

# UJVN Limited

## UJVNL Accounts Staff Service Regulations 2020

In exercise of the powers conferred by Article-49 read with Article-50 Sub Article (16) & (19) of Articles of Association of UJVN Limited, the Board of Directors of UJVN Limited hereby make the following Regulations regulating recruitment and conditions of service of Accounts staff.

### PART – I GENERAL

#### 1. Short title and commencement:

- (i) These Regulations may be called, the UJVN Limited Accounts Staff Service Regulations – 2020.
- (ii) These shall come into force with immediate effect.
- (iii) All the rules and regulations in force before the commencement of these Regulations on this subject are hereby repealed.

#### 2. Applicability:

- (i) These Regulations shall apply to the cadre of Accounts Staff of the company and shall also include those Accounts Staff who have been transferred from U.P Jal Vidyut Nigam Limited and have been absorbed in the service of UJVN Limited in pursuance of Uttar Pradesh Re-organization Act, 2000.
- (ii) The cadre includes the posts of Accountant, Assistant Accountant, Accounts Clerk & OA-III accounts and any other post which may be created or included in the cadre by the company.

#### 3. Overriding effect of the Regulations:

In the event of any inconsistency in these regulations and in any other specific rule or Regulation applicable for time being in force to any post of the cadre pertaining to any matter contained in these regulations.

- (i) The provisions, contained in these regulations shall prevail to extent to the inconsistency in case the specific Rules were made prior to the commencement of these regulations, and
- (ii) The provisions, contained in the specific rules shall prevail in case they are made after the commencement of these regulations.
- (iii) All those employees who were appointed under the rules or regulations prevailing in erstwhile UPSEB, the terms of services of such employees shall not be inferior to the terms of services that were in vogue in UPSEB.

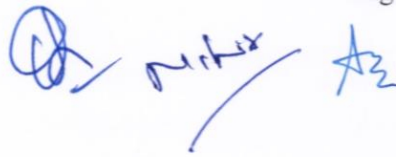
#### 4. Definitions:

In these Regulations, unless the context otherwise require;

- (i) 'Appointment' means appointment to any post of the cadre by direct recruitment or by promotion.
- (ii) 'Appointing Authority' for the members of the service shall be the authority as specified in the regulation seven or any other authority if so notified by any separate order of the Board of Directors.



- (iii) 'Accounts Staff' means a candidate appointed by direct recruitment or by way of promotion under this regulation.
- (iv) 'Board' means the Board of Directors of the Company;
- (v) 'Company' means UJVN Limited formed under Companies Act-2013.
- (vi) 'Chairman' means Chairman of the Company;
- (vii) Cadre means the unit or class of posts of service of Accounts Staff.
- (viii) 'Confirmation' means Accounts Staff confirmed in writing by the Company.
- (ix) 'Degree' means a Degree of a University/Deemed University established by a Central or State Act or any other Institution recognized for this purpose by the UGC/DEB-UGC/ AICTE.
- (x) 'Director' means full time or part time or ex-officio member of Board of Directors;
- (xi) 'Director (HR)' means the Director appointed or nominated to look after the matters relating to Human Resources Management & such other matters as may be assigned by the Chairman/Managing Director or Board of Directors from time to time.
- (xii) 'Disciplinary Authority' means the appointing authority or any other authority as may be specified to be the Disciplinary Authority in respect of any of the post/posts and includes all the authorities' superior to the appointing authority.
- (xiii) 'Departmental Promotion Committee (D.