273

INDEX OF APPENDIX

Sr. No.	Appendix	Subject	Page No.
11.	J	Reservation in service for the Physically Handicapped persons at the time of recruitment.	276
12.	K	Rules and Regulations governing Reservation of Vacancies for Economically Weaker Section while making recruitment.	280
13.	L	Appointment of Sportsmen/Sportswomen to pay Gr. III and Gr. IV posts in relaxation of the Employment Exchange procedure.	281
14.	M	Preference in recruitment for Class III and IV Cadres in the Board to the persons in the families of Schedule Caste/Schedule Tribe who have become victim of Social atrocities.	285
15.	N	Procedure for selection of candidates for the posts of Sub-Engineer and Jr. Engineer under Direct Recruitment.	287



THE MAHARASHTRA STATE ELECTRICITY BOARD

CLASSIFICATION AND RECRUITMENT REGULATIONS, 1961

In exercise of the powers conferred by Section 79(c) and (k) read with Section 15 of the Electricity (Supply) Act, 1948, the Maharashtra State Electricity Board is pleased to make the following Regulations to regulate classification and recruitment to posts in various categories in its service.

SHORT TITLE AND EXTENT

- (i) These Regulations shall be called "The Maharashtra State Electricity Board, Classification and Recruitment Regulations, 1961".
- (ii) These Regulations shall come into force 1st October, 1961.
- (iii) If any of these Regulations come into conflict with the provisions of Law for the time being in force, the latter shall be deemed to be operative.

Except where it is otherwise expressed or implied and save may otherwise be provided or authorised by the Board generally or in individual cases, these regulations with such amendments as may be effected from time to time by the Maharashtra State Electricity Board, shall apply to all employees under the administrative control of the Maharashtra State Electricity Board.

INTERPRETATION

In these Regulations unless there is anything repugnant in the subject or context :-

- (i) **"Appointing Authority"** means the authority to whom powers are delegated by the Board to make appointments on the recommendation of the appropriate Selection Committee and in cases where such powers are not delegated, includes the Board itself.
- (ii) The **"Board"** means the Maharashtra State Electricity Board.
- (iii) **"Cadre"** means the strength of a service or a part of a service sanctioned as a separate unit consisting of posts or category of the posts the incumbents of which are eligible to be considered for transfer or for promotion by seniority and merit when vacancies of higher posts occur in the same service or part of

the service.

- (iv) **"Category of posts"** means a class of posts in a particular scale of pay within a cadre separately designated in relation to the nature of functions assigned.
- (v) **"Competent Authority"** means the Board or any other authority to which authority is delegated by the Board for the purposes of any of these Regulations.
- (vi) **"Ex Cadre Post"** means a post outside a cadre.
- (vii) **"Prescribed"** means prescribed by Regulations, General Standing Orders or Specific Orders or Circulars issued by the Competent Authority.
- (viii) **"Selection Committee"** means a committee constituted by the Board to recommend candidates for appointment to the posts in the service of the Board on the basis of the Recruitment Regulations in force from time to time.
- (ix) **"Standing Committee"** is a Committee appointed by the Board under its Resolution No. 205 of 6th October, 1960 with specific duties and functions consigned to it.

GENERAL

- 4. A. (a) Subject to any modifications that the Board may decide from time to time, the following shall be the board classification of services under its administrative control.
 - I. Technical.
 - II. Accounts.
 - III. Non-Technical (Non-Accounts).
- (b) Technical posts are further sub-divided into :
 - (i) Generation.
 - (ii) Distribution.

* B. The posts in each of the service mentioned in 'A' above are divided into four different pay Groups namely, Pay Group I, Pay Group II, Pay Group III and Pay Group IV as defined and as indicated in Regulation No. 27 of the M.S.E.B. Employee's Service Regulations.

5. All appointments to posts in the service of the Board shall normally be made in accordance with provisions of these Regulations. Appointments may be made either by promotion of persons holding lower posts in the respective cadre or by direct recruitment, as the case may be, in the manner specified in Schedule 'A'; \$ provided that a minimum of 15% of the vacancies occupying in all the categories of non-entry posts in Pay Gr. I & II, shall be filled in by direct recruitment.

Note 1: Nothing in this Regulations shall be deemed to restrict the authority of the Board to adopt other methods or standards of recruitment in such cases as it considers necessary.

** **Note 2:** Where direct recruitment of posts is restricted to the candidates recommended by the Employment Exchange, the posts shall be filled in by issuing advertisement in the approved list of Newspapers, in case the concerned local Employment Exchange fails to recommended candidates of the right calibre and in require number within one month from the date of reference to the Employment Exchange.

6. Save as otherwise provided in these Regulations, lower and upper age limits, unless modified or relaxed generally or in individual cases, shall be as under :

(a) Lower Age Limits :-

The lower age limit for direct recruitment in respect of different categories of posts shall, unless relaxed in any particular case, be as mentioned below :

Categories	Lower age Limit
Pay Group I	20 years.
Pay Group II	20 years.
Pay Group III	18 years.
Pay Group IV	18 years.

* Modified vide C.S.No. 127, dt. 12/02/1981
\$ Added vide C.S. No. 209 dt. 30-3-1991. ** Added vide C.S.No. 16, dt. 18/09/1974.

* (b) **Upper Age Limits :-**

The upper age limit for direct recruitment, in respect of persons who are not already in the regular service of the Board, for different categories of posts, unless relaxed by the Competent Authority and unless otherwise specified by special or general orders by the Board shall be as under :-

Categories	Upper Age Limit
Pay Group I	40 years.
Pay Group II	35 years.
Pay Group III	30 years. *
Pay Group IV	30 years. *

Note 1: The upper age limits prescribed may be relaxed upto 5 years by the Selecting Authorities where the minimum experience prescribed is 10 years, or more without the necessary of approval by higher authority and upto 3 years where the minimum experience prescribed is 5 to 9 years.

§ **Note 2:** The upper age limit prescribed for all the categories of posts for direct recruitment should be further relaxed by 5 years in favor of candidates belonging to all selections of the Backward Classes.

+7. (a) The lower age limit prescribed in Regulation 6(a) in the case of employees in Pay Groups I, II, III and IV may be relaxed by the following authorities :-

For Pay Group I	Chairman
For Pay Group II	T.M./A.M./Member (Admn.)/ T.D. concerned for the posts in their respective wings.
For Pay Group III & IV	Heads of Departments.

+ (b) The upper age limits prescribed in Regulation 6(b) read with the Notes thereto in the case of employees in Pay Groups I, II, III & IV may be relaxed by the following authorities :

* Modified vide C.S.No. 131, dt. 07/05/81 read with C.S.No. 222, dt. 26/08/93, § Added vide Dept. Cir. No. Estt./V/RC/46303, dt. 15/11/1969. + Modified vide C.S.No. 117, dt. 09/09/1980 read with C.S. No. 159, dt. 29/09/1975 to G.O. 18.(P) dt. 28/05/1963

For Pay Group I

Chairman.

For Pay Group II

T.M./A.M./Member (Admn.)/T.D.

concerned for the posts in their
respective wings.

For Pay Groups III & IV

Heads of Departments.

In the case of the employees of a licensee § appointed in the service of the Board as a result of the Board's taking over the assets of the licensee, the Chairman shall be the Competent Authority to relax the age limit upto 55 years in respect of all categories.

In the cases of candidates who are below or within the prescribed age limit at the time they enter service in a temporary or Work Charged/N.M.R. capacity but are over that age limit at the time of confirmation, the question of relaxation of the age limit under the Regulation shall not arise provided there is no break in service.

7. A. Deleted vide C.S.No. 212, dt. 23/04/1992.

8. Subject to such modifications as the Board may decide, the minimum qualifications and/or experience required for the various categories of posts shall be as shown in Schedule 'A' (A - 1 to A - 7)

9. Where no special qualifications in respect of education are prescribed, it is left to the discretion of the Selection Committee concerned to select such persons as appears to it to be suitable for the duties that are assigned to the posts or that the candidates, if appointed, are required to perform.

10. § A candidate, in order to become eligible for appointment in the service of the Board, must be an Indian Citizen.

1. # No person shall be eligible for appointment in the services of the Board if he/she is declared insolvent by the Competent Court or convicted in a Criminal Court for any offences which in the opinion of the Competent authority is considered unsuitable for employment in view of the surrounding circumstances and gravity of the offence. The services of an employees so convicted shall be liable for termination without the necessity of enquiry or any disciplinary proceedings.

Modified vide C.S.No. 11, dt. 18/04/1974.
Added vide C.S. No. 22 dt. 14-2-1975

§ Modified & Inserted vide C.S.No. 212, dt. 23/04/1992

11 (a) (i) No person who has more than one wife living shall be eligible
* for appointment in the Board, provided that subject to the provision of any law in force. Competent Authority may, if satisfied that there are special grounds for doing so, exempt any person from the operation of this Regulation.

(ii) No employee who has a wife/husband living shall contract another marriage without obtaining prior permission of the Competent Authority, notwithstanding that such subsequent marriage is permissible under the personal law for the time being applicable to him/her.

\$ Note for (i) & (ii)

The Competent authority for the above purpose shall be as follows :

- (a) For Pay Gr. IV & III Head of Department.
- (b) For Pay Gr. II & I T.M./A.M./Member (Admn.) as the case may be.

12. Posts intended to be filled in by direct recruitment shall be advertised and filled in according to the prescribed procedure.

12 - A. The existing orders prescribing percentages of vacancies reserved for
§ members of each of the different Sections of the Backward Classes in the various categories of posts in Board's services which are filled by direct recruitment, should be scrupulously followed and the prescribed percentage of posts reserved for them should be indicated in every advertisement inviting applications for post under the Board.

12 - B. Posts intended to be filled in by Departmental promotion from the mem-
¥ bers of each different Sections of Backward Classes in various categories of posts shall be filled in by way of direct recruitment exclusively whenever the required number of persons are not available even after going to the last person in the category from which employee is to be promoted to higher post.

13. Appointment, otherwise than by transfer or promotion shall be subject to the production of such evidence of a good character from at least two respectable persons as the Selection Committees concerned or the Appointing Authorities as prescribed by the Board may require.

§ Added vide Dept. Cir.No.Estt/V/RC/46303, dt. 15/11/1969. ¥ Added vide C.S.No. 141, dt. 05/06/1982.

* Added vide C.S. No. 57 dt. 21-2-1977 § Modified & inserted vide C.S. No. 212 dt. 23-4-92

14. Applications from employees of Government, local authority or public undertakings for appointment in the service of the Board shall not be considered unless they are submitted through proper channel.
15. Any endeavour on the part of a candidate or his relations or friends to enlist support by direct or indirect methods for his application for an appointment in the Board's service or for promotion to a higher appointment shall disqualify him for appointment or promotion.
16. Any candidate who is found to have knowingly furnished any particulars which are false or to have suppressed material information of a character which, if known, would ordinarily have debarred him from getting appointment in the service of the Board, is liable to be disqualified and if appointed, to be dismissed from service.
17. The Board may appoint any person or persons on a part time basis on such terms as may be prescribed by the Board from time to time.
18. The Board may obtain on deputation services of employees of any State or Central Government or other body on such terms and conditions as may be mutually agreed to between the Board and the lending organisation.
19. All appointments or promotions to posts in the respective Pay Groups shall be made by the Competent Appointing Authorities concerned on the recommendations of the Competent Selection committee concerned subject to such conditions as may be laid down by the Board.

Provided that, in the case of vacancies of purely temporary nature and of leave vacancies where no person recommended by the Selection Committee concerned for inclusion in the waiting list is available, the Competent Appointing Authority may appoint suitable persons with the approval of the Head of Department for a period not exceeding 6 months subject to the following conditions.

- (i) that no candidate who has completed a total service of 6 months shall be reappointed or continued unless he is selected by the Competent Selection Committee;
- (ii) that the services of such a person appointed on purely temporary basis are discontinued no sooner a selected candidate is available.

* Provided further that, in the case of an immediate necessity when no person from the waiting list is available, a purely temporary appointment may be made by the Competent Appointing Authority, with the approval of Head of the Department, pending selection by the appropriate selection Committee.

20. For the purposes of the above Regulations the Board may from time to time constitute different Selection Committees to select and recommend candidates for appointments to posts in respective Pay Groups under the Board.
21. The Selection Committee may, besides selecting and recommending candidates, also recommend in deserving cases grant of higher starting pay, condonation of physical defect and/or relaxation of age limit and educational or other qualifications.
22. In the case of departmental promotions to posts other than key posts such as Heads of Department and those declared as "Selection Posts", persons who are senior most in the seniority list will ordinarily be considered for selection. The following principles shall normally be followed in making departmental promotions.
- A. (a) No employee shall be promoted to a higher post unless his record shows that he possesses the necessary positive qualifications for the higher posts such as personality, professional qualifications, initiative, strength of character and readiness to assume individual responsibility.
- (b) No employee who possesses the positive qualifications referred to in (a) above shall be passed over by a person junior to him unless the latter has, in addition, exceptional ability or qualifications ;
- (c) In assessing the merits of employees on comparative basis for the purpose of principles (a) and (b) above, the ability, energy, initiative, integrity, sense of responsibility etc. of the employees concerned should be taken into consideration over a series of years wherever possible and judgement should be formed after carefully considering reports of at least three different superior officers wherever possible.
- B. The principles referred to in Regulation 22(A) above shall not apply in the case of promotions to key posts as Head of Departments and selection posts where relative merits of eligible officers as assessed in ac-

* Modified vide C.S.No. 32, dt. 03/10/1975.

cordance with Regulation 22 (A) (a) and (c) above shall have preference over seniority. The Board's discretion in the matter of filling vacancies of key posts and selection posts shall be absolute.

23. When the posts required to be filled in by direct recruitment are advertised, departmental candidates may apply for the same, provided they possess the prescribed qualifications and experience.

24. It shall be the responsibility of the below mentioned officers in the field and Head Office to ensure that the members of the Selection Committee are furnished with all relevant information about the candidates and about the matters of procedure.

In Field

Post in Pay Gr. IV : (+) E.E. (Gen.)/Officer-in-charge of the Divn./Major Stores/Stores Officer/Administrative Officer in the Circle Office.

Post in Pay Gr. III : Officer-in-charge of the Circle/Power Station.

In Head Office :

Posts in Pay Group IV : A.P.O. concerned.

Posts in Pay Group II/III : Establishment Officer/Dy. Establishment Officer.

Posts in Pay Group I : Joint Secretary/(+)A.D. Estt. as the case may be.

25. If a member of the Selection Committee is related to or is otherwise interested in a person offering himself as a candidate for selection for any post, the member shall invariably disclose his interest or relationship, as the case may be, in advance in writing to the Chairman of the Selection Committee and such member shall abstain from the Committee's proceedings relating to selection or otherwise of such candidate.

26. The Competent Selection Committee shall decide whether a written and/or trade test of candidates to be recruited to any post shall be held and also the name of the officer who shall hold the same and the manner in which it shall be held

and other details thereof.

27. Seniority of persons selected for appointments shall be fixed in accordance with the Maharashtra State Electricity Board Employee's Seniority Regulations, 1961 as amended from time to time.

Provided that the names of candidates found suitable for appointment against posts reserved for direct recruitment shall be arranged in such order of preference as may be decided by the Selection Committee concerned.

28. If a person selected for a posts reserved for direct recruitment fails to join within the date stated in the order of appointment and where no such date is stated, within 60 days from the date of appointment order or within such extended periods as the (+) Appointing Authority may decide, the appointment order shall be deemed as cancelled and in case he is permitted by the Appointing Authority concerned the date of joining service shall be taken as the basis for counting length of service and seniority irrespective of the order of merit.

29. (a) The Selection Committee concerned may recommend names of suitable candidates selected after due advertisement, to be kept on the waiting list for consideration against posts reserved for direct recruitment and such list may be deemed to be valid for 12 months. Technical Member, Accounts Member, Member (Admn.) and Technical Director concerned are authorised to extend the validity of the waiting lists of the candidates selected by the various Selection Committees for the posts in their respective wings, even if they are partly operated, for a further period of one year, whenever considered necessary. Such persons who are likely to be absorbed in appropriate vacancies within a reasonable period may be informed of their names having been kept on the waiting list for being absorbed in future vacancies. The Competent Authority on the recommendation of the Selection Committee concerned shall however not be precluded from appointing a person other than any one of the waiting lists.

- 29(b) (i) The select list of Departmental promotes shall remain valid for a maximum period on one year or upto 30th September of each year, whichever is earlier.
- *
* (ii) Competent Selection Committee shall review the cases only of such of the candidates on waiting list, who are not promoted either on regular

\$ Modified vide C.S.No. 118, dt.9/09/1980. * Added vide C.S.No. 78, dt. 5/01/79 read with C.S.No. 178, dt. 11/07/1986 (effective from 30/01/76 instead of 23/11/78). (+) Modified vide C.S. No. 212 dt. 23-4-92

or officiating or temporary basis. The cases of the employees promoted on officiating or on temporary basis in turn but not out of turn shall not be reviewed. However, the cases of the candidates promoted on officiating basis out of a turn as a stop gap arrangement or on ad-hoc basis should be subject to selection alongwith other eligible candidates.

¥ (iii)

The number of candidates to be selected for the post shall not exceed the number of actual and anticipated vacancies on the date of selection plus 25% of such vacancies to provide for eventualities like refusal of promotion, dismissal, resignation etc. The number of candidates proposed to be considered for promotion to selection posts should be only twice the number of actual and anticipated vacancies plus 25% on waiting list for the selection of officers upto the level of Superintending Engineers and equivalent grades and five times for the selection of officers of the rank of Deputy Chief Engineers and above and equivalent grades. However, if sufficient number of suitable candidates are not available, further screening should be done on the same basis.

§

Provided that in senior categories where the number of candidates proposed to be considered is prescribed as five times, if sufficient number of candidates are not available in the category immediately below the one under consideration, it would be sufficient for the Competent Selection Committee to make the selection from candidates available in the category immediately below the one under consideration and one more category immediately next below to that. In these two categories immediately below the one under consideration all those candidates would be eligible for consideration, who have been selected by the Competent Selection Committee and are working in these categories on substantive or officiating basis.

@ (iv) **The stage of preparation of select list**

At the time of drawing up of the select list, the case of a person facing an investigation or departmental enquiry should be considered in the same manner in which the cases of other persons are considered (i.e. on the basis of his previous record of service etc.). If on this basis he is found to fit for promotion, his name should be included in the select list at the appropriate place; but his inclusion should be considered to be purely provisional, to be reviewed after the conclusion of the departmental enquiry or investigation, if on the conclusion of the investigation it is decided that a departmental enquiry is not necessary. This provision will apply to all persons irrespective of whether they are under suspension or not.

§ Added vide C.S.No. 90, dt. 30/08/1979. ¥ Added vide C.S.No. 78, dt. 5/01/1979, read with C.S.No. 178 Dt. 11/07/1986 (effective from 30/01/1976 instead of 23/11/1978) @ Modified/Substituted vide C.S.No. 214, dt. 1/06/1992 read with Circular No. 219, dt. 15/05/1979.

@ (v) Interim promotion during the pendency of proceedings.

If the person is found fit and his name is provisionally included in the select list.

- (a) during the **pendency** of proceedings, the question of promoting a person under suspension does not arise. Such a person shall not be promoted.

- @** (b) In respect of a person who is not under suspension, the Competent Authority should be a conscious decision, after taking into consideration the nature of charges levelled, whether the person should be promoted without waiting for the conclusion of the enquiry. If it is decided that he should be so promoted, such promotion will be provisional and will be reviewed on the conclusion of the investigation or enquiry.

@ (vi) On conclusion of the investigations and/or departmental enquiry.

- a) If a person is completely exonerated the following consequences should follow :-

- i) If he was provisionally promoted, his provisional promotion should be treated as regular.
- ii) If such a person had become due for promotion but was not promoted, he should be promoted at the first opportunity. He should retain the seniority of his position in the select list. His pay should also be fixed at a stage which he would have reached had he been actually promoted according to his rank in the select list, but he should not be entitled to any arrears of pay on this account.

- b) If he is not completely exonerated, his case should be re-examined and a fresh decision taken whether, in view of the result of the investigation or enquiry, he is fit to be promoted.

- i) If he is not found fit in such a re-examination and if was provisionally promoted earlier, the provisional promotion should come to an end. If he was not so promoted, no further question arises.
- ii) If he is found fit, the Competent Authority should indicate his revised

place in the select list. This revised place is expected to be lower than the original provisional place in most cases because of the taint resulting from the proceedings. If such a person was already provisionally promoted earlier, he should be deemed to be promoted according to his revised position in the select list and the period of his earlier promotion should be treated as fortuitous. If such a person was not already promoted, he should be promoted according to his revised position in the select list and the same consequences as in clause (a) (ii) above should follow.

@ Note 1 : In respect of a person who is not completely exonerated, the Competent Authority should re-examine his case and should take fresh decision, in the light of the result of the investigation or enquiry, as to whether such a person is fit to be promoted or not. In such a case a revised place in the select list is to be indicated lower than the original provisional place, in view of the taint resulting from the proceedings; it is not necessary to refer such cases again to the Competent Selection Committee.

@ Note 2 : Wherever the Competent Authority finds it difficult to arrive at a definite conclusion, such cases should be referred to the Technical Member/Accounts Member in the case of employees below the rank of Chief Engineer an equivalent and the Chairman in the case of employees of the rank of Chief Engineer and equivalent. For the purpose of the above procedure the Competent Authority would be the Head of the Department concerned in the case of employees below the rank of Chief Engineer and equivalent and the A.M./T.M. in the case of employees of the rank of Chief Engineer and equivalent.

30.(a) The Competent Authority may, subject to such provisions as may be prescribed by the Board and on the recommendation of the appropriate Selection Committee, appoint any person in consideration of his special knowledge, training or experience on a initial pay higher than the minimum of the prescribed scale of pay:

Provided that the higher initial pay shall in no case, exceed four increments above the minimum of the post without specific sanction of the Board.

§ (b) Pending acceptance by the Competent Authority of the recommendation of Selection Committee for higher starting pay and/or for condonation of overage, the appointing authority may take up a candidate for appointment provision-

@ Inserted vide C.S.No. 214, dt. 1/06/1992 read with Circular No. 219, dt. 15/05/1979.

\$ Modified vide C.S. No. 25, dt. 14-4-1975.

ally for a period of not exceeding six months on the minimum of the pay scale of the post for which he is selected if such appointment is urgently required.

31. If a candidate selected for appointment fails the test of the prescribed physical standard, he shall not be appointed to or continued in the post unless he is specifically exempted by the Board from the requirement or deficiency if, any, is condoned by the Standing Committee provided that :

- (1) when appointment is made by promotion of a person already in service, such test shall not ordinarily be required.
- (2) if a candidate is required to be appointed immediately in the interest of administration before complying with the above requirement, he may be appointed provided that he shall invariably be sent for medical examination as required as soon as possible but in any case within a period of 3 months from the date of his appointment;
- (3) in the case of licensee's staff appointed by the Board consequent on the Board taking over the licensee's undertaking; a medical certificate may not be insisted on from such employees;
- (4) in the case of temporary appointments the duration of which is not likely to extend beyond 3 months provided further that if the person is to be retained in service beyond 3 months, he will be required to submit to the prescribed medical examination.

¥ (5) The chairman shall be the competent Authority to provide alternate employment in the services of the Board to such of the employees who are declared medically unfit for the post held by them but found suitable for alternate employment in the Board.

32. In the case of recruitment to the posts open for direct recruits, all journeys which the candidates (including departmental candidates) may have to perform for the purpose of test or interview shall be at their own cost. In the case of departmental candidates, the period of absence from duty on this account shall be treated as leave. Chairman may grant single to and fro 2nd class Railway fare to outside candidates appearing for interview/test if warranted by extraordinary circumstances.

33. The ratio of posts to be filled by direct recruitment and by departmental pro-

motion shall be such as may be prescribed by the Board from time to time.

34. When a vacancy is to be filled in by direct recruitment, it will be advertised in the approved newspaper in accordance with procedure prescribed for the Board's advertisements giving at least two weeks time for candidates to submit their applications and a copy of the advertisement shall invariably be forwarded to the Local Employment Exchange and the appropriate Backward Class Officer.

35. (i) All appointments and promotions shall in the first instance be on probation for one year or for such longer period as may be prescribed by the Competent Authority even if the appointment is made in a clear vacancy. The period of probation may be extended by the Competent Authority. Continuance in the post or in the service as the case may be shall be subject to the candidate having satisfactorily completed the probation period.

(ii) A person appointed or promoted to a post shall pass the qualifying departmental examination. Regional language Examination and/or Hindi Examination as have been prescribed or may be prescribed from time to time, within the prescribed period failing which, he shall be liable to be discharged or reverted as the case may be. Where the passing of an examination has been prescribed as a condition for promotion to a higher post, no person shall be considered for promotion to such a post unless he first passes the prescribed examination.

The Board in the case of employees in Pay Group I, and the Standing Committee in the case of employees in Pay Groups II and III may relax only the conditions relating to examinations for special reasons in any individual case.

36. When a post is being filled up by departmental promotion, the Competent Authority may relax the academic qualifications if the departmental candidate to be appointed is otherwise suitable and qualified by reason of adequate experience and/or by having passed the prescribed departmental examination \$ provided that the academic qualification shall not be relaxed in case of departmental promotion to the selection posts.

37. In the matter of selection of candidates for vacancies, other things being equal, preference shall be given to :

(a) Candidates belonging to Scheduled Castes, Scheduled Tribes, Denotified Tribes & Nomadic Tribes & other Backward class;

Modified vide C.S. No. 53 dt. 15-1-1977. \$ Added vide C.S. No. 200 dt. 25-5-90

- (b) Candidates having "Prescribed Standard of Marathi"; and
- (c) Candidates with recognised merit in any of the outdoor and indoor games.

Note : Chairman shall be Competent to define the "Prescribed Standard of Marathi" for various categories of posts depending upon the functions thereof.

38. Any person being a degree holder in Engineering (Civil/Mechanical/Electrical) appointed to any post under the Board on or after 26.10.1964 shall, if so required, be liable to serve in any Defence Services or post connected with the Defence of India, for a period of not less than four years including the period spent on training, if any :

Provided that such person -

- (a) shall not be required to serve as aforesaid after the expiry of ten years from the date of appointment.
- (b) shall not ordinarily be required to serve as aforesaid after attaining the age of forty years.

GENERAL NOTES :

- Note 1:**
- (i) (a) In the matter of reservation of posts to Backward Classes, viz. Scheduled Castes, Scheduled Tribes, D.T. and N.T. and O.B.C., a reference is invited to (i) Circular No. Estt/V/Recruitment/Misc./38040, dated 19-6-1965 (appendix 'A').
 - § (b) District wise percentage of reservation for scheduled Tribes while filling in vacancies of pay groups III & IV posts (excluding posts borne on Statewise Seniority) which are to be filled in by direct recruitment.
 - (c) Enhancement of percentage in reservation of the posts of DT/NT communities from 4% to 6%, a reference is invited to circular No. GAD/BCR/14/2911 dt. 21-10-92 - Annexure IV ("परिशिष्ट ४")
 - ii) For recruitment of personnel through Employment Exchange, a reference is invited to Circular No. Gen./28/13980 dt. 11.3.1966 (Appendix B) and Departmental Circular (B) No. 15630, dated 1.4.1966 (Appendix B-1).
 - iii) For employment of Freedom Fighters, a reference is invited to Departmental Circular (B) No. 23324, dated 18.5.1966 (Appendix C).
 - iv) For concessions to new migrants from East Pakistan, a reference is invited to Departmental Circular (B) No. 23325, dated 18.5.1966 (Appendix D).

* Added vide Deptl Circular (B) No. 70050, dt. 7-12-1964

§ Added vide C.S.No. 197 dt. 30-12-89

- v) For absorption of retrenches from Government posts, a reference is invited to Departmental Circular No. (B) 23109 dt. 31-5-1966 (Appendix E)
- vi) For employment of land affected persons, a reference is invited to Departmental Circular (B) No. 26911, dated 1.7.1972, Circular No. GAD/VI/RC/L.A. Persons/24161 dated 2.6.1976 and No. GAD/VI/RC/L.A. Persons/25009 dated 5.6.1978 (Appendix F).
- vii) For employment of sons and daughters of deceased employees of the Board, a reference is invited to Correction Slip No. 28, dated 16/04/1975 (Appendix G).
- viii) In the matter of reservation of posts for certain Sections of backward classes at the stage of promotion a reference is invited to Correction Slip No. 52, dated 15/12/1976 and C.S.No. 67, dt. 14/02/1978 (Appendix 'H' effective from 22/10/1976) and Annexure IV notified vide Circular No. GAD/BCR/14/2911 dt. 21-10-92.
- ix) In the matter of 15% reservation of vacancies for Ex-serviceman etc. in pay Group III & Pay Group IV, a reference is invited to Correction Slip No. 54, dated 16/02/1977 (Appendix 'I').
- x) In the matter of reservation of vacancies for physically handicapped persons, a reference is invited to Correction Slip No. 79, dated 08/01/1979 (Appendix 'J')
- xi) Deleted vide C.S. No. 194, dt. 25/09/1989.
- xii) Employment of Sportsmen/Sportswomen to pay group III & IV posts in relaxation of the employment exchange procedure (Appendix L)
- ¥ xiii) Preference in recruitment in Class III & IV Cadres in the Board to the persons in the families of Scheduled Castes/Scheduled Tribes who have become victim of social atrocities (Appendix M).
- \$ xiv) "For recruitment of Sub-Engineer and Junior Engineer the procedure prescribed under Correction Slip No. 211, dated 27/06/1991 read with C.S.No. 217 dt. 07/09/1992 to G.S.O. 112, dated 12/02/1962 should be followed." (Appendix N).

(=) Note 2 : Technical Member/Accounts Member/Member (Admn.)/Technical Director concerned for posts in their respective wings, shall be the Competent Authority to relax, on the recommendations of the Competent Selection Committee, (+) the condition as prescribed under R.R.21 viz. condonation of physical defect and or relaxation of age limit and educational or other qualifications.

\$ Added vide C.S. 197, dt. 30-12-1989 □ Inserted vide C.S. No. 162, dt. 22-6-84 (+) Added vide C.S. No. 212, dt. 23-4-1992 ¥ Inserted vide C.S. No. 163, dt. 3/4-8-84 (=) Modified vide C.S. No. 119, dt. 9-9-1980

§Note 3 : Power to prescribe/revise the pre-requisites covering qualifications, experience and method of filling in the posts, etc. and to make necessary changes in the Schedule appended to the Maharashtra State Electricity Board Classification and Recruitment Regulations, 1961.

Category/Post	Competent Authority
1) Superintending Engineer and equivalent and above (All cadres)	Chairman in consultation with Member (Admn.), Technical Member, Accounts Member and Technical Directors.
2) All posts below the rank of Superintending Engineer and equivalent grades of General Administration Dept. Cadre.	Member (adm.) in consultation with Accounts Member.
3) All posts below the rank of Superintending Engineer and equivalent grades of all cadres (except General Administration Department cadre).	Member (Administration) in Consultation with functional Member/Technical Director as the case may be.

Note 4 : Deleted vide C.S. No. 212. dt. 23/04/1992.

@ Note 5 : Technical Member is delegated with powers to relax the condition of upper age limit and qualification in respect of N.M.R. workers to be absorbed on regular/temporary basis in the Board's Service.



§ Modified Vide C.S. No. 101, dt. 4-3-1980

@ Added vide C.S. No. 100 dt. 18-2-80

SCHEDULE - A - 1

(Regulations 5 & 8 of the Recruitment Regulations)

Note 1 : Posts to be filled only by direct recruitment and those to be filled by direct recruitment on percentage basis shall invariably be advertised when departmental candidates also may apply through proper channel.

Note 2 : Posts not covered by (1) above shall be advertised if suitable departmental candidates are not available.

Note 3 : When advertising a post to be filled by direct recruitment, the condition of passing the prescribed departmental examination within prescribed period on pain of discharge from service, should be invariably notified.

Note 4 : Where a post is to be filled by departmental promotion such promotion shall be from the lower category in the cadre.

* **Note 5 :** All posts in Pay Group I (as indicated in Schedule A-8) shall be treated as "Selection Posts". A Selection Post should be filled in by selection of the most suitable person on assessment of comparative merits of those in the lower cadre, possessing the requisite qualifications and experience.

¥ **Note 6 :** When any Board employee and/or candidate holding Diploma in Engineering acquires A.M.I.E. qualifications and acquires recognised degree in engineering, after undergoing Part-time degree course he should be treated on par with a Degree holder in engineering for the purpose of promotion and /or direct recruitment to any post under the Board requiring that qualification provided further that any departmental candidate possessing A.M.I.E. or recognised degree in engineering should be called for interview when the vacancies of

Junior Engineer (E&M) (Generation)/(Civil) are notified/advertised, irrespective of the class/grade or percentage of marks secured in these examinations.

§ **Note 7 :** Direct recruitment to all technical posts in pay groups III & IV shall be made from amongst the candidates sponsored by the Local Employment Exchange only.

¥ **Note 8 :** When any Board employee acquires recognised diploma in engineering after undergoing Part-time or correspondence course, he should be treated on par with a recognised diploma in engineering for the purpose of direct recruitment to any post requiring that qualification such as Sub Engineer (E&M)/(Generation)/(Civil) etc., provided further that any departmental candidates possessing diploma in engineering should be called for interview when the posts are notified/advertised irrespective of the class/grade or percentage or marks secured in the examination for the Diploma Engineering.

TECHNICAL POSTS

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
PAY GROUP : I						
1.	Technical Director * (Transmission & Distribution)	Rs. 6000-250-7500	Degree in any one of the following branches of Engineering viz. Electrical/Mechanical/Telecommunication/Electronics or equivalent degree from a recognised Indian University/ Institute of the Technology/ M.I.E. of Institution of Engineers India/equivalent Degree from a recognised Foreign Institute	Must possess besides administrative experience considerable experience in planning/designing/construction/operation & maintenance/testing & commissioning of EHV transmission lines/sub-stations/HT & LT distribution systems/protection schemes/power line carrier & telecommunication systems/load despatching. Total experience shall not be less than 20 years out of which at least 5 years should have been in a position of high responsibility in the post of S.E. (E&M) & above.	By departmental promotion.	
1(A)	Chief Engineer (Transmission & Distribution)	Rs. 5400-225-7200	@ Degree in any one of the following branches of engineering viz. Elec./Mechanical/Telecommunication/Electronics from	@ Must possess administrative & considerable experience in planning/design./construction/O&M/Testing & Commissioning of	\$ 85% of the vacancies by Departmental promotion &	
* Added vide C.S.No. 191 dt. 20-1-1989 @ Ammended vide C.S.No. 89, dt. 30-8-1979 \$ Modified vide C.S.No. 209 dt. 30-3-1991						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
3. *	Chief Engineer (Training, Research & Development)	Rs.5400-225-7200	@ A Degree in Electrical and/or Mechanical Engineering of any Indian or Foreign University or its equivalent. Post graduate degree/qualification, Associate Membership/Membership of Indian or Foreign (U.K., U.S.A.) Institute of Engineers. M.B.A., M.M.S., would be considered as an additional qualification.	@ At least 20 Yrs. of working on Generation and/or T&D wings including design administration, stores, out of which at least 8 Yrs. must be in a position of high responsibility i.e. in a capacity of S.E. or equivalent and above.	# 85 % of the vacancies by departmental promotion & 15% by direct recruitment	
4.	Dy. Chief Engineer	Rs.4800-200-7000	Similar to those of Chief Engineer (T&D).	Similar to that of Chief Engineer (T&D) but the period of experience to be not less than 15 years of which 8 yrs. should be in a position of high responsibility. Previous administrative experience essential.	# 85% of the vacancies by departmental promotion & 15% by direct recruitment.	

* Redesignated vide O.O.No.GAD/E-VII/10126 dt. 2-3-1977.

@ Prescribed vide C.S.No.81 dt. 9-2-1979 # Revised C.S.No.209 dt. 30-3-1991.

NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				Administrative experience essential.	Diploma Holders.	
				Additional experience preferred:		
				i) Sound knowledge & experience of formulation of tariff. Condition of supply for bulk as well as for retail supply of power, negotiation and execution of agreements.		
				ii) Preparation of specifications, issue & scrutiny of tenders and purchase & distribution of engineering, Stores & heavy equipments & machinery in a large engineering or electrical supply undertaking.		
7.	Superintending Engineer(Civil)	Rs.4200-160-5000-180-6620.	Degree in Civil Engineering of an Indian or Foreign University or	12 years experience out of which at least 6 years should	# 85% of the vacancies by department-	

Revised vide C.S.No. 209 dt. 30-3-1991.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			University or Institute in India established or incorporated by or under a Central Act or a State Act or any other qualification recognised as equivalent thereto. Minimum qualification prescribed for candidates to be recruited directly:- Degree in Electrical Engineering/ Technology of a University/Institute in India established or incorporated by or under a Central Act or a State Act or any other qualification recognised as equivalent thereto. Note:Candidates possessing Degree in Engineering/Technology in any other disciplines as indicated above and in the remarks column may also be considered for direct recruitment.	7 years out of which 3 years should have been spent in the capacity of Dy.E.E (E&M) or its equivalent, & above and 15 yrs. in case of Diploma holder or its equivalent of which 5 yrs. should have been in a position of Dy.E.E.(E&M) and above.	ment in the ratio of 50% departmental Degree holders, 25% departmental Diploma holders and 25% Degree holders by Direct recruitment.	Universities/ Institute in Maharashtra State, & degrees in such other discipline may be introduced by Universities/ Institutes in the Maharashtra State from time to time are also covered in respective qualifications mentioned in column no.4. 1) Electrical Engineering (Electronics & Power). 2) Industrial

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			ruitment depending on specific requirement of such candidates.			electronics. 3) Power System Electronics 4) Electronics Products Design Technology. 5) Power Electronics. 6) Electronics & Telecommunication. 7) Computer Technology. 8) Production Engineering. 9) Industrial Engineering. 10) Industrial Engineering & Plant Management.

Sr. No.	Designation	Pay Scale	Qualification	Experience	Method of Filling the Vacancy	Remarks
1.	2.	3.	4.	5.	6.	7.
			depending on specific requirement of such candidates.			
2.	Assistant Engineer (Civil)	Rs.2450-85-2875-110-4415	# Degree in Civil Engineering Technology of a University or Institute in India established or incorporated by or under a Central Act or a State Act or any other qualification recognised as equivalent thereto. For the purpose of direct recruitment. Note: Candidate possessing degree in other disciplines of Civil Engg. as indicated in the remarks column may also be considered for	¥ 3 years relevant experience in a position of J.E.(Civil) in case of Degree holder or equivalent and 6 years in case of Diploma holder or its equivalent out of which 3 years should have been in a position of J.E.(Civil) or equivalent in the line.	§ 60% of vacancies by Departmental promotion of degree holders, 25% by promotion of Diploma holders & 15% by direct recruitment Degree holders. ¥ Qualifications in respect of Diploma holders shall be the same as prescribed for entry posts of Sub-Engineers/C.M.Gr.-II (Qualified) wherever promotional avenues have been provided for the post in hierarchy on the technical side	# Degrees in following disciplines from Universities/Institutes in the Maharashtra state and Degrees in such other disciplines as may be introduced by Universities/Institutes in the Maharashtra State from time to time are also covered in qualification mentioned in column No.4. 1) Construction Engg. 2) Constn. Technology 3) Structural Soil and Foundation Engg. 4) Constn. Technology and Management.
# Revised vide C.S.No.188 dt. 16-8-1988			¥ Revised vide C.S. No. 179 dt. 5-11-1986 read with Corrigendum dt. 20-12-86			
§ Revised vide C.S. No. 209 dt. 30-3-91						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			the direct recruitment depending on specific requirement of such candidates.			5) Construction Engg. and Management.
3.	Junior Engineer (E & M)	Rs.1950-70-2300-85-3660.	# Degree in Electrical/Electronics/Instrumentation//Computer/Mechanical Engg./Technology of University or Institute in India established or incorporated by or under a Central Act or a State Act or any other qualification recognised as equivalent thereto. Minimum qualification prescribed for candidates to be recruited directly:- Degree in Electrical Engg./Technology of University/Institute in India established or incorporated by or under a Central Act or a	¥ No previous experience is necessary in the case of Graduate/A.M.I.E. Engineer, In the case of recognised Diploma holder or its equivalent, minimum 3 years relevant experience in the line is essential.	¥ 25% by Departmental promotion of Diploma holders and 75% by direct recruitment of graduates in Engineering. @ Note:- Out of 75% of the vacancies to be filled in by direct recruitment of graduates in Engineering, upto 5% of the vacancies be filled in by appointment of Sub-Engineers who acquire AMIE or a recognised Degree in Engineering qualification while in service (Effects from 01-05-1992)	# Degree in following disciplines from Universities /Institutes in the Maharashtra State & Degree in such other disciplines as may be introduced by Universities/Institutes in the Maharashtra State from time to time are also covered in respective qualifications mentioned in column no.4. 1) Electrical Engineering (Electronics & Power). 2) Industrial Electronics. 3) Power System Electronics. 4) Electronics products Design Technology.
# Revised vide C.S. No. 188 dt. 16-8-188			¥ Modified vide C.S. No. 179 dt. 5-11-1986.			
@ Inserted vide C.S. No. 218 dt. 17-3-1993						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			State Act or any other qualification recognised as equivalent thereto.			5) Power Electronics. 6) Electronics & Tele-Communication. 7) Computer Technology. 8) Production Engineering. 9) Industrial Engineering. 10) Industrial Engineering & Plant Management. 11) Production Technology. N.B.:- For direct recruitment follow procedure as prescribed in Annexure 'N' as per C.S.No.211, dt.27.6.91.
4.	Junior Engineer (Civil)	Rs.1950-70-2300-85-3660.	§ Degree in Civil Engineering/ Technology of University or Institute in India established or incorporated by or under a Central Act or a State Act or any other qualification recognised as equivalent thereto.	¥ No previous experience is necessary in the case of Graduate/A.M.I.E. Engineer. In the case of recognised Diploma holder or its equivalent, minimum 3 years relevant experience in the line is essential.	¥ 25% by Departmental Promotion of Diploma holders & 75% by Direct recruitment, of graduates in Engineering. § Note:- Out of 75% of the	§ Degree in following Civil-engineering disciplines from University/Institute in the Maharashtra State or Degree in such other Civil engineering disciplines as may be introduced by Universities/Institutes in Maharashtra

§ Revised vide C. S. No. 188 dt. 16-8-1988 read with C.S. No. 196 dt. 29-12-1989

¥ Modified vide C.S. No. 179 dt. 5-11-1986

§ Inserted vide C.S.S. No. 218 dated 17-03-1993

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			For the purpose of Direct recruitment:- Note: Candidates possessing Degree in other disciplines of Civil Engg. as indicated in the remarks column may also be considered for the Direct recruitment depending on specific requirement of such candidates.		vacancies to be filled in by direct recruitment of graduates in Engineering upto 5% of the vacancies be filled in by appointment of Sub-Engineers who acquire AMIE or a recognised Degree in Engineering Qualifications while in Service (Effective from 01-05-1992).	State from time to time. 1) Civil Engineering. 2) Construction Engg. 3) Construction Technology. 4) Structural Soil and Foundation Engineering. 5) Construction Technology & Management. 6) Construction Engg. & Management. 7) Water Management and Construction Engg. 8) Civil & Rural Engg. 9) Civil & Sanitary Engg. N.B.:- For direct recruitment follow procedure as prescribed in Annexure 'N' as per C.S.No.211, dt 27.6.91.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
PAY GROUP II-B						
1. @	Chief Foreman	Rs.2450-85-2875-110-4415.	¥ National Apprenticeship Certificate in respective trade awarded by the NCTVT New Delhi on completion of National Apprenticeship under Apprenticeship Act, 1961 or National Trade Certificate in respective trade awarded by the NCTVT New Delhi on Completion of ITI trade course.	Not less than 12 years experience in the construction and/or maintenance of transmission tower lines of 66kv & above and distribution lines transformers, structures and outdoor H.T.switch-gears of which not less than 5 years should have been spent in a position of responsibility Must be familiar with various operations methods, operation & line clear procedure and instructions. Should be able to take complete charge of erection work of lines etc.	By departmental promotion or by direct recruitment.	
1A. @	Chief Draughtsman	Rs.1675-60-1975-65-2625-70-3325.	# National Apprenticeship Certificate in Draughtsman-ship (Civil/Mechanical/ Electrical) awarded by the National Council for Train-	# Experience of not less than 10 years in drafting & estimating connected with layouts for Thermal Stations, Transmission & Distribution.	\$ 85% of vacancies by departmental promotion and 15% by direct recruitment.	

¥ Added vide C.S. No. 220 dt. 17-3-93 @ Inserted vide C.S. No. 169, dt. 2-4-1985 # Revised vide C.S. No. 149 dt. 27-9-82
\$ Revised vide C.S. No. 209, dt. 30-3-1991.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
3.	Line Construction Foreman.	Rs.1675-60-1975-65-2625-70-3325.	¥ National Apprenticeship Certificate in respective trade awarded by NCTVT, New Delhi on Completion of National Apprenticeship under Apprentice ship Act, 1961 or National Trade Certificate in respective trade awarded by the NCTVT, New Delhi on completion of I.T.I Trade course.	mer, cables & other electrical equipment in power stations. 8 year experience in the Construction and/or maintenance of transmission tower lines of 66kv & above and distribution lines, transformers structures & outdoor H.T.switchgear. Must be familiar with various operation methods, operation and line clear procedures and instructions. Should be able to take complete charge of erection work of lines etc.	# 85% of vacancies by departmental promotion and 15% by direct recruitment.	
3A. \$	Workshop Foreman. Grade-I	Rs.1675-60-1975-65-2625-70-3325.	Certificate in Mechanic trade of the State Board of Technical Education of the Maharashtra State or its equivalent.	Not less than 8 years practical experience for qualified candidates and 11 years experience for non-qualified candidates, out of which not less than 3 years should be	# 85% of vacancies by departmental promotion and 15% by direct recruitment.	
¥ Revised vide C.S. No. 220 dt. 17-03-93 # Revised vide C.S. No. 209 dt. 30-3-1991 \$ Inserted vide C.S. No. 175 dt. 29-10-1985						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				in a position of responsibility in the immediate next lower position in a fabrication workshop. The candidate should be fully conversant with drawings, ground layout of structures, fabrication assembly and testing of prototypes, mass production techniques, quality control etc. Experience in O&M of hot dip galvanised plant would be considered as additional qualification. The candidate should be innovative, should be able to prepare jigs and fixtures for accurate fabrication and mass production. He should be conversant with the trouble shooting and maintenance of machines in fabrication workshop. He should be conversant with black-smithy, welding, fitting etc. and should be able to guide the workers.		

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				Those having experience in transmission line fabrication work shall be given preference		
4.	High Pressure Welder.	Rs.1675-60-1975-65-2625-70-3325.	§ should possess qualified Boiler Welders Certificate issued under the Indian Boiler Regulations, 1950.	Minimum 3 years experience in gas & electric welding. Should be capable of carrying out overhead welding jobs	By departmental promotion or by direct recruitment.	
5. ¥	Head Foreman. (Vehicle Maintenance).	Rs.1675-60-1975-65-2625-70-3325.	Diploma in Automobile Engg. from the Board of Technical Education Maharashtra State or its equivalent.	Minimum 3 years experience of all types of vehicle repair works.	# 85% of vacancies by departmental promotion & 15% by direct recruitment.	
PAY GROUP-III.						
1.	Senior Draughtsman.	Rs.1375-45-1600-55-2150-60-3050.	§ National apprenticeship certificate in Draughtsmanship (Civil)/(Mechanical)/(Electrical) awarded by the National Council for training in vocational trades, New Delhi, under the apprenticeship act, 1961 or National Trade certificate in Draught-	§ 3 years experience for qualified candidates holding the prescribed trade certificate and a minimum of 7 years experience for non-qualified candidates in drafting and estimating connected with layouts for Thermal Power Stations.	§ By departmental promotion or by direct recruitment.	
#	Revised vide C.S.No.209 dt.30.3.1991			§ Modified C.S.No.33 dt. 22.12.1975 (effective from 23.9.1974)		
§	Revised C.S.No. 149 dt.27.9.1982			¥ Added vide C.S.No 145 dt.27.7.1982		

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
						2) Indenting of materials/ Action for local purchase 3) Preparation of tenders & working out of quantities 4) Maintenance of records of transformers & S/stn. equipments Loading values of the transformers. 5) Work in progress of material (except zone). 6) Load sanctions (Divisions/Circles). 7) Meters (energy) scraping, repairing & follow up with the suppliers and Meter Testing Units (except Zone). 8) Maintenance of H.T. Consumers records (Divisions/Circles). 9) L.A.Q./L.C.Q. 10) Accident to outside party and finalisation of Compensation. 11) Vehicle - (Hiring). 12) Agreement of new H.T. consumers and feeding

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			Diploma in Engineering in other disciplines (i.e. Electronics/ Instrumentation/ Computer/Mechanical Engg. and as indicated in the remarks column) may also be considered for direct recruitment depending on specific requirement of such candidates.			State from time to time are also covered in respective qualifications mentioned in column no.4 1) Electrical power systems. 2) Electronics Engineering (Industry integrated). 3) Industrial Electronics 4) Electronics & Telecommunication Engg. 5) Electronics & communication Engineering. 6) Computer technology. 7) Plant Engineering. 8) Automobile Engineering. 9) Mechanical Engineering (Industry integrated). 10) Production Engineering 11) Production Technology. N.B.: For direct recruitment follow procedure as prescribed in Annexure 'N' vide in C.S.No.211, dt.27.6.91.
3.	Sub-Engineer (Civil)	Rs.1510-50-1760-60-2360-65-3140.	# Diploma in Civil Engineering awarded by the State Board	¥ No previous experience is necessary.	¥ By direct recruitment.	N.B.: For direct recruitment follow procedure as
# Revised vide C.S. NO. 188 dt. 16-8-1988			¥ Modified vide C.S.No. 179 dt. 5-11-86			

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
4 @	A. Workshop Foreman. Grade-II.	Rs.1510-50-1760- 60-2360-65-3140.	Certificate in Mechanic Trades of the State Board of Technical Education of Maharashtra State or its equivalent.	Not less than 5 years practical experience for the qualified candidates & 8 years experience for non-qualified candidates, out of which not less than 3 years should be in a position of responsibility in the immediate next lower position in fabrication workshop. The candidate should be fully conversant with drawings, ground layout of structures, fabrication assembly and testing of proto types, mass production techniques, quality control etc. Experience in O&M of hot dip galvanised plant would be considered as additional qualification. The candidate should be innovative, should be able to prepare jigs and fixtures for accurate fabrication and mass production.	By departmental promo- tion or by direct recruitment.	

* Added vide C.S.No.96 dt.15-11-1979.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
						proviso that when further suitable candidates become available under (i) & (ii) above the senior Diploma holders in their order of seniority will be merged into Sub-Engineers category in the O&M Circles of the respective area by protecting their seniority. The allotment of the Sub-Engineers to various Circles will be as decided by the Chief Engineer of the respective O&M Zones. Note: Relaxation provided in (ii) above shall be applicable to such of the non-qualified personal working in the Board prior to 1.4.1980 when they become due

Sr. No.	Designation	Pay Scale	Qualification	Experience	Method of Filling the Vacancy	Remarks
1.	2.	3.	4.	5.	6.	7.
7.	Chargeman Gr.II (Vehicle Maintenance).	Rs.1510-50-1760-60-2360-65-3140.	Diploma in Automobile Engg. of State Council of Technical Education of the Maharashtra State or its equivalent.	No experience necessary in case of Diplome holders. Minimum 3 years experience essential in the case of persons holding certificate in Motor Mechanic from the Industrial Training Institute approved/conducted by the Board of Technical Education, Govt. of Maharashtra or its equivalent.	for consideration for promotion to the post of Senior Operators. 75% by direct recruitment and 25% by departmental promotion provided the candidates are suitable.	
8.	Head Tracer.	Rs.1250-35-1425-40-1825-45-2725.	§ Tracer's Certificate awarded by the Board of Tech. Examination Maharashtra State or equivalent OR S.S.C. plus Intermediate Grade Drawing Exam. of State Government or qualification declared equivalent thereto by State Govt.	§ Three years experience in drafting and estimating connected with layouts for Thermal Power Stations, T.D. Systems or building structures etc. and capable of Checking design, calculations & preparing drawings from data furnished. Should also be capable of preparing working drawings, estimating	§ By Departmental promotion or by direct recruitment.	§ Entrance test will be taken. for direct recruitment.

* Added vide C.S.No.17 dt.27-9-1974 § Revised vide C.S. NO. 149 dt. 27-9-1982.

[#] Vide Dept. Circular B.No. E/VI/STF-GEN/12770 dt. 24-3-1969

* Revised vide C.S.No. 149 dt. 27-9-1982

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
						approval for new projects 2) Indenting of materials/ Action for local purchase 3) Preparation of tenders & working out of quantities 4) Maintenance of records of transformers & S/stn. equipments Loading values of the transformers. 5) Work in progress of material (except zone). 6) Load sanctions (Divisions/Circles). 7) Meters (energy) scraping, repairing & follow up with the suppliers and Meter Testing Units (except Zone). 8) Maintenance of H.T. Consumers records (Divisions/Circles). 9) L.A.Q./L.C.Q. 10) Accident to outside Party and finalisation of Compensation. 11) Vehicle -(Hiring).

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
						12) Agreement of new H.T. consumers and feeding arrangement. 13) Assesment of Bills of 5 MVA and above (Zone). 14) Hiring of Transformers & equipment to outside party and agreement thereof (Zone). 15) Allocation of material (Zone). 16) Schematic drawing and Line diagrams. 17) Preparation of progress reports. The items of works listed above are only illustrative and not exhaustive. The items of works can be modified from time to time.
11. #	Technical Supervisor.	Rs.1250-35-1425-40-1825-45-2725.	S.S.C.plus Certificate of the state Council of Tech. Education, Maharashtra State or National Council for Training in Vocational Trade or its equivalent in the trades of Telecommuni-	Not less than 3 Year in the profession viz.Telecommunic-ation or Electronics and/or Instrumentation.	By departmental promotion or by direct recruitment.	Duties and responsibilities:- i) Maintaining and repa- ring of P.L.C.C.panels & testing equipments and attending to the faults.

Added vide C.S.No.116 dt.22.8.1980

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			cation or Electronics or/ and Instrumentation. OR certificate of successful completion of § post S.S.C., 2 Year ITI. course in Electronics. OR M.Sc. degree of recognised university in Physics (Electronics).			ii) Assisting Erection & Commissioning of the Indoor and Outdoor equipments. iii) Any other technical work entrusted by the Superiors.
12. *	Operator.	Rs.1250-35-1425- 40-1825-45-2725.	§ National Apprenticeship certificate in respective Trade awarded by the NCTVT, New Delhi on completion of Apprenticeship under Apprenticeship Act. 1961 or National Trade Certificate in respective trade awarded by the NC- TVT; New Delhi on Completion of ITI Trade course.	@ 3 years experience in the trade i.e. in the operation and maintenance of power stations/Sub-Stns. in the case of qualified candidates. In the case of non-quali- fied departmental candidates they should have not less than 10 years experience in the trade concerned i.e. Operator's trade.	By departmental promo- tion or by direct recruitment	Non-qualified Operators should be posted only in Major Receiving Stns. and Class I and above S/Stns. which are manned by higher category or * categories of qualified staff.
13. #	Cable Jointer	Rs.1250-35-1425- 40-1825-45-2725.	Certificate in Mech./Elelct. Engg. of the State Council of Tech.Education of the Maharashtra State or its equivalent.	3 years experience in the laying of underground cables upto 11 KV and making straight through and other types of joints.	By departmental promotion or by direct recruitment.	

§ Revised vide C.S.No. 220 dt.17-3-93. # Redesignated vide O.O.No. GAD/VII-A/G.O.80 (P)/A/177/48001 dt. 26-10-1978

* Redesignated O.O.No. GAD/VII-A/G.O.80(P)1A/177/48001 dt. 26.10.1978. @ Modified vide C.S. No. 21 dt. 5-2-75

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				Note: Experience in case of non-qualified candidates would be 5 years.		
14.	Vehicle @ Foreman(Vehicle Maintenance).	Rs.1250-35-1425-40-1825-45-2725.	The candidate should have successfully completed 3 years Apprenticeship Course in Motor Mechanic from I.T.I. approved/ conducted by the Board of Technical Education, Govt. of Maharashtra or any other state.	Minimum 5 years experience in the repairs of high speed diesel and petrol vehicles.	By departmental promotion or by direct recruitment.	
15.	Line Foreman	Rs.1250-35-1425-40-1825-45-2725.	§ National Apprenticeship certificate in respective Trade awarded by the NCTVT., New Delhi on Completion of National Apprenticeship under Apprenticeship Act, 1961, or National Trade Certificate in the respective trade awarded by the NCTVT; New Delhi on Completion of ITI Trade Course	Not less than 3 years in the profession concerned in case of qualified candidates and 7 years for others.	By departmental promotion or by direct recruitment.	
§ Revised vide C.S.No. 220 dt. 17/3/93 @ Added vide C.S. No. 17 dt. 27-9-74						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
17. @	Wireless Supervisor.	Rs.1250-35-1425-40-1825-45-2725.	S.S.C. or its equivalent with Physics and Chemistry subjects.	Should have 8 years experience in Wireless operation.	By direct recruitment or by engaging the personnel on contract basis. The posts can also be filled in from amongst the retired police personnel.	
18. (+)	Artisan 'A' Crane Operator -Cum-Mechanic.	Rs.1250-35-1425-40-1825-45-2725.	Certificate having passed VII standard with minimum experience of 8 to 10 yrs. in the line or candidates having successfully completed one year's I.T.I. trade course of Mechanic (Motor Vehicle) with minimum 3 years experience in the line i.e. Crane Operator-Cum-Mechanic.	—	By departmental promotion or by direct recruitment.	
19. □	Artisan 'A' (Crane Driver, Crane Driver-Cum-Operator/ Crane Driver-Cum-Fitter.)	Rs.1250-35-1425-40-1825-45-2725.	Passed 8th Standard. Should possess heavy duty driving licence. (Candidate with a certificate of completion of I.T.I Trade course in Motor Mechanic preferred).	5 years experience in Operation & Maintenance of mobile cranes.	By departmental promotion or by direct recruitment.	These posts are on T&D side for operating the mobile cranes, at the site of construction of Sub-Stations/Receiving Stations etc.
(+) Added vide C.S. No. 34 dt. 1-1-1976 @ Incorporated vide C.S.No. 73 dt. 19-7-1978 □ Added vide C.S. No. 105 dt. 14-5-1980						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			New Delhi, on completion of National Apprenticeship scheme under Apprenticeship Act 1961 or National Trade Certificate in the trade of Mechanic (Motor Vehicle) awarded by the NCTVT, New Delhi on completion of I.T.I. Trade Course. 3) Must hold light and heavy duty vehicle driving Licence without any adverse remark of serious nature.			
19-C. ¥	Artisan "A" (Sub-Station)	Rs.1250-35- -1425-40-1825- -45-2725.	National Apprenticeship Certificate in respective Trade awarded by the NCTVT., New Delhi on completion of National Apprenticeship under Apprenticeship Act, 1961 or National Trade Certificate in respective Trade awarded by the NCTVT., New Delhi on completion of ITI Trade course.	Not less than 3 years in the profession concerned in case of qualified candidates, and 7 years for others..	By departmental promotion or by direct recruitment.	

¥ Inserted vide C.S.No. 220 dt. 17-03-93

Revised vide C.S.No.161 dt.17.4.1984

6 Inserted vide C.S.No.220 dt.17.3.93

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			Certificate in respective trade awarded by the National Council for Training in Vocational Trade (NCTVT), New Delhi on completion of National Apprenticeship under the Apprenticeship Act, 1961 or National Trade Certificate in the respective trade awarded by the NCTVT, New Delhi on completion of I.T.I.Trade Course.	trade concerned in case of qualified candidates and 5 years for non-qualified candidates.	promotion or by direct recruitment.	
	iv) Asstt.Cable @ jointer.	Rs.1210-30-1360-35-1710-40-2550.	# National Apprenticeship Certificate in respective trade awarded by the National Council for Training in vocational Trade (NCTVT), New Delhi on completion of National Apprenticeship under the Apprenticeship Act, 1961 or National Trade Certificate in the respective trade awarded by the NCTVT, New Delhi on completion of I.T.I.Trade Course.	2 years experience in the trade concerned in case of qualified candidates and 5 years for non-qualified candidates.	By departmental promotion or by direct recruitment.	
	v) Supervisor.	Rs.1210-30-1360-35-1710-40-2550.	# National Apprenticeship Certificate in respective	2 years experience in the trade concerned in case of	By departmental promotion or by	

Revised vide C.S.No.161 dt.17.4.1984 @ Redesignated vide C.S. No. 48001 dt. 26-10-1974

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			Drawing Exam. of State Govt. or qualification declared equivalent thereto by State Government.			the Head Office, Zonal, Circle, Divisional, Sub-Divisional Office for better discharge of their functions by contributing their technical knowledge for various functions that may be assigned by Officer in-charge of their respective offices. The work could include assistance in some of the following areas. 1) Preparation of estimate/ approval for new projects. 2) Indenting of materials/ Action for local purchase. 3) Preparation of tenders and working out of quantities. 4) Maintenance of records of transformers and Sub-stn. equipments Loading values of the transformers. 5) Work in progress of material(except zone) 6) Load sanctions (Divisions/ Circles) 7) Meters (energy) scraping, repairing & follow up with

(+)Added vide C.S.No.216, dt.4.6.1992.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
21. §	Artisan 'B' (Crane Driver/ Crane Driver-Cum-operator).	Rs.1210-30-1360-35-1710-40-2550.	Passed 8th standard should possess heavy duty driving licence. (Candidate with a certificate of completion of I.T.I. Trade course in Motor mechanic preferred).	3 years experience in operation and maintenance of tractor-mounted mobile cranes.	By direct recruitment.	The items of works can be modified from time to time. These posts are on T&D Side for operating the mobile cranes at the site of construction or Sub-Station/Receiving Station etc.
21-B. #	Artisan 'B' (Road Roller Driver).	Rs.1210-30-1360-35-1710-40-2550.	Passed 8th Standard. Should possess heavy duty vehicle driving licence.	2 years experience working in the post of Road Roller Cleaner/Attendant. Experience as Road Roller Driver will be given preference.	By direct recruitment.	
22.	Artisan 'B' (Mason/work-shop/Elect. Gas/Electric Welder/Fitter/ Driller/Turner/ Instrument/ Blacksmith/ Mechanic/Asstt. Operator/Meter Tester Gr.II/ * Asstt.Cable Jointer/ Carpenter/ Painter/Vehicle Maintenance).	Rs.1210-30-1360-35-1710-40-2550.	¥ National Apprenticeship Certificate in respective trade awarded by the National Council for Trg. in vocational Trade (NCTVT) New Delhi, on completion of National Apprenticeship under the Apprenticeship Act, 1961 or National Trade Certificate in the respective trade awarded by the NCTVT New Delhi, on completion of I.T.I.Trade Course.	2 years experience in the trade concerned in the case of qualified candidate and 5 years of non-qualified candidates.	By departmental promotion or by direct recruitment.	
§ Inserted vide C.S. No. 105 dt. 14-5-1980 # Inserted vide C.S. No. 168 dt. 2-2-1985 ¥ Revised vide C.S.No. 161 dt. 17-4-84 * Redesignated vide O.O. No. 48001 dt. 26-10-1978						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
	Carpenter Turner/Moulder/ Plumber/sarang/ Civil Mistry/ Pipe Fitter/ Elec./Jr.Opera- tor/Meter Tester Gr.III/Laboratory Attendant.		ive trade awarded by the NCTVT New Delhi, on comple- tion I.T.I.Trade Course.			and Asstt.Lineman.
#24. (+)	Blue Printer. (Machine operator)	Rs.1175-25-1300 30-1600-35-2230	Studied upto & appeared for for S.S.C. Exam or its equivalent.	Should have knowledge of operating the Ferro pri- ting Machine and should have minimum 3 years experience in the blue printing.	By departmental promotion (By consider- ing employees in Pay Group-IV) or by direct recruitment. Note:Candidates once promoted as Blue Printer upon their passing the S.S.C. Exam. will not be allowed promotion to the post of L.D.C. or its equivalent or above. If they are	
# Prescribed vide C.S.No.50 dt.3.11.1976. (+) Added vide C.S.No. 216, dt. 4.6.1992.						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
					desirous to be considered for the post of L.D.C. they will have to pass the entrance exam. after following the prescribed procedure. (+) Item of Works Operation & Maintenance of various office equipment/machines. These machines may be for blue printing. (*) plain paper copying, cyclostyling, Fax, risograph, computer etc. The items of works are only illustrative and not exhaustive. The items of works can be modified from time to time.	
25.	Wireless # Mechanic	Rs.1175-25-1300- 30-1600-35-2230.	S.S.C. or its equivalent. Should have completed R.S.W. Course and Diploma	Should have at least 2 years experience in Wireless	By direct recruitment or by engaging the personnel on contract	

(*) Added vide C.S.No. 216, dt. 4.6.1992.
Incorporated vide C.S.No. 73, dt.19.7.1978. (+) Added vide C.S.No.103, dt.25.3.1980.

Sr. No.	Designation	Pay Scale	Qualification	Experience	Method of Filling the Vacancy	Remarks
1.	2.	3.	4.	5.	6.	7.
			of Radio Servicing.			basis. The posts can also be filled in from amongst the retired Police personnel.
26.	Cable Jointer Mate.	Rs. 1175-25-1300-30-1600-35-2230.	Passed VIII standard certificate of P.W.D. Electricians course. I.T.I. preferred.	Not less than 3 years in case of qualified candidates and 5 years in case of non-qualified candidates.	By departmental promotion or by direct recruitment.	
PAY GROUP IV.						
1.	Artisan Group 'D'					
i)	Artisan 'D' (Electrical).	Rs. 1100-20-1200-25-1450-30-1840.	Must have passed IVth Standard Examination.	Experience of not less than 1 year in the respective trade.	By departmental promotion or by direct recruitment.	_____
ii)	Asstt. Lineman/ Asstt. Wireman/ Fuseman.	Rs. 1100-20-1200-25-1450-30-1840.	Must have passed IVth Standard Examination.	Experience of not less than 1 year in the respective trade.	By departmental promotion or by direct recruitment.	_____
§ Added vide C.S. No. 103 dt. 25-3-7980.						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
	iii) Workshop/ Mechanic/Filter Attendant/ Helper-cum- Fuseman/Vehicle Maintenance.	Rs.1100-20-1200- 25-1450-30-1840.	Must have passed IVth Standard Examination.	Experience of not less than 1 year in the respective trade.	By departmental promotion or by direct recruitment.	_____
§	iv) Artisian-D (sub-station)	Rs.110-20-1200- 25-1450-30-1840	Must have passed IVth. Standard Examination	Experience of not less than 1 year in the respective Trade.	By departmental promotion or by direct recruitment.	
LOAD DESPATCH:						
PAY GROUP I:						
1.	Chief Load Despatcher.	Rs.4200-160-5000- 180-6620.	Chairman has been authorised to prescribe suitable quali- fication and experience etc.			
2.	Asstt. Chief Load Despatcher.	Rs.3300-120-3900- 140-5360.	Chairman has been authorised to prescribe suitable quali- fication and experience etc.			
3.	Load Despatcher.	Rs.2725-90-3175- 115-5130.	Chairman has been authorised to prescribe suitable quali- fication and experience etc.			
§ Inserted vide C.S.No. 220 dt. 17-3-93.						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
PAY GROUP II:						
1.	Asstt. Load Despatcher.	Rs.2450-85-2875-110-4415.	Chairman has been authorised to prescribe suitable qualification and experience etc.			
INSTRUMENTATION CELL:						
PAY GROUP I:						
1.	Dy.Executive Engineer.	Rs.2725-90-3175-115-5130.	He should be B.E.(Telecommunication) or B.E.(Electronics) of recognised University.			
PAY GROUP II:						
2.	Asstt.Engineer (Electronics).	Rs.2450-85-2875-110-4415.	He should be B.E.(Telecommunication) or B.E. (Electronics) of recognised University.			
3.	Instrument Mechanic.	Rs.1375-45-1600-55-2150-60-3050.	He should have passed S.S.C. Examination.	Experience of repairs of instruments for at least two years. He should also know thoroughly the repairs of watches and clocks. Experience of two years or above.		

* Revised set up vide O.O.No.GAD/VII-A/STF/Power Stn./A/55/29487 dt.22.6.1979. @ Modified vide C.S.No.209, dt.30.3.91.
Amended vide C.S.No.142 dt.28.6.1982. ## Prescribed vide O.O.No.GAD/E-K/Gen./A/232/12004 dt.22.3.72.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				been spent in position of responsibility as Asstt. Chief Chemist or equivalent as Incharge of Control, operation of treatment of water etc. in a large Thermal Power Station having high pressure and high temperature steam and plant. Should be capable of analysing, oil, coal, ash, gases or combustion and of water. He should be also well acquainted with different grades of coal and their treatment before firing.		
3. #	Senior Chemist	Rs.2525-85-2950-110-4490.	M.Sc. equivalent or B.Sc. and equivalent in Chemistry	Not less than 3 years experience in the case of M.Sc. Degree holders and 5 years experience in the case of B.Sc. Degree holders, out of which not less than 2 years should have been spent in a	@ 85% of the vacancies by departmental promotion and 15% by direct recruitment.	

© Modified vide C.S.No.209 dt 30.3.91 # Prescribed vide O.O.No.GAD/E-K/Gen./A/232/12004 dt.22.3.72.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				less than that of the minimum of the pay scale per month.	who possess qualification of B.Sc. with Chemistry or its equivalent.	
5. ¥	Laboratory Assistant	Rs.1375-45-1600-55-2150-60-3050	B.Sc. with Chemistry or its equivalent.	Must possess 3 years experience in operation of water treatment plants in a large Thermal Power Station having high temperature steam boilers and turbine. Should also be capable of analysing oil, coal, ash and products of combustion of coal.	□ By departmental promotion or by direct recruitment.	Please see Circular No. GAD/III-B/Lab Asstts/29652,dtd. 30-6-1982.
6. ¥	Jr.Laboratory Assistant	Rs.1250-35-1425-40-1825-45-2725.	B.Sc. with Chemistry or its equivalent.	No experience necessary.	□ By departmental promotion or by direct recruitment.	Please see Circular no. GAD/III-b/Lab Asstts/29652,dtd. 30-6-1982.
¥ Added vide C.S.No. 142 dt. 28-6-1982 □ Modified vide C.S.No. 30 dt. 23-5-75.						

SCHEDULE — A-2

(Regulations 5 and 8 of the recruitment regulations)

- Note 1:** Posts to be filled in only by direct recruitment and those to be filled in by direct recruitment on percentage basis, shall invariably be advertised when departmental candidates also may apply through proper channel.
- Note 2:** Posts not covered by (1) above shall be advertised if suitable departmental candidates are not available.
- Note 3:** When advertising a post to be filled in by direct recruitment, the condition of passing the prescribed Departmental Examination within prescribed period on pain of discharge from service, should be invariably notified.
- Note 4:** Where a post is to be filled in by departmental promotion, such promotion shall be from the lower category in the cadre.
- * Note 5:** All posts in Pay Group I (as indicated in Schedule A-8) shall be treated as "Selection Posts". A selection post should be filled in by selection of the most suitable person on assessment of comparative merits of those in the lower cadre, possessing the requisite qualifications and experience.
- \$ Note 6:** Direct recruitment to all non-technical posts in Pay Group III and IV shall be made from amongst the candidates sponsored by the local Employment Exchange only.

* Substituted vide C.S.No. 141 dt. 5-6-1982.

\$ Added vide C.S. No. 35, dt. 1-1-1976.

SCHEDULE A-2

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
NON-TECHNICAL POSTS:						
PAY GROUP - I :						
1.	* Secretary	* Rs. 6000-250-7500	Degree in Arts, Science, Law Commerce or Engineering. Preference will be given to an Engineering or a Science Degree holder.	# Administrative experience of at least 18 years in a Government or a business organisation of which, he should have held a post of responsibility for at least 12 years.	By departmental promotion or by direct recruitment.	1) Appointment shall be subject to approval of Govt. as required by section 15 of the Electricity (Supply) Act, 1948. * 2) The post of Secretary is equated to the post of Technical Director. Whenever the post of Secretary is held by a employee of the Board, the condition of experience in terms of years should be on par with that
* Added vide C.S.No. 213, dt. 12-5-1992 (Effective from 25-4-91) Ref.: G.O. 126 (P) dt. 14-5-1991 # Modified vide Dept. Circular (B) No. 38207 dt. 14-09-1972						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
2. @	Director of Personnel	Rs.5400-225-7200	Essential:- Degree in Arts, Science, Commerce or Engg.. A degree in Law should be considered as useful additional qualification. Desirable:- MBA and/or qualifications in Personnel Management, Industrial Relations & Labour Welfare from recognised Institutions	Administrative experience of at least 12 years in a Govt. Business or Industrial Organisation out of which at least 6 years experience in a post of responsibility directly related to the personnel functions.	* By departmental promotion or by direct recruitment or by obtaining deputationists.	of the post of Technical Director.
3. □	Special Officer (Inspection).	Rs.5400-225-7200.	Degree in Arts, Science, Law Commerce or Engineering	Administrative experience of at least 20 years in a Govt. or a Public Undertaking or a business Organisation out of which he should have held a post of responsibility for at least 10 years.	By departmental promotion or by direct recruitment.	
4. §	Director of Accounts	Rs.5400-225-7200	† Essential:-Degree of a recognised University preferably in Commerce. Economics or Mathematics Desirable:-Membership of	† Essential:-Experience in commercial accounting, compilation of trading accounts, profit and loss accounts, Balance Sheet and annual statements of accounts	† By departmental promotion or by direct recruitment or by obtaining on deputation wherever necessary.	† Preference may be given to the Chartered Accountant and Cost Accountant at the time of selection.
@ Added vide C.S. No. 59, dt. 31-3-1977 □ Added vide C.S.No.49 dt.4--9-1976				† Revised vide C.S.No.193 dt.16.9.89.		
* Modified vide C.S. No. 153 dt. 27-4-83 Read with C.S. No. 209 dt. 30-3-91				§ Added vide C.S. No. 65 dt. 27-9-77		

* Revised vide C.S.No. 193 dt.16.9.1989. # Substituted by C.S.No. 207 dt. 11-2-1991. \$ Modified vide C.S. No. 203 dt. 7-8-1990
@ Changed vide C.S. No. 199 dt. 20-4-1990. * * Added vide C.S. No. 209 dt. 30-3-1991

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
7.	Director of Internal Audit	Rs.5400-225-7200	—	—	** By direct recruitment or by obtaining on deputation.	
8.	Cost Accountant.	Rs.5400-225-7200.	Fully qualified member of the Institute of Cost and Works Accountants of India or London. Desirable:- Qualifications in Industrial Engineering.	8 years of post-qualification experience in a Govt. or private Commercial or in Industrial Organisation of repute including 4 years in a senior position of responsibility.	By direct recruitment.	—
9.	Chief Accounts Officer.	Rs.4800-200-7000.	Essential:- Degree of a recognised University preferably in Commerce, Economics or Mathematics. Desirable:- Membership of the Institute of Chartered Accountants or Associate Membership of Institute of Costs and Works Accountants of India would be preferred.	Essential:- Experience in Commercial Accounting of costing, compilation of trading accounts, Profit & Loss Accounts, balance sheet and annual statement of accounts, Internal audit, Financial and Physical budget, project appraisal and evaluation pret-DCF techniques, planning loans and investments, Electronics Data Processing systems for a period of not less than 13 years in Govt./	** 85% vacancies by departmental promotion & 15 % by direct recruitment.	Preference may be given to the chartered Accountant and Costs Accountant at the time of selection.
** Added vide C.S. No. 209 dt. 30.3-1991. # Revised vide C.S. No. 193 dt. 16-9-1989. § Added C.S. No. 59 dt. 31-3-1977						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
9-B # □	Chief Industrial Relations Officer	Rs.4800-200-7000.	1) A Degree or Diploma recognised by the Govt. of Maharashtra with Industrial relations as one of the subjects. 2) A person having degree in law would be preferred. 3) Should have adequate knowledge of Marathi & Hindi.	Should have not less than 15 years experience of investigation of labour problems and settlement of labour disputes, including knowledge of labour laws & industrial conditions of which 10 years should be in a responsible position.	\$ By departmental promotion or by direct recruitment or by obtaining on deputation.	
10. §	Medical Superintendent.	Rs.4200-160-5000 180-6620.	Essential:- Degree in Medicine (M.B.B.S.) and Surgery or its equivalent from a recognised Indian or Foreign University. A post graduate in Medicine/ Surgery or Obstetrics and Gynaecology preferred.	10 years general practice experience and/or administrative experience in any of the Govt./Semi.Govt.or reputed Hospitals.	\$ 85% of vanancies by Departmental promotion and 15% by direct recruitment.	

Vide departmental Circular (B) No. 28158 dt. 10-2-1972 □ Re-numbered vide C.S.No. 156 dt. 11-7-1963 § Added vide C.S. No. 71 dt. 20-5-1978 \$ Modified vide C.S. No. 209 dt. 30-3-1991

¥ Changed existing designation vide C.S. No. 227 dt. 3-3-94. § Inserted vide C.S. No. 153 dt. 27-4-1983 read with C.S. No. 154 dt. 4-5-83. \$ Modified vide C.S.No. 209 dt. 30-3-1991.
 @ Vide C.S.No. 209 dt. 30-3-1991. * Added vide C.S. No. 153 dt. 27-4-1983.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
12. #	Joint Chief Industrial Relations Officer	Rs.4200-160-5000 180-6620.	1) Should have a Degree or Diploma with Industrial Relation as one of the subjects, recognised by the Govt. of Maharashtra under Rule 3 of the Maharashtra Welfare Officers (duties, qualifications & conditions of service) Rules, 1966 vide Govt. Notification No.WOR/1567/111449, Lab. III, dt. 14.4.74. 2) Holder of Law degree will be preferred. 3) Must have adequate knowledge of Hindi & Marathi	the Board in the post of Asstt. Personnel Officer/ Admn. Officer equivalent & above. 12 years experience of Industrial Relations in a large Industrial Undertaking, out of which, at least 6 years should be of work in a responsible position.	@ 85% of vacancies by Departmental promotion and 15% by direct recruitment.	
# vide C.S. No. 156 dt. 11-7-1983 read with O.O. GAD/VII-A/STF/HO/24583 dt. 25-5-1983. @ Vide C.S. No. 209 dt. 30-3-1791						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
13.	Law Officer	Rs.4200-160-5000 -180-6620.	Degree in law of recognised University.	Minimum 7 years actual practice in Court of Law preferably in Bombay or Nagpur or 10 years legal experience including at least 5 years experience of independent handling & management of legal matters in a large Solicitor's firm, proficiency in drafting legal documents including agreements and deeds with experience of similar work in a reputed Industrial Organisation essential Preference to candidates with special knowledge of Commercial Law & Labour Law.	(x) By departmental promotion or by direct recruitment	
14. #	Joint Chief Accounts	Rs.3700-140-4400- 160-6480	Essential:-Degree of a recognised University preferably in Commerce, Economics or Mathematics.	Essential:-Experience in Commercial accounting of Costing compilation of trading accounts, Profit & Loss accounts, balance sheet and	\$ 85% vacancies by departmental promotion and 15% by direct recruitment.	Preference may be given to the Chartered Accountant and Costs Accountant at the time of selection.

Revised vide C.S. No. 193 dt. 16-9-1989 \$ Modified vide C.S.No209 dt.30.3.1991. (x) Modified vide C.S. No. 102 dt. 7-3-1980.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			Desirable:- Membership of the Institute of Chartered Accountants or Associate Membership of Institute of Costs and Works Accountants of India would be preferred	annual statement of accounts, Internal audit, Financial and Physical Budget, Project appraisal & evaluation, PERT-DCF techniques, planning loans & Investments, Electronics Data Processing System for a period of not less than 10 years in Govt./Semi-Govt. or Private Commercial Undertaking.		
				Candidate possessing membership of Institute of Chartered Accountants or Associate Membership of Institute of Costs & Works Accountants of India with 5 years experience will also be eligible.		
15.	Establishment Officer	Rs.3700-140-4400 160-6480	# Degree in Arts, Science, Law Commerce or Engineering. Preference will be given to an Engineering or Science	# Administrative experience of at least 12 years in a Govt. or Business organisation out of which, he should	\$ 85% of vacancies by Departmental promotion and 15% by direct recruitment.	
# Prescribed vide Dept. Circular No. 38207 dt. 14-9-1972			\$ Modified vide C.S.No209 dt.30.3.1991.			

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			degree holder.	have held a post of responsibility for at least 8 years.		
15A. @	Liaison Officer-cum In-Charge of Guest House	Rs.3700-140-4400 -160-6480.	1. Essential:-Degree in Arts,Science.Commerce. 2. Desirable:- Post Graduation or Degree in Law. 3. Preferable:- Degree/ Diploma in Personnel Management/Business Management/Administrative Management.	Must have worked as Liaison Officer/Staff Officer/Under Secretary in Government, Govt.Undertakings/Large Business Organisations. Total experience not less than 10 years out of which he must have held post of responsibility for not less than 5 years in the Estate Management/Administrative Appointment. Those who have held independent charge of unit/estate and have proven ability of executing the work will be given preference.	By direct recruitment/ ex-cadre transfer of departmental employee.	Age not more than 40 years.(Non-Cadre post)
16. *	Dy.Chief Accounts Officer.	Rs.3300-120-3900 -140-5860	Degree of a recognised University preferably in Commerce, Economics or	Minimum experience in commercial Accounting of costing, Compilation of Trading A/cs.	By departmental promotion orr by direct recruitment subject	1) Service of outsiders may be obtained on deputation wherever
@ Inserted vide C.S. No. 128 dt. dt. 26-2-1981/8-5-1981			* Revised vide C.S. No. 193 dt. 16-9-1989			

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			Mathematics. Qualification for direct recruitment only:- Membership of the Institute of Chartered Accountants or Associates Membership of Institute of Costs & Works Accountants of India.	Profit & Loss accounts, Balance Sheet & Annual Statement of Accounts. Internal audit, Financial & Physical Budget, Project appraisal & evaluation. Pert DCF Techniques, Planning loans & Investment. Electronics Data Processing System for a period of not less than 7 years in Govt./ Semi-Govt. or Private Commercial or Industrial Undertaking including 5 years experience in a position of responsibility of a Accounts Officer & equivalent. Experience for direct recruitment:- 3 years experience in a position of responsibility in the above lines.	to the condition that the proportion of filling in the vacancies shall be 75% by departmental promotion & 25% by direct recruitment only from Chartered Accountants and/or Costs & works Accountants.	necessary. 2) Cost Accountants and Chartered Accountants or Commercial SAS Accountants with 3 years experience in the line will also be eligible for promotion. 3) Preference to be given to the Chartered Accountants and Cost Accountants at the time of selection.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
19.	Deputy Establishment Officer	Rs.2700-90-3150 -115-4990.	Degree of recognised University.	At least 10 years of office experience in drafting of which minimum 5 years should be in a position of responsibility. Knowledge of Administrative Rules & Regulations essential.	# 85% of vacancies by departmental promotion and 15% by direct recruitment.	
20. *	Industrial Relations Officer.	Rs.2700-90-3150 -115-4990	i) Should have a degree or diploma with Industrial Relations as one of the subjects recognised by the Govt. of Maharashtra under Rule 3 of the Maharashtra Welfare Officers (duties, qualification & conditions of service) Rules 1966 vide Govt. Notification No.WOR/1567/111449 Lab-III, dtd.14-4-1974.	Not less than 7 years in Industrial Relations in a large Industrial Undertaking out of which at least 3 years must be in a responsible post. Must be fully conversant with various Labour Laws in Maharashtra State. Should be able to handle Industrial Disputes and cases before various Judicial authorities under the Industrial Disputes Act if and when required to do so.	# 85% of vacancies by departmental promotion & 15% by direct recruitment.	
# Modified C.S. No. 209 dt. 30-3-1991 * vide C.S. No. 77 dt 1-1-1979						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			ii) Holder of Law degree will be preferred. iii) Must have adequate knowledge of Hindi & Marathi.			
21. *	Welfare Officer.	Rs.2700-90-3150 -115-4990	i) A degree or diploma in Social Science recognised by Govt. of Maharashtra under Rule 3 of the Maharashtra Welfare Officers (duties, qualifications & conditions of service) Rules, 1966 vide Govt. Notification No.WOR/1567/111449/Lab-III, dtd.14-4-1974. Degree holders of recognised University will be preferred. ii) Adequate knowledge of Hindi and Marathi.	At least 7 years in similar position in large Industrial Undertaking out of which at least 3 years must be in a responsible post.	# 85% of vacancies by departmental promotion & 15% by direct recruitment.	
* Vide C.S. No. 77 dt. 1-1-1979. # Modified vide C.S. No. 209 dt. 30-3-1991.						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			iii) Degree in Law will be an added advantage.			
22.	Medical Officer.	Rs.2700-90-3150-115-4990.	M.B.B.S. or its equivalent Degree from a recognised Indian or Foreign University.	3 Years general practice or 1 $\frac{1}{2}$ Years House post in any of the Government or Semi-Govt. or reputed hospitals. Preference will be given to one who has good experience in minor surgical obstetric work.	@ 85% of vacancies by departmental promotion and 15% by direct recruitment.	
23. *	Deputy Law Officer.	Rs.2700-90-3150-115-4990.	Degree in Law of a recognised University.	4 Years actual practice in Court of Law, preferably in Bombay or Nagpur or 5 years legal experience including at least 3 Years experience of independent handling and	By direct recruitment.	—

* Vide C.S. No.24 dt. 27-3-1975. @ Modified vide C.S. No. 209 dt. 30-3-1991.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			or Diploma in Administrative Management/Business Management/Business Administration from a recognised University (after graduation).	Commercial Organisation of which at least 3 years should be in a position of Estt. Supdt. or its equivalent. Candidates possessing 1st Class/Honours Degree/Post Graduation Degree or Degree in Law or Diploma in Administrative Management/Business Management/Business Administration (after graduation) from a recognised University with 5 years experience of which 2 years in a position of Estt. Supdt. or equivalent will also be eligible. should be conversant with Labour Laws, Establishment rules/ Regulations and office procedures.	departmental promotion and one by direct recruitment.	
27.	P.A. to Chairman.	Rs.2525-85-2950-110-4490.	@ Not prescribed. As selection would depend on the suitability of candidates.	—	—	* Post of P.A to Chairman Upgraded to that of

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			bility and dependability of the person to the post			Private Secretary to the Chairman in the grade of Rs.2700-90-3150-115-4990.
NON-TECHNICAL POSTS						
PAY GROUP II.						
I.	Labour Officer/	Rs.2175-70-2525-	i) A degree or diploma in	Not less than 3 years of	By direct recruitment.	
□	Assistant	85-3715.	Social Science recognised by	Industrial Relations work		
\$	Welfare		Govt. of Maharashtra under	in a large Industrial Under-		
	Officer.		Rule 3 of the Maharashtra Wel-	taking. Must be fully con-		
			fare Officer(duties,qua-	versant with various Labour		
			lification & conditions	Laws in the State of Maha-		
			of service) Rules, 1966	rashtra. Experience of		
			vide Govt. Notification	handling Industrial Disputes		
			No. WOR/1567/111449/Lab-	and cases before Labour		
			III, dtd. 14-4-1974.	Tribunals, Courts, Concilia-		
			Degree holders of recog-	tions etc.		
			nised University will be			
			preferred.			
			ii) Adequate knowledge of			
			Marathi & Hindi.			
			iii) Law graduates Preferred.			

□ Vide C.S.No. 77 dt. 1-1-1979. \$ Substituted vide C.S.No. 155 dt. 6-5-1983.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
2.	Doctor/Asstt. Medical Officer	Rs.2175-70-2525-85-3715.	M.B.B.S. or L.C.P.S. or equivalent qualifications.	* 2 years general practice or 1 years' House Post in any of the Govt. or Semi-Govt. or reputed Hospital. Preference will be given to one who has good experience in minor surgical obstetric work.	By direct recruitment	
3.	Divisional Accountant	Rs.1810-70-2160-85-3605.	# Degree of recognised University preferably in Commerce, Economics or Mathematics.	# Experience in audit and accounts for a period of not less than 5 years in a commercial preferably Industrial Organisation or a Govt. office of which at least 3 years should be in a position of responsibility. Experience in connection with audit and accounts of Electric Supply undertakings preferred.	**a) 85% of vacancies by departmental promotion & 15% by direct recruitment. b) Departmental promotion shall be only from those who have passed the departmental higher accounts exam. prescribed for the post.	

* Added vide C.S.No. 189 dt. 28-11-1988. ** Modified vide C.S. No. 209 dt. 30-3-1991. # Revised vide C.S. No. 193 dt. 16-9-1989.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
4.	Establishment Superintendent.	Rs.1810-70-2160-85-3605.	@ Degree of a recognised University	@ 5 years experience in personnel Management/Administrative work in Govt., Semi-Govt., Business or Commercial Organisation of which 2 yrs. should be in a position of Head Clerk/Sr.Clerk/Estt. Asstt. or equivalent Knowledge of establishment rules all labour Laws.Office procedure etc. essential.	##85% of vacancies by departmental promotion and 15% by direct recruitment.	\$ Stenographers, Head Typists,Asstt.Translator-cum-proof readers, Care Takers, Legal Asstts.,Librarians and other equivalent non-technical&non-accounts employees working in MSEB only & having 5 yrs.experience in their own line in the Board should be deemed to be fulfilling the condition of requisite experience including supervisory experience & they should be considered alongwith other eligible candidates whenever vacancies of Superintendent (E.S.) are to be filled in by direct recruitment provided they have already passed the

@ Revised vide C.S. No 150 dt. 29-11-1982 \$ Added vide C.S. No. 166 dt. 17-10-1984 ## Modified vide C.S.No. 209 dt. 30-3-1991.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
4A. *	Stenographer-cum-Telex Operator-Cum-Care Taker.	Rs.1810-70-2160-85-3605.	S.S.C. or its equivalent. Graduate preferred. Speed - 120 wpm in shorthand, 40 wpm in typing.	i) At least 5 years experience in Govt./Semi-Govt., Business Organisation as Stenographer/Steno-Typist ii) Should have knowledge & experience of 1 year of Telex Machine Operation.	Direct recruitment/ Ex-Cadre transfer of departmental employee.	Higher Depttl. (GAD) Examination. Age not more than than 40 years.
5	Stenographer (Selection Grade).	Rs.1810-70-2160-85-3605.	—	—	\$ 85% of vacancies by departmental promotion and 15% by direct recruitment.	The post of stenographer (S.G) upgraded to that of stenographer (Sp. grade) Rs.2525-85-2950-110-4490 vide O.O.No GAD/E-VII/A /STF/HO/GAD/A/148 /4644 dt 11.10.1982

* Inserted vide C.S.No. 128 dt. 26-2-1981 \$ modified vide C.S.No. 209 dt. 30-3-1991.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
6. #	Telephone Superintendent	** Rs.1810-70-2160-85-3605.	S.S.C. or its equivalent.	10 years experience as "Telephone Operator," out of which 3 years experience of handling 6 outside lines with minimum 40 extensions or more.	By departmental promotion.	
7. \$	Assistant Sports Officer.	Rs.1810-70-2160-85-3605.	Bachelor of Physical Education Master's Degree preferred from recognised University.	2 years in the equivalent capacity.	By direct recruitment.	Experience & qualification to be relaxed in deserving cases.
8. @	Translator.	Rs.1810-70-2160-85-3605.	i) Degree in II Class from recognised University with Marathi as principal subject. ii) Adequate knowledge of English and Marathi.	i) 5 years experience in translation work from English into Marathi and vice-versa. ii) 3 years experience for Post Graduates.	By direct recruitment.	
# Dept. Circular (B) No. 15823 dt. 9-4-1975 @ Inserted vide C.S. No. 171 dt. 29-5-1985 \$ Added vide C.S. No. 83 dt. 21-3-1979 ** As per O.O. No. GAD/VII/STF/H.O./39377 dt. 18-11-1991						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
NON-TECHNICAL POSTS:						
PAY GROUP-III:						
1.	Assistant Accountant.	Rs.1375-45-1600-55-2150-60-3050.	# Passed 12th Standard (10+2 +3 pattern) Examination of Maharashtra State Board of Secondary & Higher Secondary Education or equivalent. Degree of recognised University in Commerce preferred.	# At least 5 years experience in Audit and Accounts.	# By departmental promotion.	# If however, sufficient number of departmental candidates are not available for promotion, direct recruitment should be resorted to from graduates.
2.	Estt.Asstt./ Head Clerk/ Sr.Clerk.	Rs.1375-45-1600-55-2150-60-3050.	# Passed 12th Standard (10+2 +3 pattern) Examination of Maharashtra State Board of Secondary & Higher Secondary Education or equivalent. Graduates preferred.	# At least 5 years experience of Establishment matters.	\$ By departmental promotion.	\$ 1) If however, sufficient departmental candidates are not available for promotion, direct recruitment should be resorted to from graduates. 2) Steno-Typists, Sr. Typists, Head Time Keepers; Telephone Operators (in U.D.C.Pay-scale) and
# Revised vide C.S.No. 202 dt. 23-7-1990. \$ Added vide C.S. No. 166 dt. 17-10-1984 and vide C.S.No. 180 dt. 28-1-1987 read with C.S. No. 202 dt. 23-7-1990.						

Added vide C.S.No.64 dt.23-9-77

Sr. No.	Designation	Pay Scale	Qualification	Experience	Method of Filling the Vacancy	Remarks
1.	2.	3.	4.	5.	6.	7.
			English & Hindi fluently. Should have pleasing personality, sober in presentation, honest in his dealings, a hard worker willing to carry out any duties and prepared to work connected with duties at any time.	the rest house.		and experience for this type of work.
4	Head Typist in Head Office.	Rs. 1375-45-1600-55-2150-60-3050.	S.S.C. or its equivalent with a minimum speed of 50 words per minute in typing.	5 years experience in typing with ability to exercise control over the staff.	By departmental promotion.	
5	Librarian.	Rs. 1375-45-1600-55-2150-60-3050.	A Graduate of a recognised University (preferably an Hons. Graduate) Plus a diploma in Librarianship of a recognised University.	Two years experience as a Librarian.	By direct recruitment.	
6	Stenographer (English).	Rs. 1375-45-1600-55-2150-60-3050.	§ S.S.C. or its equivalent, Graduate preferred. A minimum speed of 100 w.p.m. in	§ Minimum 5 years experience.	§ By departmental promotion or by direct recruitment.	

§ Ammended vide C.S. No. 174 dt. 26-8-1985

Sr. No.	Designation	Pay Scale	Qualification	Experience	Method of Filling the Vacancy	Remarks
1.	2.	3.	4.	5.	6.	7.
			shorthand and 50 w.p.m. in Typing.			
7	Stenographer (Marathi).	Rs.1375-45-1600-55-2150-60-3050.	§ S.S.C. or its equivalent (Graduate preferred) with a speed of 100 w.p.m. in Marathi shorthand and 30 w.p.m. in Marathi typing either on Remington or Halda machine.	§ Minimum 5 years experience.	§ By departmental promotion or by direct recruitment.	
8	Steno-Typist (English).	Rs.1250-35-1425-40-1825-45-2725	¥ S.S.C. or its equivalent, Graduate preferred. A minimum speed of 80 w.p.m. in Shorthand and 40 w.p.m. in Typing.	¥ No experience is necessary for those possessing Govt. Commercial Certificates. Minimum 2 years experience for other possessing certificates from other recognised Institutions.	¥ By direct recruitment.	
9	Upper Division Clerk. (Accounts)	Rs.1250-35-1425-40-1825-45-2725.	¤ Passed 12th Standard (10+2 +3 pattern) Examination of Maharashtra State Board of Secondary and Higher Secondary Education or equivalent.	¤ At least 3 years experience of Commercial Accounts.	¤ 50% vacancies by departmental promotion & 50% by direct recruitment.	If however sufficient departmental employees are not available for promotion, the posts should be filled in by
§ Added vide C.S. No. 63 dt. 8-9-1977 ¤ Revised vide C.S. No. 202 dt. 23-7-1990 ¥ Ammended vide C.S. No. 174 dt. 26-8-1985						

Sr. No.	Designation	Pay Scale	Qualification	Experience	Method of Filling the Vacancy	Remarks
1.	2.	3.	4.	5.	6.	7.
			Degree of recognised University in Commerce preferred.			direct recruitment from Graduates only.
10	Upper Division Clerk (GAD).	Rs. 1250-35-1425-40-1825-45-2725.	¥ Passed 12th Standard (10+2+3 pattern) Examination of Maharashtra State Board of Secondary and Higher Secondary Education or equivalent Graduate preferred.	¥ Atleast 3 years experience in establishment & general matters.	¥ 50% vacancies by departmental promotion & 50% by direct recruitment.	1) If however sufficient departmental employees are not-available for promotion, the posts should be filled in by direct recruitment from Graduates only. ** 2) Typists, Record sorters, Record keepers (in LDC pay-scale), Telephone Attendants, Message receivers, Telephone Operators, (in LDC pay-scale), Telex Operators, Teleprinter Operators, Telephone Operator-Cum-receptionist, Time Keepers, LDC-Cum-Translators, and other equivalent non-
¥ Revised vide C.S. No. 202 dt. 23-7-1990. ** Added vide C.S. No. 166 dt. 17-10-1984 read with C.S. No. 202 dt. 23-7-1990.						

Sr. No.	Designation	Pay Scale	Qualification	Experience	Method of Filling the Vacancy	Remarks
1.	2.	3.	4.	5.	6.	7.
						Technical and non-Accts. employees working in MSEB only having 3 years experience in their own line in the Board should be deemed to be fulfilling the condition of experience laid down in Column No. 5 and should be considered alongwith other eligible candidates whenever vacancies of U.D.C (non-Accounts) are to be filled in by direct recruitment provided they have already passed the Lower Departmental (GAD) Examination.
11. *	Head Time Keeper.	Rs.1250-35-1425-40-1825-45-2725.	S.S.C. or its equivalent. Graduate preferred.	Minimum 3 years experience in the line.	By departmental promotion.	—

* Added vide C.S. No. 47 dt.22-6-1976

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
12.	Watch & Ward-Cum-Sanitary Inspector.	Rs.1250-35-1425-40-1825-45-2725.	SSC or its equivalent and Certificate course in Sanitary Engineering.	3 years in the Sanitary Deptt. of a Municipality or similar experience else where.	By direct recruitment.	
13.	Telephone Operator.	Rs.1250-35-1425-40-1825-45-2725.	* S.S.C. or its equivalent.	* Minimum 2 years experience as Telephone Operator on a Switch-Board having atleast 4 outside lines and/or 30 extentions or more.	* By departmental promotion or by direct recruitment.	
14.	Senior Typist in Head Office.	Rs.1250-35-1425-40-1825-45-2725.	S.S.C or its equivalent with a minimum speed of 50 w.p.m. in Typing.	5 years experience in Typing.	By departmental promotion.	
15 □	Senior Sanitary Inspector.	Rs.1250-35-1425-40-1825-45-2725.	Certificate of the State Council of Technical Education Maharashtra State or National Council for Training in Vocational Trade or its equivalent, in the respective trade.	Not less than 5 years experience in the profession concerned.	By direct recruitment.	

* Vide C.S.No. 55 and 56 both dt. 16-2-1977
□ Vide Dept. Circular (A) No. 28330 dt. 20-7-1970.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			with elementary principles of vehicle maintenance. Should preferably have elementary knowledge of pump operation. He should be active, intelligent & of good physique. Age Limit:- Lower:- 18 years Upper:- 40 years Height:- Not less than 5'-3" Chest:- Not less than 31" with expansion of 2" Weight:- Not below 110 Lbs. Eye-sight:- Normal.			ed for Power Stations. 2) Conditions of recruitment may be relaxed in deserving cases. 3) Higher initial pay above the minimum of pay scale may be given in deserving cases depending upon length of experience over & above the experience prescribed for the post. 4) The candidates will be subjected to vehicle driving test, pump operating test and outdoor physical test at the time of recruitment. 5) Preference will be given to candidates comi-

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
						ng from disciplined services like Armed Forces, Police, Civil Defence, Home-Guards etc. Duties and responsibilities of Driver Operator:- 1) Candidates selected as Driver Operator will have to work round the clock in Power Stations for manning of water tenders intended for Power Stations. 2) They will be responsible for the cleaning, proper maintenance and upkeep of the Fire Engines/Water tenders along-with the fire fighting equipment provided on them. 3) It will also be their responsibility to look after the proper maintenance and upkeep of the trailer pumps. 4) They will be required to hold inspections and tests of fire engines/water tenders and trailer pumps at such intervals as may be directed or specified. 5) It will be their duty to participate in periodical training drills/mock exercises etc. in fire fighting.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				6)	It will be their duty to maintain regularly and properly such of the record in connection with the fire engine/water tenders and the fire fighting equipments provided for them as also regarding the trailer pumps as may be prescribed from time to time.	
				7)	They will have to carry out any additional duties that may be prescribed for them from time to time.	
				8)	They will be governed by the Board's Service Regulations and the Board's Fire Fighting Manual as and when it is prepared.	
				9)	They will work directly under the command of the Asstt. Director/Security Officer/Dy Security Officer/Asstt. Security Officer as the case may be, who is In-charge of the Security arrangements at each of the respective Power Stations under the overall control of the Director of Vigilance and Security. Their attachment to the respective Power Station will be only for the purpose of drawal and disbursement of Pay, Bonus, J.A., D.A., O.T. and other similar allowances.	
17.	Typist (English).	Rs.1175-25-1300- 30-1600-35-2230.	S.S.C. or its equivalent with a minimum speed of 40 w.p.m. in Typing.	—	By direct recruitment.	

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
18 #	Typist (Marathi).	Rs.1175-25-1300-30-1600-35-2230.	Should have passed S.S.C. Examination or its equivalent recognised by the Govt. of Maharashtra. Ability to type Marathi neatly and accurately and at the speed of 30 w.p.m.	—	By direct recruitment.	—
19.	Teleprinter Operator/ Telex Operator.	Rs.1175-25-1300-30-1600-35-2230.	S 1) S.S.C. Examination passed 2) Passed the English Typing Examination with 40 w.p.m. 3) Knowledge of good English essential.	—	By direct recruitment.	
20.	Lower Division Clerk.	Rs.1175-25-1300-30-1600-35-2230.	¥ Passed 12th Standard (10+2 +3 pattern). Examination of Maharashtra State Board of Secondary and Higher Secondary Education or equivalent. Graduate preferred.	Nil	¥ By direct recruitment.	¥ Candidates have to pass the Entrance Examination prescribed for recruitment to the post of LDC. The benefits of higher starting pay admissible under the provisions of
# Added vide C.S. No. 38 dt. 6-1-1976 \$ Vide C.S. No. 31 dt. 2-9-1975 and C S. No. 66 dt. 26-12-1977 ¥ Revised vide C.S.No. 202 dt. 23-7-1990)						

¥ Revised vide C.S. No. 202 dt. 23-7-1990.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
23.	Lower Division Clerk-cum-Typist.	Rs.1175-25—1300 30-1600-35-2230	¥ Passed 12th Standard (10+2+3 pattern) Examination of Maharashtra State Board of Secondary and Higher Secondary Education or equivalent. Graduates preferred. Minimum speed of 40 words per minute in English/35 words per minute in Marathi Typing is necessary.	Nil	¥ By direct recruitment.	2) The qualification indicated under column No.4 will be common for LDC, LDC (Building), LDC (Meter Reading) & LDC-Cum-Typist. Candidates applying for the post of LDC Cum typist should pass the prescribed typing test also. ¥ 1) Candidates have to pass the Entrance Examination prescribed for recruitment to the post of LDC. The benefits of higher starting pay admissible under the provisions of G.S.O.417 dt. 29.11.58 will not be available hereafter. 2) The qualification indicate under Column No.4 will be common for LDC, LDC (Billing),
¥ Revised vide C.S. No. 202 dt. 23-7-1990.						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
						LDC (Meter Reading) & LDC-Cum-Typist. Candidates applying for the post of LDC-Cum-Typist should pass the prescribed typing test also.
24.	Lower Division clerk/Typist		The category of Lower Division Clerk (Typist) has been redesignated as 'Typist' vide O.O.NO: GAD/VIII-O&M/31768 dt. 31-7-1980 read with C.S.No. 121, dt. 9-10-1980			
25.	Comptist	Rs.1175-25-1300 30-1600-35-2230	—	—		By direct recruitment.
26.	Telephone Operator	Rs.1175-25-1300- 30-1600-35-2230	* S.S.C. or its equivalent	* Experience of telephone Operator of at least 6 months on a switch board having four outside or less and/or 30 extension	* By direct recruitment.	—
27.	Telephone Operator-cum-Receptionist	Rs.1175-25-1300 30-1600-35-2230	S.S.C.or its equivalent. Must be able to converse in Marathi,English and Hindi fluently.	Experience of telephone Operator of at least 6 months on a switch board having upto four outside lines and/or upto 30 extensions	By direct recruitment.	—
* Inserted vide C.S. No. 55 & 56 both dt. 16-2-1977			\$ Inserted vide C.S. No. 107, dt. 23-5-1980.			

Sr. No.	Designation	Pay Scale	Qualification	Experience	Method of Filling the Vacancy	Remarks
1.	2.	3.	4.	5.	6.	7.
28. @	Time Keeper	Rs.1175-25-1300-30-1600-35-2230	S.S.C. or its equivalent graduates preferred.	Preference to candidates having past experience in the line.	By direct recruitment.	—
29.	Electrician-cum-Overseer	Rs.1175-25-1300-30-1600-35-2230	S.S.C. or its equivalent and 2nd class Wireman's Certificate.	—	By direct recruitment.	—
30.	Midwife.	Rs.1175-25-1300-30-1600-35-2230	Must have passed B.P.N.A. (Midwifery course examination)	Practical experience at any of the line in Hospital at least for 6 months after passing B.P.N.A. examination.	By direct recruitment.	1) To continue the present designation of employees working as Compounder and Midwife (Qualified). Those of the existing employees who fulfil the requirements for appointment to the posts of the Nurse and Pharmacist shall be re-designated accordingly. The remaining posts of Midwife and Compounder shall be continued till the

@ Added vide C.S. No. 47 dt. 22-6-1976.

§ Inserted vide C.S. No. 221 dt. 8-07-93

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
						existing employees continue to occupy them and thereafter these posts shall stand converted to the posts of Nurse and Pharmacist, respectively.
						2) All fresh recruitment in the categories of Midwife, Compounder (qualified) and Compounder (non-qualified) should be made by recruitment of Nurse and Pharmacist only.
30 A §	Nurse	Rs. 1175-25-1300-30-1600-35-2230.	H.S.C. or its equivalent with 3 years Diploma in General Nursing (including Midwifery) from recognised Board or University & must have registered with Maharashtra Nursing Council under the Maharashtra Nurses Act, 1966.	6 months experience as Staff Nurse in a Hospital is essential.	By direct recruitment. Restricted to female only.	

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
						sons from the combatant category and/or knowing the use of arms & even ex-police & from home guards. 2) The discharge certificate of ex-military personnel should be obtained to ensure that the right type of ex-military persons from the combatants category, are selected as Chief Watchman/Head Watchman. 3) Upper age limit 40 years. The relaxation of upper age limit available for Backward Class is admissible as per existing rules. The upper age limit may be relaxed upto one year only by an officer not lower than the rank of Superintending Engineer equivalent.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
32.	Compounder	Rs.1175-25-1300-30-1600-35-2230.	Must be a registered Compounder.	Experience in dispensing the medicine. Good knowledge of Dose of medicine.	By direct recruitment.	§ 1. To continue the present designation of employees working as Compounder and Midwife (Qualified). Those of the existing employees who fulfill the requirements for appointment to the posts of Nurse and pharmacist shall be re-designated accordingly. The remaining posts of Midwife and Compounder shall be continued till the existing employees continue to occupy them and thereafter these posts shall stand converted to the posts of Nurse and Pharmacist. respectively. § 2. All fresh recruitment in the categories of Midwife, Compounder (qualified) and Compounder (non-qualified) should be made by recruitment of Nurse and Pharmacist only.)
§ . Inserted vide C.S.No 221 dt 08-07-93.						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
32 A. *	Pharmacist	Rs. 1175-25-1300-30-1600-35-2230	Diploma in Pharmacy awarded by a recognised Board or University. The candidates must have registered as a Pharmacist under the Pharmacy Act, 1948.	At least 6 months' experience as Pharmacist/Compounder	By direct recruitment	—
33. **	Record Sorter. (Higher grade)	Rs. 1175-25-1300-30-1600-35-2230.	Studied upto and appeared for S.S.C. examination.	Experience of having handled records & files.	By departmental promotion or by direct recruitment.	—
NON-TECHNICAL POSTS						
PAY GR. IV:						
1.	Record Sorter (Lower grade)/ Daftary.	Rs. 1100-20-1200-25-1450-30-1840.	Studied upto and appeared for SSC Examination.	Experience of having handled records & files.	By departmental promotion of qualified Peon	
2. ¥	Sr. Khansama	Rs. 1100-20-1200-25-1450-30-1840.	—	Persons having experience in large Catering establishment. Western/Indian style will be given preference.	By departmental promotion or by direct recruitment.	
* Inserted vide C.S. No. 221 dt. 8-7-93 ** Inserted vide C.S. No. 123 dt. 3-11-80. ¥ Added vide Dept. Circ. No. CAS 28330 dt. 20-7-70						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
3.	Head Watchman	Rs.1100-20-1200-25-1450-30-1840.	\$ Must have passed IVth Standard examination. Must be proficient in speaking, writing & reading Marathi/Deonagari and also preferably working knowledge of English. Should be active, intelligent and of good physique. Height not less than 5'-5", chest not less 31" with minimum expansion of 2" & weight not below 110 Lbs. In case of tribal & Gurkha candidates, height may be 5'-4"	\$ With 5 years experience of Watchman in Industrial Establishment Factory employing more than 300 persons.	\$ By departmental promotion or by direct recruitment. 1) For filling in the vacancies of Chief Watchman/Head Watchman only ex-military persons from the combatants category and/or knowing the use of arms & even ex-police, ex-employees of Railway Protection Force & from Home Guards should be considered. Preference should be given to ex-Military personnel. This should be done by contacting the Secretaries of the District Soldiers, Sailors and Airmen Board, the Director (Resettlement), Directorate General of Resettlement (Defence Force), Bombay/Pune, Authorities of Home Guards & Railway Protection Force & by notifying the vacancies to the respective Employment Exchanges/ District Social Welfare Officers as per the existing procedure and stipulating that for those posts it is essential that the candidates are ex-military persons from the combatants category and/or knowing the use of arms & even ex-police & from Home Guards.	

Sr. No.	Designation	Pay Scale	Qualification	Experience	Method of Filling the Vacancy	Remarks
1.	2.	3.	4.	5.	6.	7.
8.	Laboratory Boy	Rs.1050-15-1125-20-1325-25-1575.	—	—	—	
9.	Peon	Rs.1050-15-1125-20-1325-25-1575.	Must have passed IVth Standard Examination.	—	By direct recruitment	
10.	Store Laskar	Rs.1050-15-1125-20-1325-25-1575.	—	—	—	
11. *	Watchman Choukidar.	Rs.1050-15-1125-20-1325-25-1575.	Must have passed IVth Standard examination. Must be proficient in speaking, writing & reading Marathi/Deonagari and also preferably working knowledge of English. Should be active, intelligent and of good physique. Height not less than 5' -5", chest not less 31" with minimum expansion of 2" & weight not below 110 Lbs. In case of tribal & Gurkha candidates, height may be 5' -4".	—	By direct recruitment 1)	For filling in the vacancies of Watchman/Choukidars, Watchman-cum-Peon, Watchman-cum-Khansana & Watchman-cum-Mazdoor, only ex-military persons from the combatants category and /or knowing the use of arms & even ex-police, ex-employee of Railway protection force from Home Guards should be considered. Preference should be given to ex-Military personnel. This should be done by contacting the Secretaries of the District Soldiers, Sailors and Airmen Board, the Director (Resettlement), Directorate General of Resettlement (Defence Force) of

* Revised vide C.S.No.143 dt.16.7.1982.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
						Home Guards & Railway Protection Force &), & by notifying the vacancies to the respective Employment Exchanges/ District social Welfare Officers as per the existing procedure and stipulating that for those posts it is essential that the candidates are ex-military persons from the combatant category and/or knowing the use of arms & even ex-police & from Home Guards. 2) The discharge certificate of ex-military personnel should be obtained to ensure that the right type of ex-military persons from the combatants category, are selected as Watchmen etc. 3) Upper age limit 40 years. The relaxation of Upper age limit available for Backward Class is admissible as per existing rules. The Upper age limit may be relaxed upto one year only by an

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
12.	Mazdoor/ Gardener/ Khansama/ Sweeper.	Rs.1050-15-1125- 20-1325-25-1575.	* Must have passed IVth Standard examination	—	By direct recruitment.	—
13.	Watchman-cum- Khansama/ Watchman-cum- Peon/Watchman- cum-Mazdoor.	Rs.1050-15-1125- 20-1325-25-1575	\$ Must have passed IVth Standard Examination. Must be proficient in Speaking, writing & reading Marathi/Deonagari and also Preferably working know- ledge of English. Should be active, intelligent and of good physique. Height not less than 5' - 5'.chest not less 31" with minimum expansion of 2" & weight not below 110 Lbs. In case of Tribal & Gurkha candi- dates, height may be 5' -4'.	—	By direct recruitment.	\$ 1) For filling in the vacancies of watchman/ Choukidars, Watchman-cum-Peon. Watchman-cum- Khansama & Watchman-cum-Mazdoor, only ex-milli- tary persons from the combatants category and /or knowing the use of arms & even ex-police ex-employees of Railway Protection Force & from Home Guards should be considered. Preference should be given to ex-Military personnel. This should be done by contact- ing the Secretaries of the District Director (Resettlement), Directorate General of Resettlement (Defence Force), Bombay/Pune. Authorities of Home Guards & Railway Pro- tection Force & by notifying the vacancies to the respective Employment Exchanges/ District Social Welfare Officers as per the existing procedure and stipulating that for those posts it is essential that the

* Vide C.S.No. 84 dt.16.4.1979 \$ Revised vide C.S.No.143 dt.16.7.1982.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
						candidates are ex-military persons from the combatants category and /or knowing the use of arms & even ex-police & from Home Guards. 2) The discharge certificate of ex-military personnel should be obtained to ensure that the right type of ex-military persons from the combatants category, are selected as Watchman etc. 3) Upper age limit 40 years. The relaxation of upper age limit available for Backward Class is admissible as per existing rules. The upper age limit may be relaxed upto one year only by an Officer not lower than the rank of Superintending Engineer equivalent.
14.	Scavenger/ Ward Boy/ Vehicle Cleaner/ Roneo Operator/ Cycle Swar/	Rs.1050-15-1125- 20-1325-25-1575.	_____	_____	_____	

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
	Semi skilled Labour/ Dresser/Bill Distributor/Waiter- cum-Helper.					
15.	Aya	Rs.1050-15-1125- 20-1325-25-1575	Must have passed IVth standard examination.	Previous experience of having work in any dispensary will be preferred.	By direct recruitment.	—
(*) E.D.P. CADRE -I- System Wing.						
1.	Additional Director(EDP)	Rs.4800-200-7000	a) A degree in Computer Science of a recognised University. OR b) A degree in Engineering/ Mathematics/Science/ Commerce alongwith a Diploma of not less than One year duration in Computer Science or Computer application awarded by a recognised University or an Institute approved by the Board.	a) Candidates possessing Qualification as at (a) should be a computer professional with minimum 10 years experience in a large Industrial Organisation. Public Undertaking in Computer Programming, System Analysis, Design and Development and users co-ordination, etc. of which 5 years should be in a position of responsibility.	By direct Recruitment or by Departmental promotion.	1. Degree from I.I.T./ I.I.S. Bangalore and B.I.T. Pilani are to be considered equivalent to the qualification as at (a). 2. Till enough number of qualified and experi- enced Departmental Candidate become available for promotion, the post of Additional
¥ Vide Departmental Circular (A) No. 28330 dt. 20-7-1970.			(*) O.O.No. GAD/E/VII-A/STF/HO/GAD/A/11/021152 dt.3.5.79;C.S No.94. dt.25.10.79; C.S.No.124. dt.16.12.80 and C.S.No.133. dt. 3.8.1981 modified vide C.S.No.215. dt. 3.6.1992.			

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				b) Candidates having qualification at (b), should be a Computer professional with minimum 12 years experience in a large Industrial Organisation/ Public Undertaking in Computer Programming, System Analysis, Design & Development and Users Co-ordination etc. of which 5 years should be in a position of responsibility.		Director (EDP) may be filled up by direct recruitment.
2.	Joint Director (EDP)	Rs.4200-160-5000 -180-6620.	a) A degree in Computer Engineering/Computer Science of a recognised University. OR b) A degree in Engineering/ Mathematics/Science/ Commerce alongwith a Diploma of not less than	a) Candidates possessing Qualification as at (a) should have minimum 8 years experience in Computer programming, System Analysis, Design in a large Organisation/ Public Undertaking of which atleast 4 years	15% of vacancies by direct recruitment & 85% of vacancies by Departmental promotion i.e. every seventh vacancy shall be filled in by direct recruitment.	Till enough number of qualified & experienced Departmental employees become available for promotion; the post of Joint Director (EDP) may be filled up by direct recruitment over and above 15%

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			one year duration in Computer Science or Computer application awarded by a recognised University or an Institute approved by the Board.	should be in a position of responsibility. b) Candidates having qualification as at (b) should have minimum 10 years experience in Computer programming, System Analysis, Design in a large Organisation/Public Undertaking of which atleast 4 years should be in a position of responsibility. N.B.:- In initial years experience relaxable in deserving cases by 2 years.		prescribed for direct recruitment.
3.	System Analyst	Rs.3300-120-3900-140-5860.	a) A degree in Computer Engineering/Computer Science of a recognised University. OR b) A degree in engineering/ Mathematics /Science/	a) Candidate possessing qualification as at (a) should have minimum 4 years experience in Computer programming of which minimum 2 years experience in system	a) 15% of vacancies by direct recruitment & 85% of vacancies by Departmental promotion i.e. every Seventh vacancy shall be	1. The Programmers will have to pass Depttl. Examination before being considered for promotion to the post of System Analyst. 2. Till enough number

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			Commerce alongwith a Diploma of not less than one year duration in Computer Science awarded by recognised University or an Institute approved by Board.	Analysis and design in a large Organisation/ Public Undertaking. b)Candidates having qualifications as at (b) should have minimum 6 years experience in Computers programming of which minimum 2 years in System Analysis and Design in large Organisation/Public Undertaking. N.B.- In initial years experience relaxable in deserving cases by 1 year.	filled in by direct recruitment. b)Departmental promotion shall be only from those who have passed Departmental Examination prescribed for System Analyst.	of qualified and experienced Departmental candidates become available for promotion, the post of System Analyst may be filled up by direct recruitment over and above 15% prescribed for direct recruitment.
4.	Programmer.	Rs.2525-85-2950-110-4490	a)A degree in Computer Engineering/Computer Science of a recognised University. OR b) A degree in Engineering/ Mathematics/Science/ Commerce alongwith a	a) Candidate possessing Qualification as at (a) should have minimum 2 years experience in Computer Programming. b) Candidates having Qualification as at (b) should have minimum 4	15% of vacancies by direct recruitment & 85% of vacancies by Departmental promotion i.e. every Seventh vacancy shall be filled in by direct recruitment.	1. Incumbent will have to pass aptitude Test before appointment either by direct recruitment or through promotion. 2. Till enough number of qualified and

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			Diploma of not less than one year duration in Computer Science awarded by recognised University or an Institute approved by the Board.	years experience in Computer Programming. N.B.: - In initial years experience relaxable in deserving cases by 1 year.		experienced Departmental candidates become available for promotion, the post of Programmer may be filled up by direct recruitment over and above 15% prescribed for direct recruitment.
5.	Assistant Programmer.	Rs.1950-70-2300-85-3600.	a) A degree in Computer Engineering/Computer Science of a recognised University. OR b) A degree in Engineering/Mathematics/Science/Commerce alongwith a Diploma of not less than One years duration in Computer Science awarded by recognised University or an Institute approved by the Board.	a) Candidates possessing Qualification as at (a) is not required to have any experience b) Candidates having qualification as at(b) should have minimum 2 years experience in Computer programming	By direct recruitment or through Trainee Assistant Programmer.	For direct recruitment selection procedure would include passing of Aptitude Test.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
6.	Trainee Assistant Programmer	Stipend.	A degree in Computer Engineering/Computer Science/Mathematics/Commerce alongwith Diploma of not less than one year duration in Computer Science awarded by recognised University or an Institute approved by the Board.	— Nil —	By direct recruitment	1. Selection Procedure would include passing of Aptitude Test. 2. The Trainees will have to undergo the training for a period of one year with Stipend equivalent to 50% of the salary at the minimum of the pay-scale of Assistant Programmer. 3. There shall be test at the end of Training and on successful completion of the training, the Trainee Assistant Programmer shall be appointed to the post of Assistant Programmer. 4. Any existing employee of Board who gets selected as Trainee Assistant Programmer will get either stipend or his salary before selection whichever is higher.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
E.D.P. CADRE-II- Operation Wing.						
1.	Shift-in-Charge.	Rs.2175-70-2525-85-3715.	Degree of a recognised University. Desirable:Diploma/Certificate Course in Computers from an Organisation approved by the Board.	Should have minimum 6 years experience in Computer operations of which Atleast 2 years on a mini/Main frame environment in a large organisation/Public Undertaking. Desirable :- Should also possess working knowledge of Computer room equipment maintenance. N.B.: Relaxable, initially for a period of 3 years, by 2 years in total experience, However, experience of 2 years on a large mini/Main frame system is not relaxable.	(a) 15% of a vacancies by direct recruitment and 85% of vacancies by Depttl. promotion i.e. every Seventh vacancy shall be filled in by direct recruitment. (b) Departmental promotion shall be only from those who have passed the Departmental Examination prescribed for Shift-In-Charge.	1. The incumbent of lower post will have to clear Departmental Professional Examination as prescribed before promotion/confirmation. 2. The incumbent will have to work in Shift duty 8 hours. 3. Till enough number of qualified & experienced employees become available the posts may be filled up by Direct recruitment, over and above 15% prescribed for Direct Recruitment.
2.	Computer Operator.	Rs.1950-70-2300-85-3660.	Degree of recognised University. Desirable : Diploma/Certificate Course in Computers from an	Should have minimum 2 years experience in Computer Operation on a large, mini/Main frame environment in a large Organisation/	15% of a vacancies by direct recruitment & 85% of vacancies by Departmental promotion	1. The incumbent will have to work in shift duty of 8 hours. 2. Till enough number of qualified & experienced

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			Organisation approved by the Board.	public Understanding.	i.e. every Seventh vacancy shall be filled in by direct recruitment.	Departmental candidates become available, the posts to be filled up by Direct recruitment, over & above 15% prescribed for Direct recruitment.
3.	Assistant Computer Operator.	Rs.1810-70-2160-85-3605.	Degree of a recognised University. Desirable : Diploma/ Certificate Course in Computers from an Organisation approved by the Board.	Should have minimum 1 year experience in Computer Operations on a large mini/ Main frame environment in a large Organisation/Public Undertaking.	By direct recruitment or through Trainee Assistant Computer Operator.	1. For Direct recruitment selection procedure would include passing of Aptitude Test. 2. The incumbent will have to work in Shift duty of 8 hours.
4.	Trainee Assistan Computer Operator.	Stipend.	Degree of a recognised University and Diploma/ Certificate Course in Computers from an Organisation approved by the Board.	-- Nil --	By direct recruitment.	1. Selection procedure would include passing of Aptitude Test. 2. The Trainee will have to undergo the training for a period of 1 year with stipend equivalent to 50% of the salary at

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
						the minimum of the pay-scale of Assistant Computer Operator. 3. There shall be test at the end of Training and on successful completion of the training, the Trainee Assistant Computer Operator shall be appointed to the post of Assistant Computer Operator. 4. Any existing employee of the Board who gets selected as Trainee Assistant Computer Operator will get either stipend or his salary before selection whichever is higher

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
(*) E.D.P. CADRE -III- Data Entry Wing.						
1.	Sr.Data Supervisor.	Rs.1810-70-2160-85-3605.	Essential:- Degree of recognised University. Desirable:- Course on PC Operation and Packages such as Wordstar, Dbase, Lotus.	Essential: Proficiency in Data Entry and minimum 3 years experience in supervision and control of Data Entry works.	By direct recruitment or by Departmental promotion.	
2.	Jr.Data Supervisor.	Rs.1375-45-1600-55-2150-60-3050	Matriculation S.S.C. with English subject, graduate preferred. Should have successfully completed Punch Operators Course. Desirable:- Course on PC Operations & Packages such as Wordstar, Dbase, Lotus.	Minimum 2 years experience in key punching & verification/Data Entry work Experience on Direct Data Entry machine or PCs.	By Depttl promotion or by direct recruitment.	The candidate will have to successfully pass the speed test and Aptitude Test as prescribed for "Data Entry Operator"
3.	Data Entry Operator.	Rs.1250-35-1425-40-1825-45-2725.	Essential:- S.S.C. with English as a subject. Only those who have successfully completed the Punch Operators course shall be considered. Desirable:- Degree of a recognised University. Knowledge of Typing.	Essential: Past Experience not essential but should be able to give an output of atleast 8000 key depressions per hour.	By direct recruitment.	Selection will be based on speed Test and Aptitude Test.

(*) O.O.No. GAD/E/VII-A/STF/HO/GAD/A/11/021152 dt.3.5.79; C.S.No.94, dt.25.10.79; C.S.No.124, dt.16.12.80 and C.S.No.133, dt. 3.8.1981 modified vide C.S.No.215, dt. 3.6.1992. Deleted Posts of Librarian & Asst. Librarian in respect of EDP cadre posts in pay gr. I & II Vide C.S. No. 215, dt. 3-6-1992

SCHEDULE A-3.

(Regulation 5 & 8 of the Recruitment Regulations).

STORES POSTS:

Note 1:- Posts to be filled only by direct recruitment and those to be filled by direct recruitment on percentage basis, shall invariably be advertised when departmental candidates also may apply through proper channel.

Note 2:- Posts not covered by (1) above shall be advertised only if suitable departmental candidates are not available.

Note 3:- When advertising a post to be filled by direct recruitment, the condition of passing the prescribed Departmental Examination within prescribed period on a pain of discharge from service, should be invariably notified.

Note 4:- Where a post is to be filled by Departmental promotion, such promotion shall be from the lower category in the cadre.

*** Note 5:-** All posts in Pay Group I (as indicated in Schedule A-8) shall be treated as "Selection Posts". A selection post should be filled in by selection of the most suitable person on assessment of comparative merits of those in the lower cadre, possessing the requisite qualifications and experience.

\$ Note 6:- Direct recruitment to all the posts in Pay Groups III and IV shall be made from amongst the candidates sponsored by the local Employment Exchange only.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
STORES CADRE						
PAY GROUP - I						
1.	Chief Engineer * (Stores)	Rs.5400-225-7200	Degree in Electrical Engg. of any Indian or Foreign University or its equivalent. Associate Member of the Institute of Engineers (India).	Should possess not less than 15 years experience of which not less than 5 years should be in a Stores Purchase, Sales, Custody and/or Management in a senior responsible position in a large private or public electric supply undertaking or Engineering Organisation. Must be fully conversant with the modern purchase procedure, market conditions both local as well as foreign. Inspection and proved integrity, should also be familiar with the procedure relating to	By departmental promotion or by direct recruitment.	@ The post of C.E. (Stores) is up-graded to that of T.D. (Stores) in the pay scale of Rs.6000-250-7500.
* Redesignated vide O. O. No. GAD/VII-K/HO/STORES/A/108/39138 dt. 17-9-1975 @ As per office order no. GAD/VII/A/STF/HO/Tech/A/83/43361 dt. 20-9-1985.						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
2.	Dy. Chief \$ Engineer (Stores)	Rs.4800-200-7000	Degree in Electrical Engg. of any Indian or Foreign University or its equivalent. Associate Member of the Institution of Engineers (India).	contracts, import of stores, foreign exchange regulations, clearance and allied matters. Should possess not less than 14 years experience of which not less than 5 years should be in a Stores Purchase, Sales, Custody and/or Management in a senior responsible position in a large private or public electric supply or engineering undertaking or engineering organisation. Must be fully conversant with the modern purchase procedure, market conditions both local as well as foreign, inspection and proved integrity. Should also be familiar with the procedure relating to	By departmental promotion or by direct recruitment.	

\$ Vide C.S.No.125 dt.24-12-1980.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				contracts, import of Stores, foreign exchange regulations, clearance and allied matters.		
3.	Superintending Engineer (Stores)/Dy. Chief Purchase Officer/Dy. Chief Controller of Stores.	Rs.4200-160-5000-180-6620.	Degree in Electrical Engg. of any Indian or Foreign University or its equivalent. Associate member of Institution of Engineers (India).	Similar to that of Chief Engineer (Stores) but the period of experience should not be less than 12 years in the case of Engineering graduates.	* 1) 85% of vacancies by Dept. promotion and 15% by direct recruitment subject to the condition that the 8th & 9th vacancies out of every 10 consecutive vacancies shall be filled in (1) by promotion of non-tech. departmental candidates possessing Degree either in Arts, Science, Commerce or Law and (2) by promotion of departmental candidates possessing Diploma in Engineering of a recognised University/Institution or	† Non-Technical Officers posted against the post of S.E. (Stores) shall be continued to be designated as Dy. C.P.O./Dy.C.O.S.

* Revised vide C.S.No. 209 dt. 30-3-91 † Redesignated vide C.S.No. 201 dt. 7-7-1990.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
4.	Executive Engineer (Stores)/ Asstt.controller of Stores/Asstt. Chief Purchase Officer.	Rs.3300-120-3900-140-5860.	Degree or Diploma in Electrical or Mechanical Engg. (Engg. Degree preferred).	7 years in the case of Graduates and 9 years in respect of Diploma holders of which not less than 3 years should be in a position of responsibility in the Stores, Purchase, Sales custody and/or Management in a large private or public electric supply undertaking or Engineering organisation.	§ 60% of the vacancies by departmental promotion of Engineers, 25% by promotion of employees in the lower category having non-technical qualification and 15% by direct recruitment of Graduate Engineers.	† Non-tech.officer posted against the post of Executive Engineer shall be continued to be designated as Asstt. Chief Purchase Officer/ Asstt.Controller of Stores.
‡ Ammended vide C.S. No. 158 dt. 14-3-1984 § Vide C.S.No. 209 dt. 30-3-1991 read with corrigendum dt. 22-11-1991.						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
5.	Dy. Executive Engineer (Stores)/ Stores Officer.	Rs.2725-90-3175-115-5130.	§ i) Degree in Electrical/Mechanical/Telecommunication Engineering of a recognised University or its equivalent.	§ i) Not less than 5 years experience in Construction/ Operation/Maintenance of Power Station in distribution lines and/or Purchase/Sales custody of Stores.	60% of the vacancies by departmental promotion of Engineers. 25% by promotion of employees in the lower category having non-tech. qualification and 15 % by direct recruitment of Graduate Engineers.	† Non-tech. Officers posted against the post of Dy.EE (Stores) shall be continued to be designated as Stores Officer.
Qualification and experience for Non-Technical officers:- ii) Degree either in Arts, Science, Commerce or Law. ii) 7 years experience in the Stores purchase,Sales, custody and/or management.						
† Redesignated vide C.S.No. 201 dt. 7-7-1990. § Modified vide C.S.No. 183 dt. 15-2-88						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
PAY GROUP - III:						
1.	Stores Assistant.	Rs.1375-45-1600-55-2150-60-3050.	Degree of any recognised University.	5 years experience out of which 4 years in Stores purchase, Custody/Management.	@ By departmental promotion only	—
2. #	Jr.Stores Assistant.	Rs.1250-35-1425-40-1825-45-2725.	S.S.C. or its equivalent. Graduates preferred.	At least 3 years experience in Stores organisation.	By departmental promotion or by direct recruitment.	—
3.	Weigh Bridge Clerk.	Rs.1175-25-1300-30-1600-35-2230.	S.S.C. or its equivalent. with English & Mathematics.	—	By direct recruitment.	1) Other pre-requisites such as age-limit etc. should be as are prescribed for L.D.Cs. in the M.S.E.B.Classification & Recruitment Regulation, 1961. 2) Prospect of promotion:- To the post of Jr. Stores Assistant as and when vacancies arise.
# Modified vide C.S.No.41 dt.2-3-1976. @ New categories added vide C.S.No. 176, dt, 24-12-1985.						

¥ SCHEDULE - A - 4.

(Regulations 5 and 8 of the Recruitment Regulations)

(SECURITY AND VIGILANCE POSTS).

Note 1: Posts to be filled in only by Direct Recruitment and those to be filled in by Direct Recruitment on percentage basis, invariably be advertised when Departmental candidates may apply through proper channel.

Note 2: Posts not covered by (1) above shall be advertised only if suitable departmental candidates are not available.

Note 3: When advertising a post to be filled in by Direct recruitment the condition of passing the prescribed Departmental Examination within prescribed period on pain of discharge of service, should be invariably notified.

Note 4: Where a post is to be filled in by departmental promotion such promotion shall be from the lower category in the cadre.

¥ Note 5: All posts in Pay Group-I (as indicated in Schedule A-8) shall be treated as "Selection Posts". A Selection Post should be filled in by selection of the most suitable person on the assessment of comparative merits of those in the lower cadre, possessing the requisite qualification and experience.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
SECURITY & VIGILANCE POSTS:						
PAY GROUP - I:						
1. #	Director of Vigilance & Security.	Rs.4800-200-7000	1) Degree of a recognised University or equivalent. 2) Degree in Law and/or Personnel Management will be considered as additional qualification.	Must be a serving police Officer of the minimum rank of Dy. Inspector General of police belonging to the IPS cadre. OR Must be a serving Military Officer from Army/Navy or Air Force holding the rank of Brigadier or equivalent. OR A departmental candidate having positive qualifications for the higher post should possess a minimum experience at least 30 yrs. (including Police/Military and Other Services) of which (a) at least 5 year service	Normally this post shall be filled by obtaining services of an IPS Officer of the minimum rank of Dy. Inspector General of police on deputation from the Govt. Where this is not possible, the chairman of the Board may decide whether the vacancy should be filled in by departmental promotion if a suitable candidate is available or otherwise by direct recruitment.	1) The upper age limit for direct recruitment will be 55 years. 2) For departmental employee & deputationist, there is no upper age limit.

Revised vide C.S. No. 144 dt. 27-7-1982.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
2. #	Fire Adviser & Chief Fire Officer.	Rs.4800-200-7000.	B.E.(Fire). Degree awarded by the National Fire Service College, Nagpur or AMIE (Fire) from the Institute of Engineers. India or equivalent qualification.	must be in the post of Sr. Dy. Director or (b) total service of 8 yrs. in the capacity as Sr. Dy. Director and/or Dy. Director in the Board. Should have not less than 12 years experience in the line in a large Industrial Organisation or in CISF or Fire Brigade of which at least 5 years should have been held in a very senior position. The incumbent will be responsible for planning, organising, maintaining and updating the fire & safety facilities at various Power Stations and installations of the Board and render advice on fire and safety measures.	Non-cadre post to be filled in by direct recruitment or by obtaining on deputation.	

Changed the nomenclature of the post of Sr. Dy. Director (Vigilance & Security) as Fire Adviser & Chief Fire Officer and the prequisites vide C.S. No. 204 dt. 14-8-1990.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				/CID Intelligence/Anti Corruption Bureau and Central Bureau of Investigation with good record to his credit. OR Must be a serving or Ex-Military Officer from Army/ Navy or Air force having held the rank of Major or equivalent. OR Must be an Officer from the services like CISF/Civil Defence/Fire Brigade/Jail Dept. and such other organisations equivalent in the rank of Dy.Supt. of Police or Major having an experience of at least 20 years. OR A departmental candidate having positive qualifications for the higher post,	there is no upper-age limit.	

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
5. #	Vigilance Officer/ Security Officer.	Rs.2700-90-3150-115-4990.	Degree of a recognised University or equivalent.	should possess a minimum experience of 16 years (including Police/Military & other services) of which (a) at least 3 years service must be in the post of Vig. Officer/Security Officer or (b) total service of 8 years in the capacity as Vigilance Officer/Security Officer and /or Dy. Vig. Officer /Dy. Sec. Officer in the Board. Must be either a serving or Ex-Police Officer of the rank of Police Inspector (with a total period of service not less than 15 years in the Police Dept.) Having an experience of at least 3 years in Specialised branches like CID Crime/CID intelligence/ Anti Corruption Bureau & Central Bureau of Investi-	@ 85% of vacancies by departmental promotion and 15% by direct recruitment or by obtaining deputationist.	1) Subject to the fulfillment of other qualifications, the age limit in case of candidates with Army or Police Service to their credit be fixed at 45 years. 2) Other persons possessing requisite qualification and experience should also be considered

Revised vide C.S. No. 144 dt. 27-7-1982

@ Modified vide C.S. No. 209 dt. 30-3-1991

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				gation with good record to his credit. OR Must be a serving or Ex-Military Officer from Army/ Navy or Air force having held the rank of Captain or equivalent. OR Must be an Officer from the services like CISF/Civil Defence/Fire Brigade/Jail Dept. and such other organisations equivalent in the rank of Police Inspector or Captain, having an experience of at least 15 years. OR A departmental candidate having positive qualifications for the higher post, should possess a minimum experience of 13 years (including Police/Military		for filling in the post. Preference being given to the personnel either from Police Department or Military.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				& other services) of which (a) at least 5 years service must be in the post of Dy. Vig. Officer or Dy. Sec. Officer or (b) total service of 8 years in the capacity of Dy. Vig. Officer/Dy. Sec. Officer and/or Asstt. Vig. Officer/Asstt. Sec. Officer in the Board.		
				SECURITY AND VIGILANCE POSTS: PAY GROUP-II:		
1.	□ Dy. Vigilance Officer/Dy. Security Officer.	Rs.2175-70-2525-85-3715.	Preferably a Degree of a recognised University.	Must be either a serving or Ex-Police Officer of the rank of Police Sub-Inspector (with a total period of service not less than 10 years in the Police Dept.) Having an experience of at least 2 years in Specialised branches like CID Crime/CID intelligence/	# 85% of vacancies by departmental promotion and 15% by direct recruitment.	1) Subject to the fulfillment of other qualifications, the age limit in case of candidates with Army or Police Service to their credit be fixed at 45 years. 2) Other persons possessing requisite quali-
□ Revised vide C.S. No. 144 dt. 27-7-1982. # Modified vide C. S. No. 209 dt. 30-3-1991						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				Anti Corruption Bureau & Central Bureau of Investigation with good record to his credit. OR Must be a serving or Ex-Military Officer from Army/ Navy or Air force having held the rank of Lieutenant or equivalent. OR Must be an Officer from the services like CISF/Civil Defence /Fire Brigade/Jail Dept. and such other organisations equivalent in the rank of Police Sub-Inspector or Lieutenant having an experience of at least 10 years. OR A departmental candidate having positive qualifications for the higher post, should possess a minimum		fication and experience should also be considered for filling in the post. Preference being given to the personnel either from Police Department or Military.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				Having an experience of at least 2 years in Specialised branches like CID Crime/CID intelligence/ Anti Corruption Bureau & Central Bureau of Investigation with good record to his credit. OR Must be a serving or Ex-Military Officer of the rank of Jr. Commissioned Officer from Army, Navy or Air Force of equivalent rank. OR Must be an Officer from the services like CISF/Civil Defence/Fire Brigade/Jail Dept. and such other organisations equivalent in the rank of Police Sub-Inspector or Jr. Commissioned Officer having an experience of at least 5 years.	candidates are not available for promotion.	be fixed at 45 years. 2) Other persons possessing requisite qualification and experience should also be considered for filling in the post. Preference being given to the personnel either from Police Department or Military.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
				OR A departmental candidate having positive qualifications for the higher post, should possess a minimum experience of 5 years (including Police/Military & other services) in the post of Jr. Vigilance Officer/Jr. security Officer in the Board.		
2. #	Jr. Vigilance Officer/Jr. Security Officer.	† Rs.1250-35-1425-40-1825-45-2725.	† S.S.C. passed or equivalent.	Must be either a serving or Ex-Police Officer of the minimum rank of Head Constable with good record to his credit. OR Must be a serving or Ex-Non-Commissioned Officer from Army/Navy or Air Force or of equivalent rank.	1) By Direct recruitment. 2) By obtaining deputationist.	Subject to the fulfillment of other qualification, the age-limit in case of candidates with Army or Police Service to their credit be fixed at 45 years. 2) Other persons possessing requisite qualification.

Revised vide C.S.No. 144 dt. 27-7-1982 † Added vide C.S. No. 157 dt. 23-9-1983

Sr. No.	Designation	Pay Scale	Qualification	Experience	Method of Filling the Vacancy	Remarks
1.	2.	3.	4.	5.	6.	7.
3.	@ Junior Fire Officer.	Rs. 1250-35-1425-40-1825-45-2725.	S.S.C. or its equivalent examination. Should be active, intelligent & of good physique. Height not less than 5'-5", Chest not less than 31" with a minimum expansion of 2" and weight not below 110 lbs. He should have passed at least Sub-Fire Officer's Course of the National Fire Services College, Nagpur.	Brigade/Jail Dept. and such other organisations having sufficient experience of crime intelligence, Vigilance, Security work or possessing similar qualification and experience. Five years experience in the line.	By direct recruitment or by departmental promotion from amongst existing Firemen in the Board.	Preference being given to the personnel either from the Police Department or Military. 1) Condition of recruitment may be relaxed in deserving cases. 2) Upper-age limit 40 years for Head Fireman and 30 years for Fireman. 3) Higher initial pay above the minimum of pay scale may be given in deserving cases depending upon length of experience over & above the experience prescribed for the post.

Revised vide C.S. No. 92 dt. 11-10-1979

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			weight not below 110 lbs. He should have passed at least some basic codes of Fire Fighting conducted either by Civil Defence authorities or Home Guard authorities.			
§ SCHEDULE-A-5 (Regulations 5 and 8 of the Recruitment Regulations) (PUBLICITY AND PUBLIC RELATIONS POSTS) Note 1: Posts to be filled in by direct recruitment and those to be filled in by direct recruitment on percentage basis, shall invariably, be advertised when departmental candidates may apply through proper channel. Note 2: Posts not covered by (1) above shall be advertised only if suitable departmental candidates are not available.						

Note 3: When advertising a post to be filled in by direct recruitment, the condition of passing the prescribed departmental examination within prescribed period on pain of discharge from service, should be invariably notified.

Note 4: Where a post is to be filled in by departmental promotion, such promotion shall be from the lower category in the cadre.

Note 5: All posts in Pay Group-I (as indicated in Schedule A-8) shall be treated as "Selection Posts". A selection post should be filled in by selection of the most suitable person on assessment of comparative merits of these in the lower cadre possessing the requisite qualifications and experience.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
PUBLICITY AND PUBLIC RELATIONS POSTS :						
PAY GROUP -I :						
1.	Chief Publicity and Public Relations Officer.	Rs. 3300-120-3900-140-5860.	1) A Degree in II Class of recognised University. 2) Sound knowledge of English, Marathi & Hindi essential. 3) Preference to be given	1) Working knowledge of film, radio, posters and other field publicity. 2) 7 years experience in public relations, journalism, news papers, news agency or a publicity	By departmental promotion or by direct recruitment.	The post is up-graded the higher pay-scale of Rs. 4200-160-5000-180-6620. Vide order No. GAD/VII/A/34537 dt. 30-7-1984

Substituted vide C.S. No. 141 dt. 5-6-1982

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			to those holding a Diploma in journalism, in addition.	organisation, preferably that of a Government.		
				3) Experience of editing a daily or weekly news paper and of producing materials, pamphlets, brochures etc.		
				4) 5 years administrative experience in a Government department or a Private organisation.		
2.	Deputy Chief public and public Relations Officer.	Rs.2525-85-2950-110-4490.	1) A Degree in II class of recognised University. 2) Sound knowledge of English, Marathi & Hindi essential. 3) Preference to be given to those holding a Diploma in Journalism, in addition.	# 1) Working knowledge of film, radio, posters and other field publicity. 2) 3 years experience in public relations, journalism, news papers, news agency or a publicity organisation, preferably that of a Government.	* 85% of vacancies by departmental promotion and 15% by direct recruitment.	

Modified vide C.S.No. 120 dt. 2-10-80 * Redesignated vide C.S. No. 209 dt. 30-3-91

* Modified vide C.S.No. 209 dt. 30-3-1991.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
2.	Artists.	Rs.1810-70-2160-85-3605.	1) S.S.C. or equivalent examination. 2) Govt. Diploma in Commercial Art or Painting from Sir J.J.School of Arts or its equivalent.	1) 4 years experience of display and commercial work and organising exhibitions in case of qualified candidates. 2) 10 years experience in above line in case of non-qualified candidates.	By Direct recruitment.	
3.	Translator-Cum-proof Reader.	Rs.1810-70-2160-85-3605.	1) A Degree in IInd Class from recognised University with Marathi as a Principal subject. 2) Hindi Pandit of Maharashtra Rashtra Bhasha sabha, Pune or its equivalent. 3) Sound knowledge of English, Marathi & Hindi essential.	5 years experience in translation work from English into Marathi and/or Hindi and vice versa, proof reading etc.	By departmental promotion or by direct recruitment.	—

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
PAY GROUP - III:						
1.	Asstt. Translator-Cum-proof Reader	Rs.1375-45-1600-55-2150-60-3050.	1) A Degree in IInd Class from recognised University with Marathi as a Principal subject. 2) Hindi Pandit of Maharashtra Rashtra Bhasha Sabha, Pune or its equivalent. 3) Sound Knowledge of English, Marathi & Hindi essential.	3 years experience in translation work from English into Marathi and/or Hindi and vice versa, proof reading etc.	By departmental promotion or by direct recruitment.	
2. **	Lower Division Clerk-Cum-Translator.	Rs.1175-25-1300-30-1600-35-2230.	S.S.C. or its equivalent. Graduates Preferred. Knowledge of Marathi and English essential.	Experience in translation and general aptitude for journalistic work essential.	By direct recruitment.	
** Vide Departmental Circular (B) No. GAD/VI/RC/27402 dt. 19-6-1973						

SCHEDULE - A - 6.

(Regulations 5 and 8 of Recruitment Regulations).

GENERATION WING (Engineering Categories)

Note 1: Posts to be filled in only by Direct recruitment and those to be filled in by Direct recruitment on percentage basis, shall invariably be advertised when departmental candidates may apply through proper channel.

Note 2:: Posts not covered by (1) above shall be advertised only if suitable departmental candidates are not available.

Note 3: When advertising a post to be filled in by Direct recruitment the condition of passing the prescribed departmental examination within prescribed period on pain of discharge from service, should invariably be notified.

Note 4: Where a post is to be filled in by departmental promotion, such promotion shall be from the lower category in the cadre.

Note 5: All posts in pay Group-I (as indicated in Schedule A-8) shall be treated as "Selection Posts". A selection post should be filled in by selection of the most suitable person on assessment of comparative merits of those in the lower cadre, possessing the requisite qualification and experience.

- * **Note 6:** When any Board employee and/or candidate holding Diploma in Engineering acquires A. M. I. E. qualification or acquires recognised Degree in Engineering, after undergoing part-time Degree course he should be treated on par with a Degree holder in Engineering for the purpose of promotion and/or direct recruitment to any post under the Board requiring that qualification provided further that any departmental candidate possessing A.M.I.E. or recognised Degree in Engineering should be called for interview when the vacancies of Jr.Engineer (E&M)/Generation/Civil are notified/advertised, irrespective of the class/grade or percentage of marks secured in these examinations.

Note 7: Direct recruitment to all technical posts in Pay Group-III and IV shall be made from amongst the candidates sponsored by the local Employment Exchange only.

- * **Note 8:** When any Board employee acquires recognised Diploma in Engineering after undergoing part-time or correspondence course he should be treated on par with a recognised Diploma in Engineering for the purpose of Direct recruitment to any post requiring that qualification such as Sub-Engineer (E&M)/(Generation)/(Civil) etc., provided further that any Departmental candidates possessing Diploma in Engineering should be called for interview when the posts are notified/advertised irrespective of the class/grade or marks secured in the examination for the Diploma in Engineering.

- ¥ **Note 9:** While making requirement /promotion/postings of Executive Engineer (Gen)/Dy. Ex. Engineer (Gen)/ Asstt. Engineer (Gen) /Jr. Engineer (Gen)/Sub Engineer (Gen) for manning the posts in power stations having capacity of 100 MW and above, provisions of Indian Electricity (Amendment) Rules 1981 should be adhered.

* Modified vide C.S. No. 195 dt. 29-9-1989

¥ Inserted vide C.S. No. 223 dt. 12-10-93

* Modified vide C.S. No. 191 dt. 20-1-89 # Redesignated vide C.S. No. 184 dt. 24-2-86
@ Modified vide C.S. No. 209 dt. 30-3-91 § Added vide C.S.No. 95 dt. 26-10-1979

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			University Institute of science/ Institute of Technology/ M.I.E. of Institution of Engineers India equivalent Degree from a recognised foreign Institution.	maintenance of Hydro/Thermal Generation Systems, other allied works. Total experi- ence shall not be less than 20 years out of which at least 10 years should have been in a position of res- ponsibility.		
3. #	Dy. Chief Engineer (Generation)	Rs.4800-200- 7000.	Degree in Electrical/ Mechanical/Instrumentation Electronics or M.I.E. of Institute of Engineers of India or equivalent from Foreign Institute.	¥ i) Must possess besides administrative experience, considerable Planning, Design, Project Execution, Operation and Maintenance of Generating Station & other allied works. ii) Total experience shall be not less than 15 years. iii) Further, out of	@ 85% of the vacancies by the departmental promotion and 15% by direct recruitment.	

¥ Modified vide C.S.No. 228 dt. 21-7-1994.
Redesignated vide C.S. No. 184 dt. 24-2-86

@ Modified vide C.S. No. 209 dt. 30-3-91

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			or State Act or any other qualification recognised as equivalent thereto.			Institutes in the Maharashtra State from time to time are also covered in respective qualification mentioned in Col.No.4. 1) Electrical Engineering (Electronics & Power). 2) Industrial Electronics. 3) Power System Electronics. 4) Electronics products design technology. 5) Power Electronics. 6) Electronics & Telecommunication, 7) Computer Technology. 8) Production Engg. 9) Industrial Engg. 10) Industrial Engg. and Plant Management. 11) Production Technology.

#

Sr. No.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
7.	* Dy.Executive Engineer (Generation)	Rs.2725-90-3175-115-5130.	# Degree in Electrical/Electronics/Instrumentation/Computer/Mechanical Engg./Technology of University or Institute in India established or incorporated by or under a Central Act or State Act or any qualification recognised as equivalent thereto. Note: Candidate possessing Degree in Engg. Technology in any other disciplines as indicated above & in the remarks column may also be	@ Must possess administrative & considerable relevant experience in the line not less than 5 years out of which 2 yrs.should have been spent in a position of AE (Gen.)or its equivalent,and above & 10 yrs.in case of diploma holders or its equivalent of which 5 years should have been in a position of A.E.(Gen.) & above.	§ 60% of the vacancies by departmental promotion of degree holders, 25% vacancies by departmental promotion of diploma holders & 15% by direct recruitment of Degree Holders.	7) Computer Technology 8) Production Engg. 9) Industrial Engg. 10) Industrial Engg. and Plant management. 11) Production Technology. # Degree in following disciplines from Universities/Institutes in the Maharashtra State and Degree in such other disciplines as may be introduced by Universities/Institutes in the Maharashtra State from time to time are also covered in respective qualifications mentioned in Col.No.4. 1) Electrical Engineering (Electronics & Power).

* Redesignated vide C.S. No. 184 dt. 24-2-88 # Revised vide C.S. No. 188 dt. 16-8-88 @ Revised vide C.S. No. 179 dt. 5-11-86

§ Modified vide C.S. No. 198 dt. 7-3-90 read with C.S.No. 209 dt. 30-3-91

Sr. No.	Designation	Pay Scale	Qualification	Experience	Method of Filling the Vacancy	Remarks
1.	2.	3.	4.	5.	6.	7.
			by or under a Central Act or State Act or any other qualification recognised as equivalent thereto.	3 years should have been in a position of J.E. (Gen.) or equivalent in the line.	holders & 15% by direct recruitment of Degree Holders.	duced by Universities/ Institutes in the Maharashtra State from time to time are also covered in respective qualifications mentioned in Col.No.4.
			Note: Candidate possessing Degree in Engg. Technology in any other disciplines as indicated above & in the remarks column may also be considered for direct recruitment depending on specific requirement of such candidate.			1) Electrical Engineering (Electronics & Power). 2) Industrial Electronics 3) Power System Electronics. 4) Electronics products design technology. 5) Power Electronics. 6) Electronics & Telecommunication. 7) Computer Technology 8) Production Engg. 9) Industrial Engg. 10) Industrial Engg. and Plant Management 11) Production Technology.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
2.	* Junior Engineer (Generation)	Rs.1950-70-2300-85-3660.	\$ Degree in Electrical/Electronics/Instrumentation/Computer/Mechanical Engg./Technology of University or Institute in India established or incorporated by or under a Central Act or State Act or any other qualification recognised as equivalent thereto. Note:-Candidate possessing Degree in Engg. Technology in any other disciplines as indicated above & in the remarks column may also be considered for direct recruitment depending on specific requirement of such candidate.	\$ No previous experience is necessary in the case of Graduates/AMIE Engineers. In the case of recognised diploma holder or its equivalent, minimum 3 years relevant experience in the line is essential.	\$ 25% by departmental promotion of diploma holders and 75% by direct recruitment of Graduates in Engg. ¥ Note:-Out of 75% of the vacancies to be filled in by direct recruitment of graduates in engineering, upto 5% of the vacancies be filled in by appointment of Sub-Engineers who acquire AMIE or a recognised Degree in Engineering qualification, while in service. (Effective from 01-05-1992)	\$ Degree in following disciplines from Universities/Institutes in the Maharashtra State and Degree in such other disciplines as may be introduced by Universities/Institutes in the Maharashtra State from time to time are also covered in respective qualifications mentioned in Col.No.4. 1) Electrical Engineering (Electronics & Power). 2) Industrial Electronics 3) Power System Electronics. 4) Electronics products design technology. 5) Power Electronics. 6) Electronics & Telecommunication.

* Redesignated vide C.S. No. 184 dt. 24-2-88
¥ Inserted vide C.S.No. 218 dt. 17-3-1993

\$ Revised vide C.s No. 188 dt. 16-8-88

\$ Inserted vide C.S. No. 179 dt. 5-11-86

*** SCHEDULE - A-7**

(Regulations 5 and 8 of the Recruitment Regulations).

GENERATION WING

(Technicians' Categories)

Note 1: Posts to be filled in only by direct recruitment and those to be filled in by direct recruitment on percentage basis, shall invariably be advertised when departmental candidates may apply through proper channel.

Note 2: Posts not covered by (1) above shall be advertised only if suitable departmental candidates are not available.

Note 3: When advertising a posts to be filled in by direct recruitment, the condition of passing the prescribed departmental examination within prescribed period on pain of discharge from service, should be invariably notified.

Note 4: Where a posts is to be filled in by departmental promotion, such promotion shall be from the lower category in the cadre.

- ¥ **Note 5:** All posts in Pay Gr.I (as indicated in Schedule A-8) shall be treated as "Selection Posts". A Selection Post should be filled in by selection of the most suitable person on assessment of comparative merits of those in the lower cadre, possessing the requisite qualifications and experience.
- * **Note 6:** When any Board employee and/or candidate holding diploma in engineering acquires A.M.I.E. qualifications or acquires recognised degree in engineering, after undergoing part-time degree course, he should be treated on par with a degree holder in engineering for the purpose of promotion and/or direct recruitment to any post under the Board requiring that qualification provided further that any departmental candidate possessing A.M.I.E. or recognised degree in engineering should be called for interview when the vacancies of Junior Engineer (E&M)/(Generation)/(Civil) are notified/advertised, irrespective of the class/grade or percentage of marks secured in these examinations.
- Note 7:** Direct recruitment to all technical posts in Pay Groups III and IV shall be made from amongst the candidates sponsored by the local Employment Exchange only.
- * **Note 8:** When any Board employee acquires recognised diploma in engineering after undergoing part-time or correspondence course, he should be treated on par with a recognised diploma in engineering for the purpose of direct recruitment to any post requiring that qualification such as Sub-Engineer (E&M)/(Generation)/(Civil) etc., provided further that any departmental candidates possessing diploma in engineering should be called for interview when the posts are notified/advertised irrespective of the class/grade or percentage of marks secured in the examination for the Diploma in Engineering.
- § **Note 9:** While making recruitment/promotion/postings of Head Supervisors/Supervisor Chargeman Grade I/Chargeman Grade II for manning the posts in Power Station having capacity of 100 MW and above, provisions of the Indian Electricity (Amendment) Rules 1981 should be adhered to.

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
GENERATION POSTS (Technicians' Categories) PAY GROUP - I:						
1.	Head Supervisor	Rs.2725-90-3175-115-5130.	Certificate in Mechanical/Electrical Trades of the State Council of Technical Education of the Maharashtra State or its equivalent or Certificate from Vocational/Technical High School.	Not less than 15 years experience in the operation and/or maintenance of Thermal or Hydro Power Stations in the respective trades of which not less than 6 yrs.should have been spent in a position of responsibility. The academic qualifications prescribed may be relaxed in the case of those who have considerable experience in workshop practice and Machinery maintenance in addition to capability to guide the lower technical staff including those in different Artisan groups.	* 85% vacancies by departmental promotion and 15% by direct recruitment.	
* Modified vide C.S. No. 209 dt. 30-3-91						

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
GENERATION WING (Technicians, Categories)						
PAY GROUP - II:						
1.	Supervisor	Rs.2450-85-2875-110-4415.	Certificate in Mechanical/Electrical Trades of the State Council of Technical Education of the Maharashtra State or its equivalent or Certificate from Vocational/Technical High School.	Not less than 12 years experience in the operation and/or maintenance of Thermal or Hydro Power Stations in the respective trades of which not less than 5 yrs.should have been spent in a position of responsibility. The academic qualifications prescribed may be relaxed in the case of those who have considerable experience in Workshop practice and Machinery maintenance in addition to capability to guide the lower technical staff including those in different Artisan groups.	* 85% vacancies by departmental promotion and 15% by direct recruitment.	

* Modified vide C.S. No. 209 dt. 30-3-91

* Revised vide C.S. No. 223 dt. 12-10-93

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
			Delhi, on completion of National Apprenticeship under the Apprenticeses Act, 1961, or National Trade Certificate in the respective trade awarded by the NCTVT, New Delhi on completion of ITI trade course.	not less than 3 yrs.should have been spent in a position of responsibility.		
2.	Artisan Gr. 'A'	Rs.1250-35-1425 -40-1825-45-2725.	□ National apprenticeship Certificate in respective Trade awarded by the National Council for Training in Vocational Trade (NCTVT), New Delhi, on completion of National Apprenticeship under the Apprenticeship Act, 1961 or National Trade Certificate in the respective Trade awarded by the NCTVT, New Delhi on completion of I.T.I. Trade Course.	Not less than 5 years in the profession concerned in case of qualified candidates and 7 years for others.	By departmental promotion or by direct recruitment.	¥ Condition of qualification is relaxable while filling in vaccancies in Power stations having capacity of less than 100 MW only

□ Added vide C.S. No. 161 dt. 17-4-84 ¥ Revised vide C.S. No. 223 dt. 12-10-93

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
3.	Artisan Gr.'B'	Rs.1210-30-1360-35-1710-40-2550.	* National Apprenticeship Certificate in respective Trade awarded by the National Council for Training in Vocational Trade (NCTVT), New Delhi, on completion of National Apprenticeship under the Apprenticeship Act, 1961 or National Trade Certificate in the respective Trade awarded by the NCTVT, New Delhi on completion of I.T.I. Trade Course.	3 years experience in the profession concerned in case of qualified candidates and 5 years for non-qualified candidates.	By departmental promotion or by direct recruitment.	¥ Condition of qualification is relaxable while filling in vacancies in Power stations having capacity of less than 100 MW only

* Added vide C.S. No. 161 dt. 17-4-84 ¥ Revised vide C.S. No. 223 dt. 12-10-93

SR. NO.	DESIGNATION	PAY SCALE	QUALIFICATION	EXPERIENCE	METHOD OF FILLING THE VACANCY	REMARKS
1.	2.	3.	4.	5.	6.	7.
GENERATION POSTS (Technicians' Categories)						
PAY GROUP - IV						
1.	Artisan Grade 'D'	Rs.1100-20-1200-25-1450-30-1840.	¥ National Apprenticeship Certificate in respective Trade awarded by the National Council for Training in Vocational Trade (NCTVT), New Delhi, on completion of National Apprenticeship under the Apprenticeship Act, 1961 or National Trade Certificate in the respective Trade awarded by the NCTVT, New Delhi on completion of I.T.I. Trade Course.	Not less than 2 years in the respective Trade.	By departmental promotion or by direct recruitment.	¥ Condition of qualification is relaxable while filling vacancies in Power stations having capacity of less than 100 MW only
2.	Semi Skilled Labour	Rs.1050-15-1125-20-1325-25-1575.	¥ National Apprenticeship Certificate in respective Trade awarded by the National Council for Training in Vocational Trade (NCTVT), New Delhi, on completion of National Apprenticeship under the Apprenticeship Act, 1961 or National Trade Certificate in the respective Trade awarded by the NCTVT, New Delhi on completion of I.T.I. Trade Course.	Not less than 2 years in the respective Trade.	By direct recruitment.	

¥ Revised vide C.S. No. 223 dt. 12-10-93

§ SCHEDULE - A-8

(Regulation 22 of the Recruitment Regulations.)

(Selection Posts and Non-Selection Posts).

1) The posts in pay Group I as indicated below shall be "Selection Posts" :-

Distribution Cadre:

- * i) Technical Director (Transmission & Distribution)
- ii) Chief Engineer (Transmission & Distribution)/Chief Engineer (TRD)
- iii) Deputy Chief Engineer (E&M)/(Load Despatch)
- iv) Superintending Engineer (E&M)/Director of Training/Chief Load Dispatcher.

Distribution Cadre:

- i) Chief Engineer (Civil)
- ii) Deputy Chief Engineer (Civil)
- iii) Superintending Engineer (Civil)

Generation Cadre:

- * i) Technical Director (Generation)
- ii) Chief Engineer (Generation)
- iii) Deputy Chief Engineer (Generation)
- iv) Superintending Engineer (Generation)
- v) Senior Executive Engineer (Generation)

§ Inserted vide C.S.No.141 dt.5.6.1982.

* Inserted vide C.S.No.191 dt.20.1.1989.

Chemist Cadre:

- i) Superintending Chemist

Accounts Cadre:

- i) Director of Accounts/Director of Finance/Director of Internal Audit/Director. EDP Management.
- ii) Chief Accounts Officer
- iii) Joint Chief Accounts Officer

E.D.P. Cadre:

- i) Additional Director (EDP)
- ii) Joint Director (EDP)

General Admn. Wing

- i) Director of Personnel
- ii) Additional Director/Joint Secretary
- iii) Joint Director of Personnel/Special Officer
- iv) Establishment Officer

Industrial Relations Cadre:

- i) Chief Industrial Relations Officer
- ii) Joint Chief Industrial Relations Officer

Vigilance and Security Cadre:

- i) Director (Vigilance and Security)

- ii) Senior Deputy Director (Vigilance and Security)
- iii) Deputy Director (Vigilance and Enforcement)/(Security and Fire Fighting)

Legal Cadre

- i) Law Officer

Stores Wing:

- i) Chief Engineer (Stores)
- ii) Deputy Chief Engineer (Stores)
- iii) Deputy Chief Purchase Officer

¥ 2) The following categories and its equivalent shall be Non-Selection posts and promotions to these posts shall be considered on the principal of "Seniority subject to fitness" and prescribed percentage of reservation shall be applicable those posts at the stage of promotion as per rules.

Sr.No.	Cadre	Category
i)	T & D	Executive Engineer (E&M)/EE(Civil)/Chief Asst Load Dispatcher/Dy Director Training
ii)	Generation	Executive Engineer (Generation)/Dy.Executive Engineer (Gen.)/Head Supervisor
iii)	G.A.D.	Dy.Establishment Officer/Assistant Personnel Officer/Admn.Officer

¥ Inserted vide C.S.No.159 dt.23.3.1984

Sr.No.	Cadre	Category
iv)	Accounts	Dy.Chief Accounts Officer/Accounts Officer
v)	L.I.R.	Dy.Chief Industrial Relations Officer/Welfare Officer/ Industrial Relations Officer
vi)	Publicity	Chief Publicity and Public Relations Officer/Dy.chief Publicity & Public Relations Officer
vii)	Medical	Medical Officer
viii)	Security	Assistant Director(V&S)/Vigilance Officer/Security Officer
xi)	Stores	Assistant Chief Purchase Officer/Assistant Controller of Stores/Stores Officer/Dy S O
x)	Chemist	Executive Chemist/Senior Chemist.



APPENDIX "A"

(Circular No.GAD/V/Recruitment/Misc/38040. dt.19-6-1965.)

No.Estt/V/Recruitment/Misc/38040
Maharashtra State Electricity Board,
Mercantile Bank Building, Fort.
BOMBAY-400 023

19th June, 1965.

(See Note 1 (i) below Recruitment Regulation 38)

C I R C U L A R

Subject : Members of Backward Classes -
Reservation in services of the Board.

The Board under its Resolution No.3143, dated 27th April, 1965 read with Resolution No. 3157 (A) (2) dated 27-5-1965 has decided that State Government Rules on the above mentioned subject should be followed in reservation of Vacancies of posts in all cadres for being filled in by candidates belonging to backward classes. A copy of Government Resolution G.A.D. No.B.C.C. 1064-III-J, dated 9th April 1965 on the subject is appended hereto for reference and guidance.

The Board has also directed that the above decision should be implemented with effect from 1-7-1965.

Sd/-

Establishment Officer.

Maharashtra State Electricity Board

Bombay.

Government Service-
Reservation in - for members of the Backward Class.

GOVERNMENT OF MAHARASHTRA

General Administration Department

Resolution NO.BCC 1064-III-J

Sachivalaya, Bombay - 32 BR

9th April, 1965. Chaitra 19.1887

RESOLUTION :- The Government of Maharashtra has issued orders reserving vacancies in Government services for members of the Backward Classes and sanctioning certain concessions in their favour in the matter of their recruitment to Government services. These orders were reviewed by Government in the light of the recommendations made by the Committee appointed under the Chairmanship of Shri B.D.Deshmukh to go into the question of reservation of seats and allied matters relating to the recruitment of Backward Classes to Government service and Government is pleased to direct in modification of the existing orders as follow :-

I. Composition of Backward Classes

According to the existing orders Backward Class consists of the following Sections viz. (i) Scheduled Castes, (ii) Scheduled Tribes and (iii) Other Backward Communities. Government has decided that the grouping should be revised and the Backward Class should consist of the following sections viz. :

- i) Scheduled Castes and Scheduled Castes converts to Buddhism;
- ii) Scheduled Tribes including those living outside the specified areas;
- iii) Denotified Tribes and Nomadic Tribes and
- iv) Other Backward Communities.

@ II. Reservation of Vacancies

In modification of the existing orders making reservation in favour of members of the Backward Classes, Government is pleased to direct that the

following percentage of vacancies occurring in each of the various services under it which are filled by direct recruitment should be reserved for members of each of the sanctions of the Backward Classes viz.

- | | | | |
|---|-----|-----|---|
| (1) Scheduled Castes and Scheduled Castes converts to Buddhism | ... | 13% | |
| (2) Scheduled Tribes including those living outside the specified areas | ... | 7% | |
| (3) Denotified Tribes and Nomadic Tribes | ... | 4% | ¥ |
| (4) Other Backward Communities | ... | 10% | |

These percentages represent the minimum number of vacancies to be filled by the appointment of members of the Backward Class.

2. These orders take effect from the date of issue and are applicable throughout the State. Government is also pleased to direct that the various concessions which were available to the members of Backward Classes in the Western Maharashtra region regarding the reservation of vacancies, the relaxation of age limit etc. should also be extended throughout the State and should be admissible to members of Backward Classes throughout the State irrespective of the region of the State to which they belong. Pending unification of the list of other Backward Communities for the entire State the concession should be admissible at present in force in the respective regions, i.e. members of the communities included in those lists should be treated as belonging to the Backward Class for purpose of recruitment to vacancies reserved for them and also for other concessions admissible in the matter of recruitment to Government service throughout the State.

III. Non Computing of Sweepers

Persons working as sweepers should not be computed against vacancies reserved for scheduled Castes in Pay Group IV service.

IV. Percentage applicable to total strength of Cadre. (Deleted as per C.S.No. 205, dt. 31.10.1990).

¥ Modified vide circular No. GAD/BCR/14/2911 dt. 21-10-1992 (effective from 4-7-1992)

V. Nature of vacancies to be reserved for the Backward Classes :

Reservation should apply while filling in the following types of vacancies :

- i) Permanent, temporary and long term vacancies;
- ii) Purely temporary and leave vacancies;
- iii) Vacancies in work-charged establishment.

VI. Maintenance of Model Roster indicating posts reserved for Backward Classes

To give proper effect to the reservation prescribed for posts filled by direct recruitment every appointing authority should treat vacancies "reserved" or "open" according to a model roster of 100 points as indicated in the Annexure-I.

The roster should be maintained in a Register in the form given in the Annexure-II. The following instructions should be observed for the maintenance of the roster.

1. Each appointing authority should maintain a separate roster in the prescribed proforma for each cadre or service formed for the purpose of these orders.
2. Whether a particular vacancy is "reserved" or "open" should be decided with reference to the model roster.
3. Only such vacancies as are filled by direct recruitment to the cadre should be entered in the roster.
4. Immediately after an appointment has been made, the particulars should be entered in the roster, and it should be signed by the appointing authority or by an authorised officer.
5. The roster should be maintained in the form of a running account year by year. For example, if recruitment stops at point 24 at the end of a year, recruitment in the following year should begin at point 25.
6. Reserved vacancies "carried forward" from the previous year should be added to the reserved vacancies of the current year and adjusted against "open" vacancies

of the current year.

7. The register should not be kept in the form of loose sheets, but it should be a bound register with 20, 30 etc. pages according to requirements.

VII. Minimum qualifications to be regarded as enough :

Minimum qualifications required for a post should be regarded as enough for Backward Class candidates and such candidates should be appointed in reserved vacancies even if non-backward class candidates with higher qualifications are available provided the Backward Class candidates satisfy the minimum requirement of suitability for appointment also.

VIII. Lowering or relaxing minimum qualifications :

If it is found that an adequate number of candidates belonging to the Backward Classes (S.C., S.T. and D.T./N.T.) are not available and if the general standard of selection is strictly enforced, the standard of selection should be lowered where it will not be inconsistent with efficiency, in favour of members of that class and candidates who are generally considered suitable and conform to the minimum standard for appointment.

In order to maintain at least the minimum percentage of Backward Class candidates (S.C., S.T. and D.T./N.T.) in service, there is no objection in considering the feasibility of lowering or relaxing the minimum qualifications/Experience at the discretion of the Competent Authority. It should specifically be mentioned in advertisement/requisition to Employment Exchange when the vacancies reserved for S.C., S.T. D.T. and N.T. are advertised or notified to Employment Exchange.

IX. Retrenchment :

When any retrenchment is to be effected, members of Backward Classes already in service should not be retrenched, though liable to retrenchment according to their seniority provided that their strength in the Pay Group III or pay Group IV cadres of any particular office or Department does not exceed the prescribed percentage of reservation. In their place, an equal number of others (i.e.

non Backward Class candidates) may be retrenched subject, however, to the proviso that, as between a permanent and a temporary employees, the temporary employee should be retrenched irrespective of the fact that he belongs to the Backward Classes.

At the time of retrenchment, the aggregate number of posts reserved for all the categories of Backward Classes should be taken into account and persons belonging to any of the Sections should be retrenched only to the extent of the total number of members of Backward Class exceeds the aggregate number of posts reserved for them.

X. Forwarding of applications :

The applications from employees belonging to the Backward Classes for posts under other Departments of the State Government or under another State Government or the Central Government or bodies like Municipalities should normally be forwarded unless, in very rare cases, there are compelling grounds of public interest for withholding them. In such cases before agreeing to forward the applications for appointments under the Government of India or under other State Governments or in any case before relieving the employees concerned to join their new appointments it should be made clear to them that these new appointments will not be in the nature of deputation or transfer and that they should resign their appointments.

XI. No Objection Certificate :

The employees belonging to Scheduled Castes or Schedule Tribes who possess academic or technical qualifications for posts higher than those in which they are employed, should be permitted to register themselves at the Employment Exchanges irrespective of the fact whether they are in permanent or temporary service. "No Objection" Certificates should be issued in favour of such employees. It should, however, be made clear to such employees that in case of their appointment elsewhere through the Employment Exchanges their new appointments will not be in the nature of deputation or transfer and that they should resign their appointments before accepting new posts.

XII. Sources of obtaining Backward Class candidates :

1. The appointing Authorities concerned should obtain the names of suitable Backward Class candidates from the following sources whenever they have to fill vacancies for members of Backward Classes in Pay Group III and Pay Group IV services :

For Pay Group III services :-

- (a) The Director of Social Welfare, Maharashtra State, Pune.

For Pay Group III & IV services :-

- (b) Social Welfare Officers in the Districts.
 - (c) Employment Exchanges.
 - (d) Direct applicants if sources (a), (b) and (c) are unable to furnish suitable candidates.
2. (a) All vacancies in Pay Group III & IV should be notified to the Employment Exchange in the form of requisition appended. The vacancies reserved for Backward Classes should be notified also to the Social Welfare Officers in the Districts and the Director of Social Welfare (in the case of Pay Group III candidates only) in the prescribed requisition form.
 - (b) A notice of at least 15 days should be given to the Employment Exchanges/ Director of Social Welfare/Social Welfare Officers for sponsoring candidates.
 - (c) The number of vacancies reserved for each category of Backward Classes, Ex-Servicemen and economically weaker sections out of the total vacancies notified should be clearly indicated in item 6(a) of the requisition and the Certificate in item 11 of the requisition should be invariably given as follows :-

"Certified that the number of vacancies reserved for Scheduled Castes, Scheduled Tribes, Denotified Tribes and Nomadic Tribes, other Backward Communities, ex-servicemen and economically weaker sections as mentioned in column 6(a) above is in accordance with the reservation quota fixed for these categories"

- (d) When a local Employment Exchange/District Social Welfare Officer is unable to nominate any suitable candidate or candidates, the vacancies should be referred to the Director of Employment, Maharashtra State. Bombay/Director of Social Welfare, Maharashtra State, Pune who will submit a list of suitable candidates to the appointing authorities.
- (e) Appointing Authorities should also notify vacancies of technical nature in cadres to the Director of Employment/Director of Social Welfare who will circulate the notification to all Employment Exchanges/District Social Welfare Officers for submission of suitable candidates.
- (f) The Selection or otherwise of the candidates of the Backward Classes sponsored by the Employment Exchange, Director of Social Welfare/District Social Welfare Officers should be intimated to them within a period of one month. If any of the vacancies reserved for Backward Classes, is not filled by the candidates of the respective category sponsored by the Employment Exchange/Director of Social Welfare/Social Welfare Officers, specific reason therefor should be communicated to these authorities. In the case of vacancies reserved for ex-servicemen or economically weaker sections, the reasons for not filling the vacancies by such candidates should be communicated to the Employment Exchange.
- (g) There should not be strict insistence on compliance with formalities particularly in the case of applicants from Backward Class and interior areas and applications from such candidates should not be rejected merely on technical ground that they are incomplete but wanting details should be obtained.

XIII. Vacancies to be announced over certain Radio Stations of All India Radio

The vacancies reserved for S/C, S/T, D/T and N/T in Pay Group III and IV service shall be also notified to the appropriate Station Directors for announcement over Radio Stations of the All India Radio at Sangli, Pune, Parbhani so that S/C and S/T candidates living in remote areas where newspapers may not be easily available become aware of such vacancies.

At the same time when the vacancies are notified to Employment Exchange to suggest the names for the reserved vacancies or when the vacancies

are advertised in the newspapers, the appointing authorities should notify the vacancies to one or more of the Stations of the A.I.R. mentioned above, simultaneously while referring the vacancies to the Employment Exchange or with the advertisements in the newspapers, as the case may be.

The announcement of reserved vacancies on stations of the A.I.R. should contain an advice to prospective candidates to get their names registered with the Employment Exchanges of the area and to approach the Employment Exchanges for further assistance.

@ XIV. Reimbursement of expenditure to S.C., S.T., D.T. and N.T. on travelling for interview, written test :

When S.C., S.T., D.T. and N.T. candidates are called for interview/written test for recruitment in the Board against sanctioned posts, the expenditure incurred by these candidates on travelling should be reimbursed as follows :-

- i) The candidates should be given travelling expenses equal to the Second Class Rail fare from the place of their residence to the place of interview/written test and back.
- ii) No extra charges, if any incurred for reserving seat/sleeping berth in the train should however, be reimbursed to them.
- iii) For road journey between stations not connected by Rail, they should be allowed ordinary bus fare.
- iv) The reimbursement is limited to the journey performed within the State of Maharashtra.
- v) The concession of the reimbursement of expenditure will not be admissible in the case of those candidates who are already in the service of the Board or Central/State Government or in the Public Sector Undertakings/Statutory bodies under the administrative control of the State/Central Government and those who are called for engaging them as apprentices; on N.M.R./W.C. establishment.

XV. Time bound programme for wiping out the backlog :

The existing backlog in the recruitment of backward classes should be wiped out within the next three years.

*** XVI. Application of 50 % limit to the carried forward reservation etc.**

In future fresh reservation alongwith carried forward reservation should not exceed 50% of the total vacancies available on any one occasion of recruitment. The surplus above 50% should be carried forward to subsequent year of recruitment subject, however, to the conditions that they do not become "five recruitment years old" in respect of direct recruitment which is the maximum period of carry forward reservation from year to year and lapse. In order to save lapsing of reservation, the oldest carry forward should be accommodated first. In case where only one vacancy occurs in the initial recruitment year and the corresponding roster point happens to be reserved for any of the Backward Classes, it should be treated as unreserved and filled in accordingly and the reservation carried forward to subsequent recruitment years but in the subsequent recruitment(s) even if there be only one vacancy, it should be treated as reserved against the carried forward reservation from the initial recruitment year and should be filled in by the candidate belonging to Backward Class for whom carried forward vacancy was reserved. Similar procedure should be followed in respect of subsequent vacancies and reservation for various sections of Backward Classes should be made strictly in accordance with the roster points by rotation. It is only when two-or more vacancies occur at the time and where there are many carried forward vacancies, the principle of not more than 50% reservation shall apply.

XVII. Recruitment of Backward classes against unreserved posts :

*

Recruitment of Backward Class candidates belonging to the 3 categories mentioned below selected on merit should be counted against the general (unreserved) posts. In addition 24% as specified below should be reserved for them subject to the proviso that the number of candidates from these categories appointed on merit together with, those appointed against reserved quota of 24% should not exceed 40% of the total vacancies to be filled on any occasion of recruitment. The limit of 40% specified above also includes the elements of carry forward, if any.

* Substituted by Govt. G.R. No. BCC/1082/1777/XVI/3 dt. 6-1-83 notified vide C.S. No. 177, dt. 10-7-1986

i) Scheduled Caste and Scheduled Caste converted to Buddhism	...	13%
ii) Scheduled Tribes including those living outside the specified areas	...	7%
iii) Denotified Tribe and Nomadic Tribes	...	4% @
		24%

The limit of 40% applies when candidates are sought to be recruited by relaxed standard against reserved quota. It is open to the appointing authority to recruit members of Backward Classes in excess of the prescribed percentage if they are selected on merit.

XVIII. Readvertising of reserved vacancies :

Where the reserved vacancies are advertised/notified as a part of a general pool of vacancies and sufficient number of candidates of the appropriate section of the Backward Class is not available for filling them, reserved vacancies should be readvertised/renotified separately for members of that particular section on the next occasion of recruitment.

XIX. Grouping of isolated posts and small cadres :-

In the case of posts filled by direct recruitment, isolated posts and small cadres in the same class and carrying similar status, salary and qualification in the same department should be grouped together for the purpose of reservation of vacancies for the members of Backward Classes. A cadre or a grade of service consisting of less than 20 posts should be treated as a small cadre for this purpose. A group so formed should not ordinarily consists of less than 25 posts.

\$ XX. Competent Authority for issuing caste certificate :

For the purpose of recruitment concessions, caste certificates issued by the following authorities only are treated as valid :

- i) In the Greater Bombay, The Chief Metropolitan Magistrate or the Metropolitan Magistrate authorised by him.

@ Modified vide circular GAD/BCR/142911, dt. 21-10-92 (effective from 4-7-92) \$ Inserted vide C.S. No. 129, dt. 9-4-81

- ii) In the Districts, the District Magistrates or the Executive Magistrates authorised by them.

*** XX(A): Verification of caste Certificate**

- i) In terms of Maharashtra Government Resolution No. CBC-1684/2818(291)XI. dt. 23-1-1985 and CBC-1684(392)/D-XI. dt. 8-3-1985, the cases of doubtful Caste Certificates in respect of Scheduled Tribes should be referred to the Director, Tribal Research & Training Institute, Pune for verification by a separate scrutiny Committee appointed by the Government for the purpose. The Government vide G.R. dated 8-3-1985 appointed the concerned Divisional commissioner as Appellate Authorities in such cases.
- ii) In terms of Maharashtra Government G.R.No. CBC-1684-Con-592/(1999)/BCW-5. dated 14-3-1985, all cases of doubtful Caste Certificates in respect of Scheduled Castes, Denotified Tribes, Nomadic Tribes and other Backward Classes should be referred to the Director of Social Welfare, Maharashtra State, Pune for verification by the committee constituted by the Government for the purpose.

XXI. Government is also pleased to direct that all appointing authorities should take particular care to see that these orders making reservation in favour of members of the Backward Class in the various services are followed scrupulously.

By order and in the name of the Governor of Maharashtra.

Sd/-

K. P. NADKARNI,

Deputy Secretary to Government.

* Added by C.S.No. 172 dt. 23-7-85

ANNEXURE - I

MODEL ROSTER

Sr.No.	Whether Reserved or Open	Sr.No.	Whether Reserved or Open
1.	Scheduled Castes	25.	Scheduled Castes
2.	Scheduled Tribes	26.	Open
3.	Denotified Tribes and Nomadic Tribes	27.	Open
4.	Other Backward Communities	28.	Denotified Tribes and Nomadic Tribes
5.	Open	29.	Open
6.	Open	30.	Scheduled Tribes
7.	Open	31.	Open
8.	Open	32.	Open
9.	Scheduled castes	33.	Scheduled Castes
10.	Open	34.	Other backward Communities
11.	Open	35.	Open
12.	Open	36.	Open
13.	Open	37.	Open
14.	Other Backward Communities	38.	Open
15.	Open	39.	Open
16.	Scheduled Tribes	40.	Open
17.	Scheduled Castes	41.	Scheduled Castes
18.	Open	42.	Open
19.	Open	43.	Open
20.	Open	44.	Scheduled Tribes
21.	Open	45.	Other Backward Communities
22.	Open	46.	Open
23.	Open	47.	Open
24.	Other Backward Communities		

Sr.No. Whether Reserved or Open	Sr.No. Whether Reserved or Open
48. Open	75. Open
49. Scheduled Castes	76. Open
50. Open	77. Open
51. Open	78. Denotified Tribes and Nomadic tribes
52. Open	79. Open
53. Denotified tribes & Nomadic tribes	80. Open
54. Other Backward Communities	81. Scheduled Castes
55. Open	82. Open
56. Open	83. Open
57. Scheduled Castes	84. Other Backward Communities.
58. Scheduled Tribes	85. Open
59. Open	86. Scheduled Tribes
60. Open	87. Open
61. Open	88. Open
62. Open	89. Scheduled Castes
63. Open	90. Open
64. Other Backward Communities	91. Open
65. Scheduled Castes	92. Open
66. Open	93. Open
67. Open	94. Other Backward Communities
68. Open	95. Open
69. Open	96. Open
70. Open	97. Scheduled Castes
71. Open	98. Open
72. Scheduled Tribes	99. Open
73. Scheduled Castes	100. Open
74. Other Backward Communities	

* Modified vide cir/GAD/BCR/14/2911, dt. 21-10-92 (effective from 4-7-1992)

No of Reserved Seats	:	34	No. of Open Seats 66
Scheduled Castes	:	13	(100-34=66)
Scheduled Tribes	:	7	
Denotified tribes & Nomadic Tribes	:	4	
Other Backward Communities	:	10	
Total	:	34	

ANNEXURE - II

Form of Register to be maintained to give effect to the roster for reservations for various sections of Backward Classes.

Name of Office :

Cadre of Group of Posts :

Permanent and long term/temporary/purely temporary.

Reservation brought forward from previous year				Recruitment during the year				Reservation carried forward			Signature of Appointing Authority or Authorised Officer	
S.C.	S.T.	N.T. and V.J.	Other Backward Communities	Date of Recruit- ment	Sr.No. in the Roster	Vacancy reserved or open. If reser- ved, for what Category?	Category to which the appoin- ted candi- date belongs	S.C.	S.T.	N.T. and V.J.	Other Backward Communities	
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.

ANNEXURE - III

Added to Appendix 'A' vide Correction Slip No. 197 dated 30.12.1989 to G.S.O. 112 dated 12.2.1962.

Sub : Districtwise Percentage of reservation for Schedule Tribe while filling in vacancies of Pay Gr.IV and III posts (excluding posts borne on Statewise Seniority) which are to be filled by Direct Recruitment.

According to the existing orders contained in Appendix-A of the M.S.E.Board Classification & Recruitment Regulations, 1961, 7% of vacancies occurring in each of the various posts which are filled by direct recruitment are reserved for the members belonging to the Scheduled Tribes including those living outside the specified areas. The question of raising this percentage of reservation districtwise in accordance with the order contained in Government Resolution, General Administration Department No. BCC-1072-J dated 6th June, 1972 read with G. R. No. BCC-1084 (CR No.204/83)/16B, dated 7th January, 1984 and G.R.GAD.No. BCC-1187/2776/CR-296/87/16B, dated 15th October, 1987 was under consideration for some time.

2. Under the powers delegated vide Board Resolution No.160, dated 14th May, 1986, the Chairman in consultation with Member (Admn.)/Secretary and the Accounts Member has accorded approval to direct that with effect from 1.1.1990 the reservation for Scheduled Tribes in the vacancies of posts in pay Group-IV and III (excluding posts borne on Statewise Seniority) which are filled by direct recruitment should be revised for the appointing authorities in the Districts mentioned in Column No.2 of the table set out below as shown against them in Column No.3 :-

Sr. No.	Name of District	Revised percentage of reservation for Scheduled Tribes for direct recruitment.
1.	2.	3.
1.	Thane	22%
2.	Nasik	22%
3.	Dhule	22%
4.	Kulaba (Raigad)	9%
5.	Yavatmal	14%
6.	Chandrapur	15%
7.	Gadchiroli	15%

Note: 1. The above modification shall not however be applicable in those categories where the seniority list of employees covers a geographical areas larger than the concerned District.

Note: 2. In the pay group III & IV categories where the seniority of employees covers the area of more than one District and if different percentage of reservations for schedule Tribe are prescribed in such districts, then the percentage should be made applicable according to reservation prescribed for that particular district where the office of the Recruiting Authority is situated

*

3. The reservations for other sections of the Backward Classes in the above mentioned Districts should remain the same as at present viz., S.Cs. and S.Cs. converted to Buddhism (13%), Denotified Tribes and Nomadic Tribes (4%) and other Backward Communities (10%).
4. In view of the increase in percentage of reservation for the members/candidates belonging to Scheduled Tribes, a separate 100 point model roster has to be followed by the Appointing Authorities in the Districts mentioned above. Different model 100 point rosters corresponding to different percentages of reservation for Scheduled Tribes will be as per the enclosed Annexure - A,B,C,D. The roster should be maintained in a Register in the form given in the Annexure-E enclosed. Heads of All Circles/Power Stations and Head of All Divisions/Major Stores, who are Appointing Authorities and whose Head Quarters are in the above Districts are requested that they should switch over to the modified 100 point model roster as applicable to them or their District and while filling in vacancies of posts in Pay Group IV/Pay Group III (Excluding posts borne on Statewise Seniority and excluding those categories where the seniority list of the employees covers a geographical area larger than the concerned District) after 31st December, 1989 by direct recruitment they should give effect to the higher percentage of reservation for scheduled Tribes as applicable to them (viz. 22% or 15% or 14% or 9% as the case may be instead of existing of 7%).
5. Procedure for switch-over :- The revised rosters will come into effect from 1st January, 1990. Vacancies filled on or after that date should be shown in the rosters now prescribed in the Annexures to this correction slip. The old roster shall be deemed to have been closed from 1st January, 1990 and new roster will

* Added vide C.S.No. 226 dt. 14-2-1994

operate from the point next to the point at which recruitment stopped in the previous roster. The reservations which had to be carried forward in the previous roster shall now be carried over to the new roster.

6. This Correction Slip shall come into force with effect from 1st January, 1990.



ANNEXURE 'A'

(Reservation for Scheduled Tribes 22%)

Thane, Nashik and Dhule Districts.

Sr. No.	Whether reserved or open	Sr. No.	Whether reserved or open
1.	Scheduled Castes	24.	Other Backward Communities
2.	Scheduled Tribes	25.	Scheduled Caste
3.	Denotified Tribes & Nomadic Tribes.	26.	Scheduled Tribes
4.	Other Backward Communities	27.	Open
5.	Open	28.	Denotified tribes & Nomadic tribes
6.	Open	29.	Open
7.	Open	30.	Scheduled Tribes
8.	Scheduled Tribes	31.	Open
9.	Scheduled Caste	32.	Open
10.	Open	33.	Scheduled Caste
11.	Open	34.	Other Backward Communities
12.	Open	35.	Scheduled Tribes
13.	Scheduled Tribes	36.	Open
14.	Other Backward Communities	37.	Open
15.	Open	38.	Open
16.	Scheduled Tribes	39.	Open
17.	Scheduled Castes	40.	Scheduled Tribes
18.	Open	41.	Scheduled Caste
19.	Open	42.	Open
20.	Open	43.	Open
21.	Scheduled Tribes	44.	Scheduled Tribes
22.	Open	45.	Other Backward Communities
23.	Open	46.	Open
		47.	Open

Sr. No.	Whether reserved or open	Sr. No.	Whether reserved or open
48.	Open	74.	Other Backward Communities
49.	Scheduled Caste	75.	Open
50.	Scheduled Tribes	76.	Open
51.	Open	77.	Scheduled Tribes
52.	Open	78.	Denotified Tribes & Nomadic Tribes
53.	Denotified Tribes & Nomadic Tribes	79.	Open
54.	Other Backward Communities	80.	Open
55.	Scheduled Tribes	81.	Scheduled Castes
56.	Open	82.	Scheduled Tribes
57.	Scheduled Caste	83.	Open
58.	Scheduled Tribes	84.	Other Backward Communities
59.	Open	85.	Open
60.	Open	86.	Scheduled Tribes
61.	Open	87.	Open
62.	Open	88.	Open
63.	Scheduled Tribes	89.	Scheduled Castes
64.	Other Backward Communities	90.	Open
65.	Scheduled Caste	91.	Scheduled Tribes
66.	Open	92.	Open
67.	Open	93.	Open
68.	Scheduled Tribes	94.	Other Backward Communities
69.	Open	95.	Scheduled Tribes
70.	Open	96.	Open
71.	Open	97.	Scheduled Castes
72.	Scheduled Tribes	98.	Open
73.	Scheduled Castes	99.	Open
		100.	Scheduled Tribes

No. of reserved seats	: 49	No. of open seats 51 (100-49=51)
Scheduled Castes	: 13	
Scheduled Tribes	: 22	
Denotified Tribes and Nomadic Tribes	: 4	
Other Backward Communities	: 10	
Total	: 49	



ANNEXURE 'B'

(Reservation for Scheduled Tribes 9%)

Kulaba (Raigad) District.

Sr. No.	Whether reserved or open	Sr. No.	Whether reserved or open
1.	Scheduled Castes	20.	Open
2.	Scheduled Tribes	21.	Open
3.	Denotified Tribes & Nomadic Tribes	22.	Open
4.	Other Backward Communities	23.	Open
5.	Open	24.	Other Backward Communities
6.	Open	25.	Scheduled Caste
7.	Open	26.	Open
8.	Open	27.	Open
9.	Scheduled Caste	28.	Denotified tribes & Nomadic tribes
10.	Open	29.	Open
11.	Open	30.	Scheduled Tribes
12.	Open	31.	Open
13.	Open	32.	Open
14.	Other Backward Communities	33.	Scheduled Castes
15.	Open	34.	Other Backward Communities
16.	Scheduled Tribes	35.	Open
17.	Scheduled Castes	36.	Open
18.	Open	37.	Open
19.	Open	38.	Open
		39.	Open

Sr. No.	Whether reserved or open	Sr. No.	Whether reserved or open
40.	Open	62.	Open
41.	Scheduled Castes	63.	Open
42.	Open	64.	Other backward Communities
43.	Open	65.	Scheduled Castes
44.	Scheduled Tribes	66.	Scheduled Tribes
45.	Other Backward Communities	67.	Open
46.	Open	68.	Open
47.	Open	69.	Open
48.	Open	70.	Open
49.	Scheduled Castes	71.	Open
50.	Scheduled Tribes	72.	Scheduled Tribes
51.	Open	73.	Scheduled Castes
52.	Open	74.	Other Backward Communities
53.	Denotified tribes & Nomadic tribes	75.	Open
54.	Other Backward Communities	76.	Open
55.	Open	77.	Open
56.	Open	78.	Denominated tribes & nomadic tribes
57.	Scheduled Castes	79.	Open
58.	Scheduled Tribes	80.	Open
59.	Open	81.	Scheduled Caste
60.	Open	82.	Open
61.	Open	83.	Open
		84.	Other Backward Communities

Sr. No.	Whether reserved or open	Sr. No.	Whether reserved or open
85.	Open	93.	Open
86.	Scheduled Tribes	94.	Other Backward Communities
87.	Open	95.	Open
88.	Open	96.	Open
89.	Scheduled Castes	97.	Scheduled Castes
90.	Open	98.	Open
91.	Open	99.	Open
92.	Open	100.	Open

No. of reserved seats	:	36	No. of open seats 64 (100-36=64).
Scheduled Castes	:	13	
Scheduled Tribes	:	9	
Denotified Tribes and Nomadic Tribes	:	4	
Other Backward Communities	:	10	
Total		36	

ANNEXURE 'C'

(Reservation for Scheduled Tribes 14%)

Yavatmal District.

Sr. No.	Whether reserved or open	Sr. No.	Whether reserved or open
1.	Scheduled Castes	23.	Scheduled Tribes
2.	Scheduled Tribes	24.	Other Backward Communities
3.	Denotified Tribes & Nomadic Tribes	25.	Scheduled caste
4.	Other Backward Communities	26.	Open
5.	Open	27.	Open
6.	Open	28.	Denotified tribes & Nomadic tribes
7.	Open	29.	Open
8.	Scheduled Tribes	30.	Scheduled Tribes
9.	Scheduled Caste	31.	Open
10.	Open	32.	Open
11.	Open	33.	Scheduled Castes
12.	Open	34.	Other Backward Communities
13.	Open	35.	Open
14.	Other Backward Communities	36.	Scheduled Tribes
15.	Open	37.	Open
16.	Scheduled Tribes	38.	Open
17.	Scheduled Castes	39.	Open
18.	Open	40.	Open
19.	Open	41.	Scheduled Castes
20.	Open	42.	Open
21.	Open	43.	Open
22.	Open	44.	Scheduled Tribes
		45.	Other Backward Communities

Sr. No.	Whether reserved or open	Sr. No.	Whether reserved or open
46.	Open	69.	Open
47.	Open	70.	Open
48.	Open	71.	Open
49.	Scheduled Castes	72.	Scheduled Tribes
50.	Scheduled Tribes	73.	Scheduled Castes
51.	Open	74.	Other backward Communities
52.	Open	75.	Open
53.	Denotified tribes & Nomadic tribes	76.	Open
54.	Other Backward Communities	77.	Open
55.	Open	78.	Denotified tribes & Nomadic tribes
56.	Open	79.	Scheduled Tribes
57.	Scheduled Castes	80.	Open
58.	Scheduled Tribes	81.	Scheduled Caste
59.	Open	82.	Open
60.	Open	83.	Open
61.	Open	84.	Other Backward Communities
62.	Open	85.	Open
63.	Open	86.	Scheduled Tribes
64.	Other Backward Communities	87.	Open
65.	Scheduled Castes	88.	Open
66.	Scheduled Tribe	89.	Scheduled Castes
67.	Open	90.	Open
68.	Open	91.	Open
		92.	Open

Sr. No. Whether reserved or open

Sr. No. Whether reserved or open

93. Scheduled Tribes

97. Scheduled Castes

94. Other Backward Communities

98. Open

95. Open

99. Open

96. Open

100. Open

No. of reserved seats

: 41

No. of open seats 59 (100-41=59)

Scheduled Castes

: 13

Scheduled Tribes

: 14

Denotified Tribes and
Nomadic Tribes

: 4

Other Backward Communities

: 10

Total

: 41

ANNEXURE 'D'

(Reservation for Scheduled Tribes 15%)

Chandrapur & Gadchiroli District.

Sr. No.	Whether reserved or open	Sr. No.	Whether reserved or open
1.	Scheduled Castes	20.	Open
2.	Scheduled Tribes	21.	Open
3.	Denotified Tribes & Nomadic Tribes	22.	Open
4.	Other Backward Communities	23.	Scheduled Tribes
5.	Open	24.	Other Backward Communities
6.	Open	25.	Scheduled Caste
7.	Open	26.	Open
8.	Scheduled Tribes	27.	Open
9.	Scheduled Caste	28.	Denotified tribes & Nomadic tribes
10.	Open	29.	Open
11.	Open	30.	Scheduled Tribes
12.	Open	31.	Open
13.	Open	32.	Open
14.	Other Backward Communities	33.	Scheduled Castes
15.	Open	34.	Other Backward Communities
16.	Scheduled Tribes	35.	Open
17.	Scheduled Castes	36.	Scheduled Tribes
18.	Open	37.	Open
19.	Open	38.	Open
		39.	Open

Sr. No.	Whether reserved or open	Sr. No.	Whether reserved or open
40.	Open	64.	Other Backward Communities
41.	Scheduled Castes	65.	Scheduled Castes
42.	Open	66.	Scheduled Tribes
43.	Open	67.	Open
44.	Scheduled Tribes	68.	Open
45.	Other Backward Communities	69.	Open
46.	Open	70.	Open
47.	Open	71.	Open
48.	Open	72.	Scheduled Tribes
49.	Scheduled Castes	73.	Scheduled Castes
50.	Scheduled Tribes	74.	Other Backward Communities
51.	Open	75.	Open
52.	Open	76.	Open
53.	Denotified tribes & Nomadic tribes	77.	Open
54.	Other Backward Communities	78.	Denotified tribes & Nomadic tribes
55.	Open	79.	Scheduled Tribes
56.	Open	80.	Open
57.	Scheduled Castes	81.	Scheduled Caste
58.	Scheduled Tribes	82.	Open
59.	Open	83.	Open
60.	Open	84.	Other Backward Communities
61.	Open	85.	Open
62.	Open	86.	Scheduled Tribes
63.	Open	87.	Open

Sr. No.	Whether reserved or open	Sr. No.	Whether reserved or open
88.	Open	95.	Open
89.	Scheduled Castes	96.	Open
90.	Open	97.	Scheduled Castes
91.	Open	98.	Open
92.	Open	99.	Open
93.	Scheduled Tribes	100.	Scheduled Tribes
94.	Other Backward Communities		

No. of reserved seats	:	42	No. of open seats 58 (100-42=58)
Scheduled Castes	:	13	
Scheduled Tribes	:	15	
Denotified Tribes and Nomadic Tribes	:	4	
Other Backward Communities	:	10	
Total		42	

¥ Added vide CirI No GAD/BCR/14/2911 dt 211092 (Effective from 4-7-92)

ANNEXURE E

Form of Register to be maintained to give effect to the roster for reservations for various Sections of Backward Classes.

Name of office :

Cadre or Group of Posts :

Reservation brought forward from Previous Year.				Recruitment during the year.				Reservation carried forward				Signature of -appointing authority or authorised Officer.	REMARKS	
S.C.	S.T.	D.T. and N.T.	O.B.C.	Date of recruitment.	Sr.No. in the Roster.	Vacancy reserved or open. If reserved for what category	Name of the person appointed	Category to which the appointed candidate belongs.	S.C.	S.T.	D.T. and A.T.			O.B.C.
1	2	3	4	5	6	7	8	9	10.	11	12	13	14	15

§ परिशिष्ट "४"

विषय :- धनगर व वंजारी समाजाचा अंतर्भाव केल्यानंतर

विमुक्त जाती व भटक्या जमाती यांचे सध्याचे ४ टक्के
आरक्षण ६ टक्के करण्याबाबत.

महाराष्ट्र शासनाने, शासन निर्णय, सामान्य प्रशासन विभाग क्रमांक बीसीसी १०९२/१६९२/प्र.क्र.१५४/सोळा-ब, दि. ४ ऑगस्ट १९९२ अन्वये विमुक्त जाती व भटक्या जमातीसाठी सध्या अस्तित्वात असलेल्या ४ टक्के आरक्षणांत वाढ करून धनगर व वंजारी समाजाचा अंतर्भाव केल्यानंतर विमुक्त जाती व भटक्या जमातीसाठी ६ टक्के आरक्षण लागू करण्याविषयी शासनाचे आदेश खाली पुनर्वर्तीत केले आहेत. (प्रत सोबत जोडली आहे)

१) धनगर समाज व त्या समाजाच्या तत्सम जाती यांना दि. २५ मे १९९० पासून भटक्या जमातीमध्ये समाविष्ट करण्यांत आल्यामुळे, तसेच वंजारी समाजाला शासनाचा अंतिम निर्णय होईपर्यंत वंजारा या जातीशी तत्सम जात समजावी या सर्वोच्च न्यायालयाच्या निकालामुळे विमुक्त जाती व भटक्या जमाती यांच्या सध्याच्या ४ टक्के आरक्षणांत वाढ करण्याबाबतचा निर्णय महाराष्ट्र शासनाने घेतलेला आहे. वरील निर्णयाच्या अनुषंगाने सध्या विमुक्त जाती व भटक्या जमातीचे पदोन्नती व सरळ भरती या मध्ये जे ४ टक्के आरक्षण आहे, त्यात शासनाचा त्या संबंधी अंतिम निर्णय होईपर्यंत तात्पुरती २ टक्कायाची वाढ करून ती ६ टक्के करण्यांत आलेली आहे व सदर वाढीव आरक्षणाच्या टक्केवारीची अंमलबजावणी करण्याचे बाबतीत आदेश दिले आहेत.

२) या वाढीव टक्केवारीमुळे यापूढे मागासवर्गीयांच्या विविध गटासाठी पुढील प्रमाणे आरक्षण राहील.

अनुसूचित जाती - १३ टक्के

अनुसूचित जमाती - ७ टक्के

§ परिपत्रक क्र. साप्रवि / मावक / १४ / २९११ दि. २१-१०-१९९२ नुसार समाविष्ट

विमुक्त जाती व भटक्या जमाती

- ६ टक्के

इतर मागासवर्गीय

- १० टक्के

एकूण आरक्षण

- ३६ टक्के

३) यापूर्वी मागासवर्गीयांच्या आरक्षणाच्यासंदर्भात पदोन्नतीमधील आरक्षित पदे मोजण्यासाठी विहित केलेल्या ५० बिंदू नामावलीचा वापर व सरळ भरती मधील आरक्षित पदे मोजण्यासाठी विहित केलेल्या १०० बिंदू नामावल्यांचा वापर करण्यांत येत होता, त्यात वाढीव टक्केवारीनुसार बदल करून सुधारीत १०० बिंदू नामावल्या व ५० बिंदू नामावली शासनाने पाठविल्याप्रमाणे सोबत परिशिष्ट अ,ब,क,ड,ई,फ जोडल्या आहेत. यापूढे सुधारीत बिंदू नामावल्यांचा वाढीव टक्केवारीनुसार विमुक्त जाती/भटक्या जमातीची आरक्षित पदे मोजण्यासाठी वापर करण्यांत यावा असेही शासनाचे आदेश आहेत.

४) म.रा.वि. मंडळाच्या ठराव क्रमांक १६० दि.१४.५.८६ अन्वये मंडळाचे अध्यक्ष यांना मंडळाचे सदस्य (प्रशासन)/सचिव व लेखा सदस्य यांच्याशी विचारविनिमय करून मागासवर्गीयांना देण्यांत येणा-या विविध सोई, सवलतीच्या बाबतीत शासनाच्या निर्णयांची, ठरावांची, परिपत्रकांची व आदेशांची अंमलबजावणी विद्युत मंडळातील मागासवर्गीयांच्या बाबतीत करण्याचे अधिकार प्रदान केल्या अन्वये मंडळाच्या सर्व नियुक्ती अधिका-यांना असे आदेश देण्यांत येत आहेत की, त्यांनी सदर परिपत्रकाचे काटे कोरपणे पालन करावे. (वंजारी समाजाला वंजारा या जातीशी तत्सम जात समजावी या विषयीचा अंतिम निर्णय शासनाकडून निर्गमित व्हावयाचा आहे).

सुधारित बिंदू नामावली अंमलात आणण्याची कार्यपद्धती.

५) दि.४ ऑगस्ट १९९२ पासून वाढीव टक्केवारीनुसार नवीन सुधारीत १०० बिंदू नामावली व नवीन सुधारीत ५० बिंदू नामावलीचा वापर करतांना ४.८.९२ रोजी अस्तित्वात असलेल्या बिंदू नामावलीतील ज्या शेवटच्या बिंदू क्रमांकाचा वापर करण्यांत आलेला आहे, त्याच्या पुढील बिंदू क्रमांक हा नवीन १०० बिंदू व ५० बिंदू नामावलीतील वापरण्यांत यावा.

सही

सदस्य (प्रशासन)/सचिव.

धनगर व वंजारी समाजाचा अंतर्भाव
केल्यानंतर विमुक्त जाती व भटक्या जमाती
यांचे सध्याचे ४ टक्के आरक्षण ६ टक्के
करण्याबाबत.

महाराष्ट्र शासन
सामान्य प्रशासन विभाग,
निर्णय क्रमांक: बीसीसी-१०९२/१६९२/प्र.क्र. १५४/सोळा-ब,
मंत्रालय, मुंबई - ४०० ०३२.
दिनांक:- ४ ऑगस्ट १९९२.

- पहा:- १) शासन निर्णय, सामान्य प्रशासन विभाग, क्रमांक: बीसीसी-१०६४/
प्र.क्र.१११/जे, दिनांक ९ एप्रिल, १९६५.
- २) शासन परिपत्रक, सामान्य प्रशासन विभाग, क्रमांक बीसीसी-१०७०/
इसीआर-जे, दिनांक २३ नोव्हेंबर, १९७०.
- ३) शासन निर्णय, सामान्य प्रशासन विभाग, क्रमांक: बीसीसी-१०७२/जे,
दिनांक २३ मे, १९७४.

शासन निर्णय :-

धनगर समाज व त्या समाजाच्या तत्सम जाती यांना दिनांक २५ मे, १९९० पासून
भटक्या जमातीमध्ये समाविष्ट करण्यात आल्यामुळे, तसेच वंजारी समाजाला शासनाचा
अंतिम निर्णय होईपर्यंत वंजारा या जातीशी तत्सम जात समजावी या सर्वोच्च
न्यायालयाच्या निकालामुळे विमुक्त जाती व भटक्या जमाती यांच्या सध्याच्या ४ टक्के

आरक्षणात वाढ करण्याबाबतचा प्रस्ताव शासनाच्या विचाराधीन होता. त्यासंबंधी शासनाने घेतलेल्या निर्णयाच्या अनुषंगाने सध्या विमुक्त जाती व भटक्या जमातीचे पदोन्नती व सरळ भरती यामध्ये जे ४ टक्के आरक्षण आहे, त्यात शासनाचा त्यासंबंधी अंतिम निर्णय होईपर्यंत तात्पुरती २ टक्क्यांची वाढ करून ती ६ टक्के करण्यात येत आहे. सदर वाढीव आरक्षणाच्या टक्केवारीची अंमलबजावणी, हे आदेश निर्गमित झाल्याच्या दिनांकापासून लागू होईल.

२. या वाढीव टक्केवारीमुळे या पुढे मागासवर्गीयांच्या विविध गटासाठी पुढीलप्रमाणे आरक्षण राहील :-

अनुसूचित जाती	१३ टक्के
अनुसूचित जमाती	७ टक्के
विमुक्त व भटक्या जाती/जमाती	६ टक्के
इतर मागासवर्गीय	१० टक्के

एकूण आरक्षण ३६ टक्के

३. यापूर्वी मागासवर्गीयांच्या आरक्षणाच्या संदर्भात पदोन्नतीमधील आरक्षित पदे भोजण्यासाठी विहित केलेल्या ५० बिंदू नामावलीचा वापर व सरळ भरतीमधील आरक्षित पदे भोजण्यासाठी विहित केलेल्या १०० बिंदू नामावल्यांचा वापर करण्यात येत होता, त्यात वाढीव टक्केवारीनुसार बदल करून सुधारित १०० बिंदू नामावल्या व ५० बिंदू नामावली सोबत परिशिष्ट अ,ब,क,ड,ई,फ जोडल्या आहेत. यापुढे या सुधारित बिंदू नामावल्यांचा वाढीव टक्केवारीनुसार विमुक्त जाती/भटक्या जमातीची आरक्षित पदे भोजण्यासाठी वापर करण्यात यावा.

४. मंत्रालयीन विभागांनी त्यांच्या प्रशासकीय नियंत्रणाखालील सर्व विभाग/विभाग प्रमुख/कार्यालय प्रमुख तसेच शासकीय/निमशासकीय कार्यालये/मंडळे/महामंडळे/नगरपालिका-परिषदा, महानगरपालिका/जिल्हा परिषदा/अनुदानित शैक्षणिक संस्था/कृषी-अकृषी विद्यापिठे/सहकारी संस्था/बँका इत्यादींना वाढीव टक्केवारीनुसार आरक्षण लागू करण्याबाबतच्या सूचना त्वरीत निर्गमित कराव्यात व वरील आदेशाचे काटे कोरपणे

पालन करण्याची दक्षता घ्यावी.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नांवाने,

सही

(अ. तु. वाघमारे)

उप सचिव, महाराष्ट्र शासन.

प्रति,

राज्यपाल यांचे सचिव,

मुख्यमंत्र्यांचे सचिव,

सर्व मंत्री/राज्यमंत्री यांचे खाजगी सचिव,

अपर मुख्य सचिव/प्रधान सचिव/सचिव, सर्व मंत्रालयीन विभाग,

सर्व मंत्रालयीन विभागाच्या अधिपत्याखालील इतर सर्व विभाग/कार्यालय प्रमुख.

(परिशिष्ट - अ)

सरल भरतीच्या १०० बिंदू नामावलीचा नमूना (दिनांक ४ जुलै, १९९२ पासून लागू)

अनुक्रमांक	पदे राखीव किंवा खुली आहेत	अनुक्रमांक	पदे राखीव किंवा खुली आहेत
१.	२.	१.	२.
१.	अनुसूचित जाती	२७.	खुली
२.	अनुसूचित जमाती	२८.	विमुक्त जाती व भटक्या जमाती
३.	विमुक्त जाती व भटक्या जमाती	२९.	खुली
४.	इतर मागासवर्ग	३०.	अनुसूचित जमाती
५.	खुली	३१.	खुली
६.	खुली	३२.	खुली
७.	खुली	३३.	अनुसूचित जाती
८.	खुली	३४.	इतर मागासवर्ग
९.	अनुसूचित जाती	३५.	खुली
१०.	खुली	३६.	खुली
११.	खुली	३७.	खुली
१२.	खुली	३८.	खुली
१३.	खुली	३९.	खुली
१४.	इतर मागासवर्ग	४०.	खुली
१५.	खुली	४१.	अनुसूचित जाती
१६.	अनुसूचित जमाती	४२.	खुली
१७.	अनुसूचित जाती	४३.	खुली
१८.	खुली	४४.	अनुसूचित जमाती
१९.	खुली	४५.	इतर मागासवर्ग
२०.	खुली	४६.	खुली
२१.	खुली	४७.	खुली
२२.	खुली	४८.	खुली
२३.	खुली	४९.	अनुसूचित जाती
२४.	इतर मागासवर्ग	५०.	विमुक्त जाती व भटक्या जाती
२५.	अनुसूचित जाती	५१.	खुली
२६.	खुली	५२.	खुली

अनुक्रमांक	पदे सखील किंवा खुली आहेत
१.	२.
५३.	विमुक्त जाती व भटक्या जमाती
५४.	इतर मागासवर्ग
५५.	खुली
५६.	खुली
५७.	अनुसूचित जाती
५८.	अनुसूचित जमाती
५९.	खुली
६०.	खुली
६१.	खुली
६२.	खुली
६३.	खुली
६४.	इतर मागासवर्ग
६५.	अनुसूचित जाती
६६.	खुली
६७.	खुली
६८.	खुली
६९.	खुली
७०.	खुली
७१.	खुली
७२.	अनुसूचित जमाती
७३.	अनुसूचित जाती
७४.	इतर मागासवर्ग
७५.	खुली
७६.	खुली
७७.	खुली
७८.	विमुक्त जाती व भटक्या जमाती
७९.	खुली
८०.	खुली

अनुक्रमांक	पदे सखील किंवा खुली आहेत
१.	२.
८१.	अनुसूचित जाती
८२.	खुली
८३.	खुली
८४.	इतर मागासवर्ग
८५.	खुली
८६.	अनुसूचित जमाती
८७.	खुली
८८.	खुली
८९.	अनुसूचित जाती
९०.	खुली
९१.	खुली
९२.	खुली
९३.	खुली
९४.	इतर मागासवर्ग
९५.	खुली
९६.	खुली
९७.	अनुसूचित जाती
९८.	खुली
९९.	विमुक्त जाती व भटक्या जमाती
१००.	खुली

अनुसूचित जाती	१३
अनुसूचित जमाती	७
विमुक्त जाती व भटक्या जमाती	६
इतर मागासवर्ग	१०
एकूण :-	३६

सखीव पदांची संख्या : ३६

खुल्या पदांची संख्या : ६४

$$(१०० - ३६ = ६४)$$

(परिशिष्ट - ब)

ठाणे, नासिक आणि धुळे जिल्ह्यासाठी
(वर्ग ३ व ४ च्या जिल्हास्तर संवर्गासाठी) १०० बिंदू नामावलीचा नमुना.
(दिनांक ४ जुलै ९२ पासून लागू)

अनुक्रमांक	गट	अनुक्रमांक	गट
१)	अनुसूचित जाती	२६)	अनुसूचित जमाती
२)	अनुसूचित जमाती	२७)	खुली
३)	विमुक्त जाती व भटक्या जमाती	२८)	विमुक्त जाती व भटक्या जमाती
४)	इतर मागासवर्गीय	२९)	खुली
५)	खुली	३०)	अनुसूचित जमाती
६)	खुली	३१)	खुली
७)	खुली	३२)	खुली
८)	अनुसूचित जमाती	३३)	अनुसूचित जाती
९)	अनुसूचित जाती	३४)	इतर मागासवर्गीय
१०)	खुली	३५)	अनुसूचित जमाती
११)	खुली	३६)	खुली
१२)	खुली	३७)	खुली
१३)	अनुसूचित जमाती	३८)	खुली
१४)	इतर मागासवर्गीय	३९)	खुली
१५)	खुली	४०)	अनुसूचित जमाती
१६)	अनुसूचित जमाती	४१)	अनुसूचित जाती
१७)	अनुसूचित जाती	४२)	खुली
१८)	खुली	४३)	खुली
१९)	खुली	४४)	अनुसूचित जमाती
२०)	खुली	४५)	इतर मागासवर्गीय
२१)	अनुसूचित जमाती	४६)	खुली
२२)	खुली	४७)	खुली
२३)	खुली	४८)	विमुक्त जाती व भटक्या जमाती
२४)	इतर मागासवर्गीय	४९)	अनुसूचित जाती
२५)	अनुसूचित जाती	५०)	अनुसूचित जमाती

अनुक्रमांक	गट	अनुक्रमांक	गट
५१)	खुली	८१)	अनुसूचित जाती
५२)	खुली	८२)	अनुसूचित जमाती
५३)	विमुक्त जाती व भट कया जमाती	८३)	खुली
५४)	इतर मागासवर्गीय	८४)	इतर मागासवर्गीय
५५)	अनुसूचित जमाती	८५)	खुली
५६)	खुली	८६)	अनुसूचित जमाती
५७)	अनुसूचित जाती	८७)	खुली
५८)	अनुसूचित जमाती	८८)	खुली
५९)	खुली	८९)	अनुसूचित जाती
६०)	खुली	९०)	खुली
६१)	खुली	९१)	अनु. जमाती
६२)	खुली	९२)	खुली
६३)	अनुसूचित जमाती	९३)	खुली
६४)	इतर मागासवर्गीय	९४)	इतर मागासवर्गीय
६५)	अनुसूचित जाती	९५)	अनु. जमाती
६६)	खुली	९६)	खुली
६७)	खुली	९७)	अनुसूचित जाती
६८)	अनु. जमाती	९८)	खुली
६९)	खुली	९९)	विमुक्त जाती व भट कया जमाती
७०)	खुली	१००)	अनु. जमाती
७१)	खुली		
७२)	अनुसूचित जमाती	अनुसूचित जाती	१३
७३)	अनुसूचित जाती	अनुसूचित जमाती	२२
७४)	इतर मागासवर्गीय	विमुक्त जाती व भट कया जमाती	६
७५)	खुली	इतर मागासवर्गीय	१०
७६)	खुली		
७७)	अनु. जमाती	एकूण	<u>५१</u>
७८)	विमुक्त जाती व भट कया जमाती	रखीव पदांची संख्या	५१
७९)	खुली	खुल्या पदांची संख्या	४९
८०)	खुली	(१०० - ५१ = ४९)	

અનુક્રમિક ક્રમ	અનુસૂચિત જાતી	અનુક્રમિક ક્રમ	અનુસૂચિત જાતી
૧	અનુસૂચિત જાતી	૨૭	સુલી
૨	અનુસૂચિત જાતી	૨૮	વિઝુક જાતી વ અટચા જાતી
૩	વિઝુક જાતી વ અટચા જાતી	૨૯	સુલી
૪	કેવર આવાસવર્ગીય	૩૦	અનુસૂચિત જાતી
૫	સુલી	૩૧	સુલી
૬	સુલી	૩૨	સુલી
૭	સુલી	૩૩	અનુસૂચિત જાતી
૮	કેવર આવાસવર્ગીય	૩૪	સુલી
૯	સુલી	૩૫	સુલી
૧૦	સુલી	૩૬	સુલી
૧૧	સુલી	૩૭	સુલી
૧૨	સુલી	૩૮	સુલી
૧૩	સુલી	૩૯	સુલી
૧૪	કેવર આવાસવર્ગીય	૪૦	સુલી
૧૫	સુલી	૪૧	અનુસૂચિત જાતી
૧૬	અનુસૂચિત જાતી	૪૨	સુલી
૧૭	અનુસૂચિત જાતી	૪૩	સુલી
૧૮	સુલી	૪૪	અનુસૂચિત જાતી
૧૯	સુલી	૪૫	કેવર આવાસવર્ગીય
૨૦	અનુસૂચિત જાતી	૪૬	સુલી
૨૧	સુલી	૪૭	સુલી
૨૨	સુલી	૪૮	વિઝુક જાતી વ અટચા જાતી
૨૩	સુલી	૪૯	અનુસૂચિત જાતી
૨૪	કેવર આવાસવર્ગીય	૫૦	અનુસૂચિત જાતી
૨૫	સુલી	૫૧	સુલી
૨૬	સુલી	૫૨	સુલી

પરિશિષ્ટ - ૬
કુલાભ (સુપ્રાહ, હિલ્ટાસાદી (વર્ગ ૩ વ ૪ યા હિલ્ટાસદર સંવર્ગીયો)
૧૦૦ હિટ્ જામાવલીવા નર્મણ (હિ. ૪ જુલે ૧૯૯૨ પાસેન ભાગ)

अनुक्रमांक	गट
५३)	निमुक्त जाती व भटक्या जमाती
५४)	इतर मागासवर्गीय
५५)	खुली
५६)	खुली
५७)	अनुसूचित जाती
५८)	अनुसूचित जमाती
५९)	खुली
६०)	खुली
६१)	खुली
६२)	खुली
६३)	खुली
६४)	इतर मागासवर्गीय
६५)	अनुसूचित जाती
६६)	अनु. जमाती
६७)	खुली
६८)	खुली
६९)	खुली
७०)	खुली
७१)	खुली
७२)	अनुसूचित जमाती
७३)	अनुसूचित जाती
७४)	इतर मागासवर्गीय
७५)	खुली
७६)	खुली
७७)	खुली
७८)	विमुक्त जाती व भटक्या जमाती
७९)	खुली
८०)	खुली
८१)	अनुसूचित जाती

अनुक्रमांक	गट
८२)	खुली
८३)	खुली
८४)	इतर मागासवर्गीय
८५)	खुली
८६)	अनुसूचित जमाती
८७)	खुली
८८)	खुली
८९)	अनुसूचित जाती
९०)	खुली
९१)	खुली
९२)	खुली
९३)	खुली
९४)	इतर मागासवर्गीय
९५)	खुली
९६)	खुली
९७)	अनुसूचित जाती
९८)	खुली
९९)	विमुक्त जाती व भटक्या जमाती
१००)	खुली

एकूण आरक्षित जागा	: ३८
अनुसूचित जाती	: १३
अनुसूचित जमाती	: ९
विमुक्त जाती व भटक्या जमाती	: ०६
इतर मागासवर्गीय	: १०
एकूण	: ३८

रखीव पदांची संख्या ३८
खुल्या पदांची संख्या ६२
(१०० - ३८ = ६२)

(परिशिष्ट - ड)

यवतमाल जिल्ह्यासाठी (वर्ग-३ व ४ च्या जिल्हास्तर संवर्गासाठी)
१०० बिंदू नामावलीचा नमुना (दि.४ जुलै, १९९२ पासून लागू)

अनुक्रमांक	गट	अनुक्रमांक	गट
१)	अनुसूचित जाती	२७)	खुली
२)	अनुसूचित जमाती	२८)	विमुक्त जाती व भटक्या जमाती
३)	विमुक्त जाती व भटक्या जमाती	२९)	खुली
४)	इतर मागासवर्गीय	३०)	अनुसूचित जमाती
५)	खुली	३१)	खुली
६)	खुली	३२)	खुली
७)	खुली	३३)	अनुसूचित जाती
८)	अनुसूचित जमाती	३४)	इतर मागासवर्गीय
९)	अनुसूचित जाती	३५)	खुली
१०)	खुली	३६)	अनुसूचित जमाती
११)	खुली	३७)	खुली
१२)	खुली	३८)	खुली
१३)	खुली	३९)	खुली
१४)	इतर मागासवर्गीय	४०)	खुली
१५)	खुली	४१)	अनुसूचित जाती
१६)	अनुसूचित जमाती	४२)	खुली
१७)	अनुसूचित जाती	४३)	खुली
१८)	खुली	४४)	अनुसूचित जमाती
१९)	खुली	४५)	इतर मागासवर्गीय
२०)	खुली	४६)	खुली
२१)	खुली	४७)	खुली
२२)	खुली	४८)	विमुक्त जाती व भटक्या जमाती
२३)	अनुसूचित जमाती	४९)	अनुसूचित जाती
२४)	इतर मागासवर्गीय	५०)	अनुसूचित जमाती
२५)	अनुसूचित जाती	५१)	खुली
२६)	खुली	५२)	खुली

अनुक्रमांक	गट	अनुक्रमांक	गट
५३)	विमुक्त जाती व भटक्या जमाती	८३)	खुली
५४)	इतर मागासवर्गीय	८४)	इतर मागासवर्गीय
५५)	खुली	८५)	खुली
५६)	खुली	८६)	अनुसूचित जमाती
५७)	अनुसूचित जाती	८७)	खुली
५८)	अनुसूचित जमाती	८८)	खुली
५९)	खुली	८९)	अनुसूचित जाती
६०)	खुली	९०)	खुली
६१)	खुली	९१)	खुली
६२)	खुली	९२)	खुली
६३)	खुली	९३)	अनुसूचित जमाती
६४)	इतर मागासवर्गीय	९४)	इतर मागासवर्गीय
६५)	अनुसूचित जाती	९५)	खुली
६६)	अनुसूचित जमाती	९६)	खुली
६७)	खुली	९७)	अनुसूचित जाती
६८)	खुली	९८)	खुली
६९)	खुली	९९)	विमुक्त जाती व भटक्या जमाती
७०)	खुली	१००)	खुली
७१)	खुली		
७२)	अनुसूचित जमाती	अनुसूचित जाती	: १३
७३)	अनुसूचित जाती	अनुसूचित जमाती	: १४
७४)	इतर मागासवर्गीय	विमुक्त जाती व भटक्या जमाती	: ०६
७५)	खुली	इतर मागासवर्गीय	: १०
७६)	खुली	एकूण आरक्षित जागा	: ४३
७७)	खुली	खुल्या पदांची संख्या	५७
७८)	विमुक्त जाती व भटक्या जमाती	(१०० - ४३ = ५७)	
७९)	अनुसूचित जमाती		
८०)	खुली		
८१)	अनुसूचित जाती		
८२)	खुली		

અર્જુન	૧૨૮	વિભક્ત જાતી થ શત્રુના જાતી	૨૮
અર્જુન	૧૨૯	વિભક્ત જાતી થ શત્રુના જાતી	૨૯
અર્જુન	૧૩૦	કલર આશાસવર્ણી	૩૦
અર્જુન	૧૩૧	અર્જુન	૩૧
અર્જુન	૧૩૨	અર્જુન	૩૨
અર્જુન	૧૩૩	અર્જુન	૩૩
અર્જુન	૧૩૪	અર્જુન	૩૪
અર્જુન	૧૩૫	અર્જુન	૩૫
અર્જુન	૧૩૬	અર્જુન	૩૬
અર્જુન	૧૩૭	અર્જુન	૩૭
અર્જુન	૧૩૮	અર્જુન	૩૮
અર્જુન	૧૩૯	અર્જુન	૩૯
અર્જુન	૧૪૦	અર્જુન	૪૦
અર્જુન	૧૪૧	અર્જુન	૪૧
અર્જુન	૧૪૨	અર્જુન	૪૨
અર્જુન	૧૪૩	અર્જુન	૪૩
અર્જુન	૧૪૪	અર્જુન	૪૪
અર્જુન	૧૪૫	અર્જુન	૪૫
અર્જુન	૧૪૬	અર્જુન	૪૬
અર્જુન	૧૪૭	અર્જુન	૪૭
અર્જુન	૧૪૮	અર્જુન	૪૮
અર્જુન	૧૪૯	અર્જુન	૪૯
અર્જુન	૧૫૦	અર્જુન	૫૦

(ପାଠ୍ୟ ପୁସ୍ତକ ୧୯୯୯, ପୃଷ୍ଠା ୧୫୫) (ପ୍ର. ୫. ୧୫୫) (ପ୍ର. ୫. ୧୫୫) ୦୦୦

ପରମ୍ପରା ଓ ଶକ୍ତିଶାଳୀ ଲିଙ୍ଗମାଳା (ପର୍ତ୍ତ-୩ ଓ ୪ ଯା ଲିଙ୍ଗମାଳା ସଂଗ୍ରହାଣୀ)

(3 - ചർച്ച)

अनुक्रमांक	गट
५३)	विमुक्त जाती व भटक्या जमाती
५४)	इतर मागासवर्गीय
५५)	खुली
५६)	खुली
५७)	अनुसूचित जाती
५८)	अनुसूचित जमाती
५९)	खुली
६०)	खुली
६१)	खुली
६२)	खुली
६३)	खुली
६४)	इतर मागासवर्गीय
६५)	अनुसूचित जाती
६६)	अनुसूचित जमाती
६७)	खुली
६८)	खुली
६९)	खुली
७०)	खुली
७१)	खुली
७२)	अनुसूचित जमाती
७३)	अनुसूचित जाती
७४)	इतर मागासवर्गीय
७५)	खुली
७६)	खुली
७७)	खुली
७८)	विमुक्त जाती व भटक्या जमाती
७९)	अनुसूचित जमाती
८०)	खुली
८१)	अनुसूचित जाती
८२)	खुली

अनुक्रमांक	गट
८३)	खुली
८४)	इतर मागासवर्गीय
८५)	खुली
८६)	अनुसूचित जमाती
८७)	खुली
८८)	खुली
८९)	अनुसूचित जाती
९०)	खुली
९१)	खुली
९२)	खुली
९३)	अनुसूचित जमाती
९४)	इतर मागासवर्गीय
९५)	खुली
९६)	खुली
९७)	अनुसूचित जाती
९८)	खुली
९९)	विमुक्त जाती व भटक्या जमाती
१००)	अनुसूचित जमाती

अनुसूचित जाती	: १३
अनुसूचित जमाती	: १५
विमुक्त जाती व भटक्या जमाती	: ०६
इतर मागासवर्गीय	: १०
एकूण आर्क्षित जागा	: ४४
खुल्या पदांची संख्या	५६
(१०० - ४४ = ५६)	

(परिशिष्ट - फ)

पदोन्नतीची ५० बिंदू नमुनेवजा नामावली (दि.४ जुलै, १९९२ पासून लागू)

अनुक्रमांक	पदे राखीव किंवा खुली आहेत	अनुक्रमांक	पदे राखीव किंवा खुली आहेत
१)	अनुसूचित जाती	३०)	अनुसूचित जमाती
२)	अनुसूचित जमाती	३१)	खुली
३)	विमुक्त जाती व भटक्या जमाती	३२)	खुली
४)	खुली	३३)	अनुसूचित जाती
५)	खुली	३४)	खुली
६)	खुली	३५)	खुली
७)	खुली	३६)	खुली
८)	खुली	३७)	खुली
९)	अनुसूचित जाती	३८)	खुली
१०)	खुली	३९)	खुली
११)	खुली	४०)	खुली
१२)	खुली	४१)	अनुसूचित जाती
१३)	खुली	४२)	खुली
१४)	खुली	४३)	खुली
१५)	खुली	४४)	अनुसूचित जमाती
१६)	अनुसूचित जमाती	४५)	खुली
१७)	अनुसूचित जाती	४६)	खुली
१८)	खुली	४७)	खुली
१९)	खुली	४८)	खुली
२०)	खुली	४९)	अनुसूचित जाती
२१)	खुली	५०)	विमुक्त जाती व भटक्या जमाती
२२)	खुली		
२३)	खुली	अनुसूचित जाती	: ७
२४)	खुली	अनुसूचित जमाती	: ४
२५)	अनुसूचित जाती	विमुक्त जाती व भटक्या जमाती	: ३
२६)	खुली	राखीव पदांची संख्या	: १४
२७)	खुली	खुल्या पदांची संख्या	: ३६
२८)	विमुक्त जाती व भटक्या जमाती		
२९)	खुली		(५० - १४ = ३६)

APPENDIX- "B"

H.O.Circular No. GEN/28/13980 dt. 11-3-1964.

(See Note 1 (ii) below Recruitment Regulation 38).

Sub: Notification of vacancies under the Employment Exchange (compulsory Notification of Vacancies) Act, 1959.

1. The Employment Exchange (Compulsory Notification of Vacancies) Act, 1959 stipulates that notifiable vacancies to be filled in should be notified to the concerned Employment Exchange officer in the prescribed form duly filled in along with a copy of advertisement failing which an employer is liable for a fine extending upto Rs.1,000/-.
2. Our present practice is to send a copy of advertisement to the concerned Employment Exchange thereby adhering to the formalities but not the procedure. Notifying the vacancies in a prescribed form constitutes the procedure.
3. All the Field Officers are, therefore, requested that whenever notifiable vacancies occur in their offices the prescribed form of notification of vacancies (copy reproduced on reverse) duly filled in may be forwarded to the concerned Employment officer, Employment Exchange along with the advertisement to meet the requirements of law without fail.

Sd/

Personnel Officer

Maharashtra State Electricity Board
Bombay.

EMPLOYMENT EXCHANGES (COMPULSORY NOTIFICATION OF
VACANCIES) ACT, 1959

FORM OF NOTIFICATION OF VACANCIES

Requisition Form to be used when calling for applicants from Employment Exchange.

(Separate form to be used for each type of posts)

1. Name, address and telephone No. :
(if any) of the Employer.
2. Name, designation & telephone No. :
(if any) of the indenting officer
3. Nature of vacancy :
 - a) Designation of the post (s)
to be filled. :
 - b) Description of duties :
 - c) Qualifications required :

	For priority categories (applicable for Central Government posts only)	For other
i) Essential		
ii) Desirable		
d) Age limits, if any		
e) Whether women are eligible?		

4. No. of posts to be filled duration wise:

Duration	No. of posts
a) Permanent	:
b) Temporary	:
i) Less than 3 months	:
ii) Between 3 months & 1 year	:
iii) Likely to be continued	:

Whether there is any alternation or arrangement for giving preference to any category of persons such as Scheduled Caste, Scheduled Tribe, Ex-Service-man & Physically Handicapped persons in filling up the vacancies and, if so, the number of vacancies to be filled by such categories of persons.

5.

Categories	No. of vacancies to be filled	
	Total	By priority candidates (applicable to for Central Government posts only).
a) Scheduled Caste		
b) Scheduled Tribe		
c) Ex-Servicemen		
d) Physically Handicapped		
e) Others		

6. Pay and allowances :

7. Place of work (name of the town/
village & district in which it is
situated). :

8. Probable date by which the vacancy
will be filled. :

9. Particulars regarding interview/
test of applicants.

- a) Date of interview/test
- b) Time of interview/test
- c) Place of interview/test
- d) Name, designation, address and
Telephone No. (if any) of the
Officer to whom applicant
should report.

10. Any other relevant information

" Certified that while placing this demand, the instructions connected with the orders on communal representation in the services have been strictly followed with due regard to the roster maintained in accordance with these orders (to be given only by all the Central Government offices/establishments/undertakings etc. on whom reservation orders are applicable.)

Date:

Signature of the Head of office.

APPENDIX B-1

(Departmental Circular (B) No.15630, dt. 1st April,1966.)

(See Note 1 (ii) below Recruitment Regulation 38).

Sub: Recruitment of Personnel in the Maharashtra State Electricity Board through Employment Exchanges.

1. The present practice is that the posts which are required to be filled in by direct recruitment are generally advertised and a copy of the advertisement is forwarded to the local Employment Exchange with a request to recommend suitable candidates who fulfill the conditions of qualifications, experience, age limit etc. stipulated in the advertisement.
2. However it has been brought to notice that the number of vacancies to be filled in are not being communicated to the Employment Exchange nor is the Employment Exchange kept informed as to which of the candidates recommended by it have been selected. It has, therefore, now been decided that in future whenever vacancies are notified to the Employment Exchange, the following information should invariably be furnished to the Employment Exchange.
 - (i) The number of vacancies for which the applications have been invited, if the actual number of vacancies cannot be ascertained, the probable number of vacancies to be filled in should be communicated.
 - (ii) The total number of vacancies filled in from the candidates recommended by the Employment Exchange. The names and other particulars of candidates recommended by the Employment Exchange, if selected, should also be communicated to the Employment Exchange Officers so that their names are struck off from the lists maintained by the Exchange offices.

The above instructions should be followed scrupulously.

sd/

Secretary.

Maharashtra State Electricity Board
Bombay.

APPENDIX 'C'

Departmental Circular (B) No.23324 Dt. 18th May. 1966.

(See Note 1 (ii) below Recruitment Regulation 38).

Subject : M.S.E.Board Classification & Recruitment Regulations Employment of "Freedom Fighters" in Board's Service.

- 1) The Board under its Resolution No.3712, dated 11.4.1966 decided to grant the following concessions to the "Freedom Fighters" in the matter of recruitment to Group III and IV posts under the Board -
 - i) These persons should be considered for appointment to Gr. III & IV posts under the Board on the basis of their application received directly without requiring them to come through the Employment Exchange.
 - ii) Deleted vide C.S.No.206. dt.14.11.90
 - iii) Such of these persons who possess the prescribed qualifications but are overage, if otherwise considered suitable, should be selected for appointment to Gr. III and IV posts subject to the relaxation of upper age limit by the Competent Authority.
 - iv) Such of the persons as have studied upto S.S.C/Degree or Diploma Course but have not passed these or equivalent examinations should be appointed to Pay Gr. III services for which passing of the S.S.C./Degree or Diploma Examinations as the case may be, has been prescribed as a minimum qualification. The prescribed educational qualifications should be considered for being relaxed in their favour by the Competent Authority.
 - # v) Authorise the Appointing Authorities to give a employment in Pay Gr. III & Pay Gr.IV posts on preferential basis to the "Freedom Fighters" or their nominees directly without reference to the Competent Selection Committee, subject to other provisions of Government orders on the subject.

* Added vide C S.No. 206 dt. 14-11-1990

vi) Follow/adopt all Government orders/clarification issued on the subject from time to time and also those orders/clarifications that may be issued by the Government in future.

2. For this purpose the "Freedom Fighters" will mean those persons who have suffered imprisonment or detention of an aggregate period of not less than one month or who were fined Rs. 100/-or more, or who died or were killed in action or in detention or were awarded capital punishment or became permanently incapacitated due to firing or lathi charge or lost their jobs or means of livelihood or part or whole of their property on account of their participation in the national movement for the emancipation of India.
3. For the purpose of claiming the foregoing concessions in respect of employment under the Board, the persons concerned should produce a certificate issued by Government (General Administration Department) declaring them as "Freedom Fighters".
4. It is possible that some of the persons who are eligible for these concessions may not actually avail themselves of them for reasons like old age, illness, disability etc. It is therefore decided that such persons should be allowed to nominate a near relative who is solely dependent on them for taking advantage of the concessions granted to the "Freedom Fighters" in the matter of recruitment under the Board.
5. The above decision should be implemented with immediate effect.

sd/
Secretary.

vi) Follow/adopt all Government orders/clarification issued on the subject from time to time and also those orders/clarifications that may be issued by the Government in future.

2. For this purpose the "Freedom Fighters" will mean those persons who have suffered imprisonment or detention of an aggregate period of not less than one month or who were fined Rs. 100/-or more, or who died or were killed in action or in detention or were awarded capital punishment or became permanently incapacitated due to firing or lathi charge or lost their jobs or means of livelihood or part or whole of their property on account of their participation in the national movement for the emancipation of India.
3. For the purpose of claiming the foregoing concessions in respect of employment under the Board, the persons concerned should produce a certificate issued by Government (General Administration Department) declaring them as "Freedom Fighters".
4. It is possible that some of the persons who are eligible for these concessions may not actually avail themselves of them for reasons like old age, illness, disability etc. It is therefore decided that such persons should be allowed to nominate a near relative who is solely dependent on them for taking advantage of the concessions granted to the "Freedom Fighters" in the matter of recruitment under the Board.
5. The above decision should be implemented with immediate effect.

sd/-
Secretary.

APPENDIX 'D'

(Head Office, Bombay Departmental Circular (B) No. 23325. dt.18/5/1966.)

(See Note 1 (iv) below Recruitment Regulation 38)

Sub: Age & fee concession to new migrants from East Pakistan.

The Board under its Resolution No. 3174, dated 11.4.1966 decided that the following concessions in age and fees should be granted to new migrants from East Pakistan who seek employment under the Board:-

- i) The upper age limits for direct recruitment in the Board's services in respect of different categories of posts, prescribed under Board's Recruitment Regulations be relaxed upto 45 years.
 - ii) The upper age limit of 45 years mentioned in (i) above should be further relaxed by 5 years for persons belonging to Scheduled Castes, Scheduled Tribes, DT/NT and other Backward Classes.
 - iii) No fees for application for the posts advertised by the Head Office and the field offices be charged to the migrants from East Pakistan.
2. The above mentioned concessions shall remain in force till 31.12.1968. They should apply only to future recruitments i.e. in respect of posts advertised and filled in after the issue of the above instructions.
 3. In order to qualify for the above concessions, the candidates concerned should be required to produce satisfactory evidence of being bonafide new migrants from East Pakistan i.e. persons who have migrated to India from East Pakistan on or after 1st January 1964. For this purpose the bonafides of a candidate should be certified by the District Magistrate or the Camp Commandant of the Relief Camp, as the case may be, where the candidate may for the time being be resident.

4. The Board further decided that other things being equal, new migrants from East Pakistan and their dependents should be given preference while making appointments in Board's service in Chandrapur & Bhandara Districts, to Class III & IV posts. For this purpose, the persons concerned should be required to produce a certificate issued by the Director, Relief and Rehabilitation, Chandrapur certifying that the persons concerned are New East Pakistan migrants who have migrated to India after 1st January 1964.
5. The above decision should be implemented with immediate effect

sd/-
Secretary.

APPENDIX 'E'

(Head Office Departmental Circular (B) No.23109, dt. 31/05/1966.)

(See Note 1 (V) below Recruitment Regulation 38)

Sub: Absorption of retrenches from Government posts.

The Government of Maharashtra, as a result of economy in expenditure on establishment, have retrenched a number of Class III and IV servants in Government service. The State Government has been taking all possible steps to providing alternative employment in Government service to all the persons who have been retrenched. But it may not be possible for the Government to provide alternative employment in Government service to all the persons who have been retrenched. In order, therefore, to provide suitable jobs to the retrenched Government Servants, it has been decided that all things being equal, such persons should be given preference in employment under the Board. Accordingly the vacancies in Pay Group III and IV should in future be communicated to the Government in the General Administration Department in respect of Board's offices in Greater Bombay, and to the Collectors of respective Districts in respect of vacancies in mofussil offices.

sd/-
Secretary.

APPENDIX 'F'

(Departmental Circular (B) No. 26911. dt. 1st July, 1972.)

(See Note 1 (vi) below Recruitment Regulation 38)

Sub: Employment of Land affected persons.

The Board under its Resolution No. 7925, dated 8.5.1972, read with Board Resolution No. 1073, dated 20th August, 1984 decided that in the matter of employment to land affected persons in the service of the Board, the following guidelines should be followed:

1. Definition of Land affected person.

- ¥ For the aforesaid priority, the persons whose house or land has been acquired fully or partly should be treated as land affected persons for the project and in the context of providing services to the land affected persons, members of such land affected family and his dependent should include husband or wife of the land affected persons, his dependent sons, unmarried daughters, dependent brothers and sisters and his parents.

2. Identification of land affected persons:

- ¥ (a) On the basis of certificate furnished by the concerned District Collector or on his behalf Land Acquisition Officer, person should be decided whether he is land affected person or dependent of the land affected persons. The certificate given to the land affected persons, should be used by only one person from the family of the land affected person.
- ¥ (b) The following categories of persons whose land is acquired by the Board should not be given the priority and not be held eligible for the preferences in the services of M.S.E.Board as extended above:-

¥ Added vide circular No. GAD/VI/RC/LA/54542 dt., 12-12-1984 read with C.S. No. 194, dt. 25-9-89

- ¥ (i) Persons who are paid Commercial or Market prices i.e. additional exgratia payment in addition to the prices fixed by the Land Acquisition Officers and ;
- ¥ (ii) those who are left with the limit of economic land holdings, who have other sources of income and hence do not belong to Economically Weaker Sections.

3. Mode of Recruitment:

- (a) i) While making appointments in Pay Group III & IV posts, land affected person and his dependents should be given highest priority and for this purpose no reference is required from the Employment Exchange. This benefit of employment is available to one member of the family except in cases where the land has been acquired before 1st June, 1965, a maximum of two members of the family can be given benefit of employment.
- ¤ ii) The land affected persons may be considered for appointment to the post in Pay Group III & IV under the Board, on the basis of the application received directly in the prescribed forms without requiring them to come through the Employment Exchange.
- (b) While filling in posts reserved for various Sections, highest priority should be given to the land affected persons or their dependents. Further this highest priority should be implemented only after vacancies reserved for Backward Classes are filled in; and such highest priority should be limited to minimum 5% of the total posts. If any of the land affected persons belongs to Backward Class Community he should be given highest priority only in the posts reserved for particular communities. If the land affected person is not falling under the Backward Class communities, then highest priority should be given in the remaining reservation for Weaker Sections after reservation for Backward Classes is filled in.

4. Relaxation of qualification and age limit:

- a) The upper age limit prescribed for the posts in Pay Group III and IV is 28 years. The condition of upper age limit may be deemed to have been re-

¥ Added vide Circular No. GAD/VI/RC/LA/54542, dt. 12-12-1984 read with C S No. 194 dt. 25-9-80
 § Added vide C S No 85 dt. 17-4-1979 ¤ Added vide circular No. GAD/VI/RC/LAP/25009 dt. 5-6-1978

laxed upto 30 years in favour of the land affected persons while making appointment to such posts.

- § b) Further, the condition of minimum qualification and age upto 35 years may be relaxed in respect of land affected persons only for the entry posts in N.M.R./Pay Group IV employment and not for further promotion.

5. Place of Employment:

As the project itself may not provide enough employment opportunity to all the land affected persons or their dependents, it will be advantageous to provide them with employment at other places in the State, although as a matter of working rule they may be provided with employment in the region where the land is acquired.

6. Training:

It may not be possible to provide training to the land affected persons or their dependents.

7. Period of Concession of Employment:

- ¥ The concessions of providing employment to the land affected persons may be kept in operation on permanent basis.

8. Ratio to be fixed for appointment of surplus N.M.R. workers of Khaperkheda vis-a-vis Land affected persons:

It is not necessary to fix a ratio for employment between the N.M.R. workers and the land affected persons. The land affected persons should be given preference only over the outsiders and not over the N.M.R. workers.

9. Appointment of Project affected persons is against unreserved posts.

Posts reserved for members of the Backward Classes according to the prescribed percentage are to be filled in by appointing persons belonging to these categories only. If any backward class candidate is available among Project Affected Persons, he should be appointed in the post reserved for the respective category of Backward Classes.

sd/-

Joint Secretary.

¥ Added vide Circular No. GAD/VI/RC/LA/54542, dt. 12-12-1984

APPENDIX - 'G'

(Added by C.S.No.28, dt.16th April,1975)

(See Note 1 (vii) below Recruitment Regulation 38)

Sub: Employment of the sons/daughters of the deceased employees.

The Board under its Resolution No.1128 dt. 25-3-1975 has accorded its approval to the Scheme for employment of the sons/daughters of the deceased employees and the procedure to be followed in deciding such cases, as shown below and to include the same as Appendix 'G' to the Classification & Recruitment Regulations:-

Scheme:

1. The scheme will cover cases of the dependents of the Board's employees, who were working on regular basis and who expired while in service or retired prematurely on medical grounds. The scheme will also cover the cases of the dependents of the Board's temporary employees who on due selection by the Competent Selection Panel have put in 3 or more years' service against temporary/regular post and who expired while in service or retired pre-maturely on medical grounds.
- ¥ **Explanation:-** Words "retired prematurely on medical grounds" means those employees who are permitted to retire prematurely on medical grounds by declaring them invalidated and/or whose services are terminated, being declared medically unfit and invalidated before attaining the age of 50 years.
2. The scheme will cover cases of the dependents of the temporary employees and of work-charged or N.M.R. workers who meet with fatal accident while on duty.
3. These concessions shall not be admissible to the dependents of the employee, who has expired after retirement.
4. Deleted vide C.S.No.132, dt. 15-4-1987.

¥ Inserted vide C.S. No. 224, dt. 6-12-93

5. The widow/widower/daughter/son of the deceased employees of the Board can be considered for appointment to the post for which she/he is educationally qualified for appointment, provided that the application for employment is made within 5 years from the date of death of the employee.

* "Family includes wife of the deceased employee, sons, unmarried daughters and dependent unmarried brothers and sisters".

**** Note 1 :** Chairman is empowered to decide the cases of employment to the eligible dependent of the deceased employees of the Board under the scheme wherein the application for employment is made after the prescribed period of 5 years from the date of death of the deceased employee. The cases in which relaxation is granted by the Chairman should be reported to the Board in the next immediate meeting after the relaxation is approved

***Note 2 :** The Board further authorised the chairman on the recommendation of the Member Admn./Secy. to decide pending cases on merits where the incident of death of the employee occurred in the period preceding the date of Resolution i.e. No. 485 dt. 21-2-87

6. The prescribed condition for direct recruitment i.e. nomination by the Employment Exchange or recruitment only after advertisement shall be relaxed in such cases.

7. The condition of upper age limit shall be relaxed in their cases.

8. Appointment shall be made on a temporary basis in such cases immediately giving him/her preference over the candidates on the waiting list if there be any, as soon as the proposal is approved by the Competent Authority.

Appointment on regular basis shall be made after interview by the Competent Selection Panel, but without the necessity of having to pass the entrance examination. For this purpose, his/her name shall be deemed to be inserted in the existing select list just below the candidate last appointed and his/her regular appointment shall be considered alongwith others in the usual manner.

* Added vide C.S. No. 181, dt. 5-3-1987 **Added vide C.S.No. 146, dt. 6-8-1982

¥ Inserted vide C.S. No. 147, dt. 20-9-82

¥Note: If a vacancy in or of a suitable post is not available in the Circle/Power station / Division to which the concerned employee belonged, the dependent may be offered employment in the adjoining Circle/Power station/Division where a suitable vacancy exists. If the dependent refuses to accept the employment offered to him in the adjoining Circle/Power Station/Division, he/she should be deemed to have lost his/her claim for employment in the Board under the Scheme. However, if a vacancy of a suitable post does not exist either in the Circle/Power station/Division where the deceased/prematurely retired employee was working or in the adjoining Circle/Power station/Division, then a shadow/supernumerary post should be created in the concerned Circle/Power station/Division where the deceased/prematurely retired employee was working and the dependent should be appointed against this post and should be subsequently adjusted against a regular vacancy occurring in due course. On such absorption/adjustment, the shadow/supernumerary post should be abolished.

9. The dependents of the employees appointed under the scheme shall have to give an undertaking in writing that he would take care of the family members of the deceased employee.
- * 10. Technical Member concerned and Accounts Member on the recommendations of the Secretary/Jt. Secretary (Technical) may decide whether or not a case referred to them under the scheme is fit for ordering appointment on temporary basis, irrespective of the fact whether it pertains to a period prior or subsequent to the notification of the said scheme.

All the Chief Engineers in the field, in consultation with the seniormost Officers in the Accounts and GAD Branches attached to them, may decide whether or not a case referred to them under the Scheme for employment of the dependents of the deceased employees working under them is fit for ordering appointment on temporary basis which pertains to the periods subsequent to the notification of the said Scheme, subject to fulfillment of requirements as incorporated in the Annexure-I appended herewith.

* Added vide C.S.No. 75, dt. 28-9-1978

After taking such a decision the Chief Engineers can issue appointment Orders on temporary basis and later on for appointment on regular basis follow the rules already prescribed by the Board.

However, in respect of deceased employees in Head Office and cases involving deviations, the existing delegation of powers shall remain unchanged.

11. The minimum educational qualification of a pass in IVth Standard has been prescribed for recruitment to any post in the services of the Board where no educational qualification has been prescribed.

** 12. The condition of educational qualification may be relaxed in favour of the dependent of the deceased employees otherwise eligible for employment against pay group IV post as specified below in services of the Board under this Scheme :

- | | |
|-----------------------------|-------------------------|
| 1) Mid-wife (Non-qualified) | 13) Stores Laker |
| 2) Dispensary Helper | 14) Waiter-cum-helper |
| 3) Dresser | 15) Waterman |
| 4) First Aid Attendant | 16) Gardner |
| 5) Peon | 17) Gardner-cum-sweeper |
| 6) Aya | 18) Laboratory Boy |
| 7) Helper to Khansama | 19) Ward Boy |
| 8) Rest House Helper | 20) Hamal-cum-messenger |
| 9) Sweeper-cum-Hamal | 21) Sweeper |
| 10) Helper-cum-gardner | 22) Scavenger |
| # 11) Line Helper | 23) Server. |
| 12) Stores Helper. | |

13. Chairman in consultation with T.M./A.M./Member(Adm.)/T.D. as the case may be

** Modified vide C.S. No. 182, dt. 15-4-1987
dt. 5-3-1988

Posts indicated at Sr. No. 11 to 23 added vide C.S. No. 185

is authorised to permit deviation in deserving cases on compassionate ground for appointment of the dependent of the Board's Ex-employees, employees whose services are terminated being declared medically unfit and invalidated, which cases normally are not covered by the existing Scheme.

Procedure:

- i) In the cases of employees who meet with fatal accident while on duty, the detailed information of the dependents of the employee should be forwarded by the Executive Engineer-in-charge of the Division through their respective Circle Head (in duplicate) within a month from the date of death of the employee. In such cases, it should not be left to the dependents to represent their case. The Officer concerned should himself take the initiative and collect the information.
- ii) In respect of other cases, the information should be furnished by the Unit Head/Executive Engineer within one month from the date a request is made by the dependents for employment.
- iii) Before forwarding the proposal in the prescribed form to the Competent Authority for appointment of the candidate on temporary basis, the candidate shall be interviewed by an Officer of the level of Executive Engineer/Assistant controller of Stores/Executive Engineer (Gen.) and above, depending upon the post in Divisionwise/Circlewise seniority, for which his case is recommended for appointment, immediately on temporary basis.

Form showing the proposal regarding employment of a dependent of the family of the employee who has expired while in service/retired prematurely on medical grounds.

Date of death of the employee :-

Date of premature retirement
on medical grounds

- 1 (a) Name of the deceased/retired employee :
- (b) Designation of the employee :
- (c) Last pay drawn :
- (d) Whether permanent/work-charged/N.M.R. and total length of service rendered :
- (e) Circumstances under which the death took place/reasons for invalidation :
- (f) Age at the time of death/invalidation :
- 2 (a) Name of the candidate for appointment :
- (b) Whether SC/ST/DTNT/OBC :
- (c) His/her relationship with the employee :
- (d) Date of birth (duly supported by attested copy of School Leaving Certificate/S.S.C. Certificate) :
- (e) Educational qualifications (duly supported by attested copies) :

(f) Percentage of marks obtained by
the candidate in S.S.C.

3. Particulars of total assets
(including amount of)

i) C.P.F./Gratuity/Group Insurance and
other monetary claims

ii) Movable and immovable properties etc.

iii) Personal Insurance

4. Brief particulars of liabilities if any

5. Particulars of all dependents of the employee (if some
are employed, their income and whether they are living
separately should also be made clear).

Sr. No.	Names of the Dependent(s)	Relationship with the employee	Age	Whether Employed or not (Particulars of employment & emoluments)
1.	2.	3.	4.	5.

6 (a) Post for which employment on temporary :
basis is proposed

(b) Whether an immediate vacancy exists :

7. Personal recommendations of the Head of :
Circles/Administrative Office.

Designation & Signature of the
Forwarding Officer

APPENDIX 'H'

Approved vide the Board Resolution No. 1891, dt. 29-7-1976 & notified vide
C.S.No. 52, dt. 15-12-1976.

(Read Note 1 (viii) below Recruitment Regulation 38 effective from 22-10-76).

Rules & Regulations governing reservations of certain Sections of the Backward Classes at the stage of promotions.

There should be reservation for the three Sections of Backward classes, as mentioned below, in promotions made on the basis of seniority subject to fitness, in appointments to all posts in pay Groups I, II, III and IV in which the element of direct recruitment, if any, does not exceed *75%.

	Percentage to be reserved
a) Scheduled Castes and Scheduled Castes converts to Buddhism.	13%
b) Scheduled Tribes including those living outside the specified areas.	7%
c) Denotified Tribes and Nomadic Tribes.	4%
Total	24%

2. A decision on the fitness or unfitness of an Officer should be taken by the Competent Selection Committee.

* Substituted vide C.S. No. 208 dt. 14-3-1991.

3. A separate 50 point roster, as appended, to determine the number of reserved vacancies in a year should be followed. The points mentioned in the roster are only for determining the number of vacancies to be reserved for these categories in the total number of vacancies for which a select list is to be drawn. The points in the roster are not for determining seniority or for determining the order of promotion.
4. Whenever according to the points in the roster, there are any vacancies reserved for each of the three sections mentioned above, separate lists should be drawn up of the eligible candidates from each of these categories and arranged in order of their interse seniority in the main list.
5. The Backward Class Officers belonging to the three sections should be adjusted by the Competent Selection Committee separately in regard to their fitness.
6. When the select list of the Officers in the General Category and those belonging to Scheduled Castes and Scheduled Castes converts to Buddhism, Scheduled Tribes and Denotified and Nomadic Tribes have been prepared by the Competent Selection Committee, these should be merged into a combined select list in which the names of all the selected Officers, general as well as those belonging to the three sections mentioned above, are arranged in the order of their interse seniority in the original seniority list of the category or grade from which the promotion is being made. This combined select list should thereafter be followed for making promotions in vacancies as and when they arise during the year.
- @ 7. The number of vacancies to be reserved for the Backward Classes on each occasion of the preparation of the select list in terms of the roster points should be subject to the condition that the reserved vacancies should not exceed 50% of the total number of vacancies for which a select list is drawn. The number of reservations determined according to the roster and in excess of those actually reserved accordingly should be carried forward to subsequent three years of the preparation of select list in respect of promotion which is the maximum period of carry forward of reservation from year to year and lapse. Thus if there be only one vacancy, it should be treated as un-reserved; and if there be only either two or three vacancies, one should be treated as reserved, and if there be only either four or five vacancies, only two vacancies should be treated as reserved. The number

of reserved vacancies in excess of the actual number of reserved vacancies should be carried forward to subsequent occasions of preparation of the select list, as indicated above.

8. Vacancies may not occur with sufficient frequency in case of isolated posts and small cadres with the result that in such cases it may not be possible to prescribe reservation for the Backward Classes at the stage of promotion. It is, therefore, directed that isolated posts and small cadres in the same pay group and carrying a similar status, salary and qualifications may be grouped together for the purpose of reservation of vacancies at the stage of promotion.
9. These orders shall also be made applicable to the vacancies which are temporary and which are likely to be continued for a period of three months or more and are filled in by promotion. Vacancies which are purely temporary i.e. for a period of less than 3 months need not be taken into account for the purpose of these orders.
10. While drawing up the select list, the number of vacancies likely to occur in the next year should be estimated accurately. If at all there is an error in judgment, it should be on the lower side and not on the higher side. If for any reason the list so drawn up gets exhausted before the year is out, a fresh supplementary list may be drawn up on the same manner but in no case the number of likely vacancies should be overestimated.
11. Since the promotions to "Selection Posts" are strictly on the basis of assessment of comparative merit of the employees in the lower cadre possessing the required qualifications and experience, the provisions of reservation as mentioned above shall not apply to the promotions/recruitment to "Selection Posts".
12. If any reversion is to be effected due to the abolition of posts, repatriation of senior persons to parent department etc. members of the S.C., S.T., DT & NT already in service should not be reverted if their strength in promotion cadre does not exceed the prescribed percentage of reservation.

@ 12(B) Posts intended to be filled in by departmental promotion from the Members of each of different sections of Backward Class in various categories of posts shall be

filled in by way of direct recruitment exclusively whenever the required number of persons are not available even after going to the last person in the category from which employee is to be promoted to higher post.

- * 13. "If an employee belonging to any of the three categories of Backward classes viz. Scheduled Castes, Scheduled Tribes and Denotified Tribes/Nomadic Tribes are not available for reserved vacancies, then Board's employees belonging to other categories of the aforesaid backward classes, should be considered for promotion but only upto their quota i.e. previous backlog (if any) and current reservation as per 50 point roster taken together. However, if employees belonging to any of these categories of backward classes are not available then the vacancies should be kept un-filled for 3 Selection years and under no circumstances the vacancies should be filled in by promoting non-Backward Class Persons".

MODEL ROSTER FOR DEPARTMENTAL PROMOTION

Sr.No.	Whether reserved or open	Sr.No.	Whether reserved or open
1.	Scheduled Caste	26.	Open
2.	Scheduled Tribes	27.	Open
3.	Denotified Tribes & Nomadic Tribes	28.	Denotified Tribes & Nomadic Tribes
4.	Open	29.	Open
5.	Open	30.	Scheduled Tribes
6.	Open	31.	Open
7.	Open	32.	Open
8.	Open	33.	Scheduled Caste
9.	Scheduled Caste	34.	Open
10.	Open	35.	Open
11.	Open	36.	Open
12.	Open	37.	Open
13.	Open	38.	Open
14.	Open	39.	Open
15.	Open	40.	Open
16.	Scheduled Tribes	41.	Scheduled Caste
17.	Scheduled Castes	42.	Open

C.S. No. 52 dt. 15-12-1976

filled in by way of direct recruitment exclusively whenever the required number of persons are not available even after going to the last person in the category from which employee is to be promoted to higher post.

- * 13. "If an employee belonging to any of the three categories of Backward classes viz. Scheduled Castes, Scheduled Tribes and Denotified Tribes/Nomadic Tribes are not available for reserved vacancies, then Board's employees belonging to other categories of the aforesaid backward classes, should be considered for promotion but only upto their quota i.e. previous backlog (if any) and current reservation as per 50 point roster taken together. However, if employees belonging to any of these categories of backward classes are not available then the vacancies should be kept un-filled for 3 Selection years and under no circumstances the vacancies should be filled in by promoting non-Backward Class Persons".

MODEL ROSTER FOR DEPARTMENTAL PROMOTION

Sr.No.	Whether reserved or open	Sr.No.	Whether reserved or open
1.	Scheduled Caste	26.	Open
2.	Scheduled Tribes	27.	Open
3.	Denotified Tribes & Nomadic Tribes	28.	Denotified Tribes & Nomadic Tribes
4.	Open	29.	Open
5.	Open	30.	Scheduled Tribes
6.	Open	31.	Open
7.	Open	32.	Open
8.	Open	33.	Scheduled Caste
9.	Scheduled Caste	34.	Open
10.	Open	35.	Open
11.	Open	36.	Open
12.	Open	37.	Open
13.	Open	38.	Open
14.	Open	39.	Open
15.	Open	40.	Open
16.	Scheduled Tribes	41.	Scheduled Caste
17.	Scheduled Castes	42.	Open

C.S. No. 52 dt. 15-12-1976

18.	Open	43.	Open
19.	Open	44.	Scheduled Tribes
20.	Open	45.	Open
21.	Open	46.	Open
22.	Open	47.	Open
23.	Open	48.	Open
24.	Open	49.	Scheduled Caste
25.	Scheduled Caste	50.	Open

Scheduled Caste		7
Scheduled Tribes		4
Denominated Tribes & Nomadic Tribes		2
Total		13

APPENDIX - 'I'

Approved vide Board's Resolution No. 287, dt. 27-1-1987 notified vide

C.S.No. 54, dt. 16-2-1977

(See Note (viii) below Recruitment Regulation 38).

RULES AND REGULATIONS GOVERNING RESERVATIONS OF VACANCIES IN PAY GROUP III AND PAY GROUP IV FOR EX-SERVICEMEN/DISABLED EX- SERVICEMEN/DEPENDENTS OF EX-SERVICEMEN KILLED IN ACTION.

1. 15% of the vacancies in pay Groups III and IV services which are filled in by direct recruitment in any year shall be reserved for ex-servicemen.
2. The reservation for ex-servicemen shall be made applicable to the total vacancies arising in a particular calendar year in all Class III posts as a whole and in all Class IV posts as a whole and not against each category of posts.
3. The reservation of vacancies in Pay Group III and Pay Group IV services including permanent vacancies filled in initially on a temporary basis and temporary vacancies which are likely to be made permanent and/or likely to continue for three months or more to be filled in by direct recruitment in any year shall be reserved for being filled in by Ex-servicemen

4. Ex-servicemen who are released on completion of their normal tenure of service from the Armed Forces shall be exempted from payment of examination fee and application form fee for filling the vacancies, on production of Discharge Certificate.
5. The Defence Services personnel disabled in action and one member each of the families of the defence services personnel killed in action, shall be given priority, in the matter of recruitment to Pay Group III and IV posts in the Board's services which are filled in otherwise than by promotion. For the purpose of this concession, the members of the family of such deceased defence services personnel would include, besides his widow, his sons/unmarried daughters/near relations who agree to support his family.
6. All recruiting authorities, whenever they have to make recruitment for any vacancies in Pay Group III and Pay Group IV posts are required to communicate particulars of vacancies in question together with the qualifications required for them, to the collectors of the respective districts in the cases of offices outside Greater Bombay and to the General Administration Department, Mantralaya, Bombay in the cases of offices in Greater Bombay.
7. The age limit prescribed for various Pay Group III and IV posts and services shall be generally relaxed upto 40 years in the case of defence services personnel disabled in action and the dependents of defence services personnel killed in action for the purpose of appointment on a priority basis, provided they possess the required qualifications. Where relaxation above the limit of 40 years is considered necessary on account of the pecuniary conditions of the families such cases should be referred to Chairman giving necessary details.
- 8 (I) The physically handicapped persons may be recruited to posts in pay Group III and Pay Group IV services indicated below if they are otherwise qualified and found suitable.

a)	Persons who have lost one hand and one upper limb	—	Clerk, Liftman, Messenger or Tracer.
b)	Persons lame in one leg	—	Clerk, Typist, Jr. Architectural Assistant, Draftsman(Sr. & Jr.), Tracer. Computer or Daftarv.

- | | | | |
|----|--|---|--|
| c) | Persons deaf but with good eye-sight 6/6 with corrections. | — | Typist, Mali, Dhobi, Sweeper. |
| d) | Persons deaf but possessing eye-sight 6/12, 6/24 with corrections. | — | Mali, Barber, Dhobi, Cook-mate, Sweeper. |
| e) | Persons deaf and mute but with good eye sight i.e. 6/6 with corrections. | — | Tailor, Carpenter, Sweeper or Computer. |

8 (II) The appointment of physically handicapped persons shall be subject to the following conditions:-

- (a) The persons shall possess the prescribed qualification for the posts and shall be within the prescribed age limit.
- (b) Their appointment shall be on a purely temporary basis for a period of one year in the first instance and if their work is not satisfactory because of their physical handicap, the appointing authority concerned may call for a second medical certificate. Then further continuance would be subject to such a certificate being found satisfactory.
- (c) If declared fit for a particular post, a physically handicapped person should not be appointed or provided in or transferred to another post without obtaining a fresh certificate that he would be fit for such a post.
- (d) So far as Clerical posts, for which knowledge of typing is not essential, are concerned, the appointing authorities shall not insist on the physically handicapped persons being proficient in typing if the candidate concerned are certified to be unable to type even if in the case of other candidates it may be usual to insist on such a condition.

9. The backlog shall be carried for a period of one year on account of the unfilled vacancies for want of duly qualified ex-servicemen/disabled ex-servicemen.

10. For appointment to the reserved vacancies every ex-servicemen who has put in not less than 6 months' continuous service in the Armed Forces of the Union may be allowed to deduct from his age a period of 3 years over and above the length of his continuous service in the Armed Forces upto the date of the release from respective service in regard to the age limits prescribed for the appointment to various posts and services in the Board.
11. Only Ex-servicemen who are educationally qualified shall be granted the benefits of concession's pertaining to reservation of vacancies in Pay Group III and Pay Group IV of services.
12. The Ex-servicemen may be absorbed in Pay Group III and IV posts reserved for them after all the retrenched personnel of various categories are absorbed.

APPENDIX 'J'

Approved vide B.R.No 1318 dt. 23-11-78 notified vide C.S.No. 79 dt. 8-1-1979

(See note (X) below Recruitment Regulation 38)

Reservation in service for the Physically handicapped persons.

GOVERNMENT OF MAHARASHTRA

General Administration Department Resolution No.SRV-1077/3576/1433/KVI-A,
Mantralaya, Bombay - 400 032. Dated the 23rd May, 1978.

RESOLUTION:- The question of reservation of vacancies for appointment of physically handicapped persons in State services etc. was under consideration of Government for some time past, Government has now decided that one percent vacancies each for the blind, the deaf and the orthopaedically handicapped in Class III and Class IV services of Government and comparable posts in the public Sector Undertakings, Local Bodies to be filled in by direct recruitment to any year should

be reserved for being filled in by these persons. The percentage of reservation specified above should be inclusive of 80% reservation made by Government under Government Resolution, General Administration Department NO.SRV-1071/6454-D dated the 29th March 1972, for persons belonging to the Weaker Sections of the Community.

- 2 Since the number of posts in several cadres is small and the vacancies may not occur frequently, it may not become feasible in several cases to apply the aforesaid reservation to each category of posts individually. Government is, therefore, pleased to direct that the reservation for the physically handicapped persons should be made applicable to the total vacancies arising in a particular calendar year in all Class III and Class IV posts as a whole and not against each category of posts and that for this purpose, all the Class III/Class IV posts controlled by a single appointing authority should be taken together as a whole.
- 3 The definition of the categories of the handicapped for purposes of reservation in employment are given in the Annexure 'A' to this Resolution. For appointment to reserved posts, the physically handicapped persons should possess the prescribed qualifications for the posts and should have the capacity to perform the duties of the posts to which they are to be appointed, the latter to be certified by the Medical Boards for the physically handicapped. The categories of posts to which such persons should be held eligible for appointment are indicated in Annexure 'B' to this Resolution. These categories should be treated as merely illustrative & not exhaustive. It will be the duty of the Medical Board to satisfy itself whether with the residual physical capacity, the physically handicapped persons under examination would be in a position to perform the specific duties of the post to which he is to be appointed.
- 4 Government has decided that the upper age limit prescribed for recruitment should be relaxed upto 45 years in the case of physically handicapped persons if they are otherwise suitable and have the necessary capacity to perform the duties of the posts.

- 5 It has also been decided that in the event of such persons not being available to fill up the vacancies, the shortfall should be made good by resorting to normal procedure of recruitment. There should be no carry over from year to year on account of unfilled vacancies for want of duly qualified persons among the physically handicapped.
- 6 So far as posts and services under Government are concerned, these orders will apply to recruitment to posts and services which are outside the purview of the Maharashtra Public Service Commission.
- 7 The Mantralaya, Departments are requested to take suitable steps to implement these orders so far as the Public Sector Undertakings under their administrative control are concerned.
- 8 The Rural Development Department is requested to issue suitable orders in respect of the posts under the Zilla Parishads.
- 9 The Urban development and Public Health Department is requested to issue similar orders in respect of posts under the Municipal Corporations and Municipal Councils.
- 10 This Resolution issues with the concurrence of the Finance Department, vide its un-official reference No. CR-360/78/SER 9, dated the 11th May 1978.

By order and in the name of the Governor of Maharashtra.

Sd/-
Under Secretary to Government.

ANNEXURE 'A'

Definition of the categories of the Handicapped for purposes of reservation in employment.

THE BLIND

The blind are those who suffer from either of the following conditions:-

- a) Total absence of sight;
- b) Visual acuity not exceeding 6/70 or 20/200 (snellen) in the better eye with correcting lenses;
- c) Limitation of the field of vision subtending an angle of 20 degrees or worse.

THE DEAF

The Deaf are those in whom the sense of hearing is non functional for ordinary purposes of Life. They do not hear understand sounds at all events, with amplified speech. The cases included in this category will be those having hearing loss more than 90 decibels in the better ear(profound impairment) or total loss of hearing in both ears.

THE ORTHOPAEDICALLY HANDICAPPED

The Orthopaedically handicapped are those who have a physical defect or deformity which causes an interference with the normal functioning of the bones, muscles and joints.

ANNEXURE 'B'

- | | | | |
|-----|--|---|--|
| (a) | Persons who have lost one hand and one upper limb. | — | Clerk, Liftman, Messenger, or Tracer. |
| (b) | Persons lame in one leg. | — | Clerk, Typist, Jr. Architectural Assistant, Draftsman, Assistant Draftsman, Tracer, Computer or Daftary. |
| (c) | Persons deaf but with good eye sight 6/6 with corrections. | — | Typist, Mali, Dhobi, Sweeper. |
| (d) | Persons deaf but possessing eye sight 6/12, 6/24 with corrections | — | Mali, Dhobi, Barber, Cook-mate, Sweeper. |
| (e) | Persons blind but with good hearing. | — | Maseur. |
| (f) | Persons deaf and mute but with good eye sight i.e. 6/6 with corrections. | — | Tailor, Carpenter, Sweeper, or Computer. |

* APPENDIX 'K'

Rules & Regulations governing reservation of vacancies for Economically Weaker Section while making recruitment.

* Deleted vide C.S.No. 194, dt. 25-9-1989 with effect from 19-10-1984

§ APPENDIX - 'L'

(Approved vide Board Resolution No.773, dt. 12-3-1984 notified vide C.S.No. 162, dt. 22-6-1984)

(See Note 1 (xii) below Recruitment Regulation 38).

Sub:- Appointment of Sportsmen/Sportswomen to Pay Gr. III and IV posts in relaxation of the Employment Exchange Procedure.

1) Definition of Meritorious Sportsmen :

The following categories of Sportsmen/Sportswomen shall be considered Meritorious sportsmen/sportswomen and shall be eligible for appointment to Pay Gr. III and IV posts in M.S.E.B. in relaxation of the Employment Exchange Procedure.

- a) Sportsmen/Sportswomen who have represented the State or the Country in a national or international competition in any of the games/sports.
- b) Sportsmen/Sportswomen who have represented their University in the Inter-University tournament conducted by the Inter-University Sports in any of the sports/games.
- c) Sportsmen/Sportswomen who have represented State Schools teams in National Games conducted by the All India School Games Federation.

2) Relaxation of the Employment Exchange Procedure.

The condition of recommending the names of the candidates by the Local Employment Exchange or any other approved agencies has been relaxed in favour of the Meritorious Sportsmen/Sportswomen for recruitment in Pay Gr. III and IV posts.

3) **Appointing Authority.**

Appointments to Meritorious Sportsmen/Sportswomen shall be given only from the H.O., Bombay by the following authorities, subject to prior approval of the Member(Admn.)/Secretary.

- | | | | |
|----|--|---|---|
| a) | For posts in Pay Gr. III
(Circlewise Seniority &
Statewise seniority). | — | Addl. Director(Estt.)/
Joint Secretary(Tech.). |
| b) | For posts in Pay Gr.IV
(Divisional Seniority). | — | E.O./Ex.Engr./Dy.E.O. |

- 4) **Mode of Recruitment :-** Sportsmen/Sportswomen should be considered for appointment to Pay Gr.III & IV posts under the M.S.E.B.on the basis of their applications received directly for which they are educationally qualified for appointment.

5) **Composition of Selection Committee :**

The following shall be composition of Selection Committee for selection of the candidates to the various posts in Pay Gr.III & IV

a) **For Pay Gr.III posts (Non-Technical)**

- | | | | |
|----|---|---|---|
| 1) | Addl. Director (Estt.) | — | Chairman of the
Selection Committee. |
| 2) | S.O. (Estt.) | — | Member. |
| 3) | Dy. C.A.O.as may be nominated by
Chairman of the Selection
Committee. | — | Member |
| 4) | Sports Officer | — | Member. |

b) For Pay Gr.IV posts(Non-Technical)

- | | | | |
|----|--|---|--------------------------------------|
| 1) | E.O. as may be nominated by the Member(Admn.)/Secretary. | — | Chairman of the Selection Committee. |
| 2) | Dy.E.O.as may be nominated by the Member(Admn.)/Secretary. | — | Member. |
| 3) | Sports Officer. | — | Member. |

c) For Pay Gr.III. Posts (Technical)

- | | | | |
|----|---|---|--------------------------------------|
| 1) | Jt.Secretary(Tech.) | — | Chairman of the Selection Committee. |
| 2) | S.O.(Estt) | — | Member. |
| 3) | Ex.Engr.as may be nominated by the Chairman of the Selection Committee. | — | Member |
| 4) | Sports Officer | — | Member. |

d) For Pay Group-IV posts (Technical)

- | | | | |
|----|--|---|--------------------------------------|
| 1) | Ex.Engr.as may be nominated by the Technical Director(T&D) | — | Chairman of the Selection Committee. |
| 2) | Dy.E.O.as may be nominated by the Member(Admn.)/Secretary. | — | Member. |
| 3) | Sports Officer. | — | Member. |

6. Selection of Sportsmen/Sportswomen :

Sportsmen/Sportswomen appointed on temporary basis should be interviewed by the Competent Selection Committee within a period of six months from the date of

appointment without the necessity of having to pass the Entrance Examination/ Trade Test etc. if any, prescribed for the post.

7. Reservation :

The above orders will not affect the orders relating to reservation for SC/ST/DT/NT/OBC which may be in force from time to time. In other words, the vacancies filled in accordance with these orders in a year shall be taken into account in calculating the total number of vacancies in the post/service during that year for purposes of applying the reservation quota.

8. These reservations shall not be applicable for appointment of sportsmen/sportswomen on work-charged service or on NMR basis.
9. For the purpose of claiming the above reservations, the persons concerned should produce a certificate issued by the appropriate authorities declaring them as Meritorious sportsmen/sportswomen.

Procedure :

- 1) An application received directly on plain paper from a sportsman/Sportswoman belonging to any of the categories mentioned para 1 above may be considered by the Appointing Authority and in consultation with the Sports Officer and held eligible for appointment to Pay Gr.III/IV posts, subject to prior approval of Member (Adm.)/Secretary in the light of the evidence which the applicant may furnish of his having represented in any of the competitions, subject to the suitability for the post in all respects and fulfilling requisite qualification, experience and age etc. prescribed for the post under Recruitment Regulations.

If the applications from the out-standing sportsmen/sportswomen received at one time are more in numbers permissible (i.e. five per zone per year) the selection of such sportsmen/sportswomen should be decided on their actual performance in the respective games in the presence of Sports Officer and any two Officers as may be nominated by the Member (Adm.)/Secretary.

- 2) The appointment of such sportsmen/sportswomen shall be made on purely temporary basis by giving preference over the candidates on the waiting list, if any, as

soon as the proposal is approved by the Member(Admn.)/Secretary and he/she may be posted to work in any of the offices of the Board where the vacancies in Pay Group III/IV are available. Such candidates should however be placed before the Competent Selection Committee within a period of six months from the date of appointment for further continuance in the service on permanent basis, without the necessity of having to pass the entrance examination, Trade Test etc. if any.

- 3) After selection of the candidate by the Competent Selection Committee, his/her name shall be inserted in the existing selection list of the concerned office if available, just below the candidate last appointed by them taking into consideration the date of selection for fixing his/her seniority in the respective post and his/her regular appointment shall be considered alongwith others from the selection list in the usual manner.
- 4) As earlier notified vide Departmental Circular No.GAD/VI/RC/41075, dated 04/9/82, the number of such sportsmen/sportswomen recruited on account of outstanding merit in sports should not exceed five (5) in a period of one year in each O&M Zone, Generation Zone and Head Office Zone, subject to a overall limit of 10 (ten) per year for the entire Board.
- 5) This should be effective from the date of Board Resolution.

APPENDIX - 'M'

(Approved vide Board Resolution No.773, dt. 12-3-1984 notified
vide C.S.No. 163, dt.3/4-8-1984.)

(See Note 1 (xiii) below Recruitment Regulation 38)

Sub:- Preference in recruitment for Class III and IV posts in the Board to the persons in the families of Scheduled Caste/Scheduled Tribes who have become victim of social atrocities

The Board has decided to appoint persons belonging to SC/ST/DT-NT who

soon as the proposal is approved by the Member(Admn.)/Secretary and he/she may be posted to work in any of the offices of the Board where the vacancies in Pay Group III/IV are available. Such candidates should however be placed before the Competent Selection Committee within a period of six months from the date of appointment for further continuance in the service on permanent basis, without the necessity of having to pass the entrance examination, Trade Test etc. if any.

- 3) After selection of the candidate by the Competent Selection Committee, his/her name shall be inserted in the existing selection list of the concerned office if available, just below the candidate last appointed by them taking into consideration the date of selection for fixing his/her seniority in the respective post and his/her regular appointment shall be considered alongwith others from the selection list in the usual manner.
- 4) As earlier notified vide Departmental Circular No.GAD/VI/RC/41075, dated 04/9/82, the number of such sportsmen/sportswomen recruited on account of outstanding merit in sports should not exceed five (5) in a period of one year in each O&M Zone, Generation Zone and Head Office Zone, subject to a overall limit of 10 (ten) per year for the entire Board.
- 5) This should be effective from the date of Board Resolution.

APPENDIX - 'M'

(Approved vide Board Resolution No.773, dt. 12-3-1984 notified
vide C.S.No. 163, dt.3/4-8-1984.)

(See Note 1 (xiii) below Recruitment Regulation 38)

Sub:- Preference in recruitment for Class III and IV posts in the Board to the persons in the families of Scheduled Caste/Scheduled Tribes who have become victim of social atrocities

The Board has decided to appoint persons belonging to SC/ST/DT-NT who

become victims of Social atrocities, in service of the Board in Pay Group III & IV with a view to rehabilitate these families, to provide them a service for earning on priority basis. The details of this Scheme shall be as follows :-

- 1) As a result of becoming victim of social atrocities, if any family member of S.C., S.T., D.T. N.T. dies or becomes disabled or any woman raped or more than 50% assets of the family destroyed or all movable property destroyed, in these circumstances, one person of each family should be given priority for appointment to the posts falling in Pay Gr.III and Pay Gr.IV.
- 2) 13%, 7% and 4% posts are reserved for S.C., S.T. and D.T./N.T. respectively which are filled in by direct recruitment. The persons in these concerned groups should be appointed against these reserved posts on priority, provided they fulfill all the prescribed conditions of minimum educational qualifications, age etc.
- 3) These persons should be given preference in the service after the project affected persons, wounded soldiers or dependent of soldiers killed in action.
- 4) For this purpose, there is no necessity of sponsoring the names of these persons by the Employment Exchange or Social welfare officers or authorised institutions of Backward Classes and the appointing authorities can appoint them. However, it should be ensured that such persons submit the certificate of the district magistrate of the same district, where social atrocities occurred. The certificate should indicate the category of the Backward class and that the conditions regarding the death/disability/rape/loss of property are satisfied. Such certificate should be given to only one person in each of such family.



APPENDIX - 'N'

(Approved vide B R No 822 dt. 25-4-1991)

Notified vide C.S. No. 211, dt. 27-6-1991)

(see Note 1 (XIV) below Recruitment Regulation 38)

Procedure for Selection of candidates for posts of Sub Engineer and Junior Engineer under Direct Recruitment.

- 1) All the qualified candidates whose names are recommended by the Employment Exchange(s) subsequent to notification of the vacancies and/or all the applicants who submit applications in response to the advertisement should be subjected to a written test (preferably objective type) to determine their technical knowledge and aptitude. This test should, as far as possible, be conducted at all the zonal Headquarters. Expertise of the professionals may be availed for setting and evaluating the papers. Based on the performance of the candidates in the written test, a relative merit list of the candidates should be prepared for short listing the candidates to be called for interview. Applicants / Candidates possessing the minimum qualifications prescribed for the posts of Sub-Engineers/Junior Engineers should only be allowed to appear for the written test.
- 2) Candidates to be called for interview should be determined on the basis of their performance in the written test. Their number should be restricted to three times the number of available vacancies. Interviews of the candidates may be held at Zonal offices also in addition to Head office. The work of selection, including conducting the written test, will be handled by the Recruitment Cell in the Head Office.
- § 3) The candidates selected for appointment to the posts of Sub-Engineers and Junior Engineers should be appointed as "Trainees" only in the first instance on a fixed

§ Modified vide C.S. No. 219 dt. 17-3-93

monthly stipend which shall be the same emolument as are payable to a Sub-Engineer or Jr. Engineer at the minimum of the scale w.e.f. from 12-2-93 on wards. The period rendered as a Trainee shall not count as service for seniority as per Regulation No.11 of the Maharashtra State Electricity Board Employees' Seniority Regulations. The training shall be theoretical as well as practical including on the job training. The period of training shall be 6 to 12 months and shall be followed by interview and/or written test. The Chairman shall be the Competent Authority to decide the period of training.

On successful completion of the training the candidates may be appointed as Sub-Engineer/Junior Engineer as the case may be.

(4) By the same Resolution, the Board constituted the following Selection Committee for selection of candidates for the posts of Sub-Engineer and Junior Engineer :-

- | | | |
|--|---|----------|
| (1) Technical Member | — | Chairman |
| (2) One (Non-Official) Member of Board. | — | Member |
| (3) Chief Engineer who may be nominated by the Chairman of the Selection Committee. | — | Member |
| (4) Joint Secretary (Tech.) | — | Member |
| (5) Backward Class Officer to be nominated by the Chairman of the Selection Committee. | — | Member |

(Social Welfare Officer and Project Officer/Tribal Development Officer should also be nominated for selecting candidates for the post of Sub-Engineer as prescribed by Correction Slip No.332, dt. 14.6.1989 to G.O. 18 (P), dt. 28.5.1963).

* 5. The Board vide its Resolution No.325 dt. 12.2.1993 have revised the method of filling vacancies as follows :-

* Added vide C.S. No. 218 dated 17-3-1993

- i) When the notification for filling in of the vacancies by direct recruitment is issued, simultaneous notification for filling in of 5% of the vacancies by way of appointment of departmental Sub-Engineers having qualification of AMIE or a recognised Degree in Engineering, should also be issued.
 - ii) AMIE or recognised Degree holder Sub-Engineers who apply for the post of J.E. will be interviewed by the Competent Selection Committee. The Competent Selection Committee will select the candidates and give merit ranking. Only the employees who are selected by the Competent Selection Committee for appointment to the post of J.E. will be appointed as J.E. against 5% vacancies to be filled in by direct recruitment. Employees selected in excess of the 5% vacancies will be kept on the waiting list and will be appointed against 5% vacancies being reserved for AMIE or recognised Degree holder Sub-Engineers. The waiting list will be valid for a period of 12 months.
 - iii) If suitable departmental AMIE or recognised Degree holder Sub-Engineers are not available for filling of 5% of the vacancies, unutilised vacancies will be filled in by direct recruitment of J.E. There will not be any carry forward of the vacancies reserved for departmental Sub-Engineers having AMIE qualification or a recognised Degree in Engineering.
 - iv) Departmental AMIE or recognised Degree holder Sub-Engineers will not be subjected to the written test and training prescribed in the C.S.No.211, dated 27.06.1991 to G.S.O.112, dated 12-02-1962 for appointment of candidates to the post of Junior Engineer.
 - v) A common Roster Register should be used for working out vacancies reserved for members of the Backward Class by way of direct recruitment i.e. 70% from open market and 5% from Departmental AMIE/Degree holder Sub-Engineers. Total vacancies reserved for Backward Class should be included in the notification to be issued for recruitment of Junior Engineers from open market.
- @ 6. The Board also authorised the Member (Admn.)/Secretary to issue in consultation with the Technical Member and the Accounts Member such further detailed instructions/clarifications as deemed necessary and appropriate for properly implementing/regulating the above Scheme

@ Added vide C.S. No. 219, dated 17-3-1993

Maharashtra State Electricity Board (MSEB)

Classification & Recruitment Regulations, 1961 Fifth Edition

ERRATA

Sr. No.	Printed Page Number	Regulation No./Line No. Category	Existing words/Reg. No.	To be read as
1.	2.	3.	4.	5.
1.	1	1 (ii)	into force 1st October 1961	into force from 1st October 1961
2.	2	4A (a)	the following shall be the board classification of services	the following shall be the broad classification of services
3.	3	5 Note 2	facts to recommended candidates of the right calibre and in require number	facts to recommend candidates of the right calibre and in required number
4.	4	6 (b) Note	further relaxed by 5 years in favor of candidates belonging to all selections of the Backward Classes	further relaxed by 5 years in favour of candidates belonging to all sections of the Backward Classes
5.	10	2a (b) / 2nd line	period on one year	period of one year
6.	16	General Note 1(b)	which are to be filled in by direct recruitment	which are to be filled in by direct recruitment (Annexure III)
7.	35	Asstt. Engineer (E&M) Col. No. 7 7/8th line	introduced by Univerties	introduced by Universities
8.	37	Asstt. Engineer (Civil) Col. No. 6/7th line	direct recruitment Degree holders	direct recruitment of Degree holders
9.	87	Chief Accts. Officer Col. No. 5/line 10th	and evaluation pret-DCF	and evaluation pert-DCF

1.	2.	3.	4.	5.
10.	92	Joint Chief Accounts Officer Col. No. 2	Joint Chief Accounts	Joint Chief Accounts Officer
	93	Col. No. 5 Line No. 13/14	Institute of Chartered Accounts	Instituted of Chartered Accountants
11.	122	Telephone Operator Col. No. 5 Line 4th	having four outside	having four outside lines
12.	134	Watchman-cum-Khansama/ Watchman-cum-Peon/ Watchmen-cum-Mazdoor Col. No. 4/10th line 15th line	5' 5" 5' 4"	5' 5" 5' 4"
13.	160	Asstt. Director (Vigilance & Security) Col. No. 6 Col. No. 7	there is no upper age limit	- there is no upper age limit
14.	167	Jr. Vigilance Officer/ Jr. Security Officer a) Col. No. 5 To be added after line 10th b) Col. No. 7 To be added after line 2nd		or Must be from the services like C.I.S.F./Civil Defence/Fire qualifications and experience should alos be considered for filling in the post.
15.	171	Chief Publicity and Public Relation Officer Col. No. 7 line 1st	The post is upgraded	The post is upgraded in

PRAKASHGAD



PIONEER OF THE NEW IDEAL ERA

MAHARASHTRA STATE ELECTRICITY BOARD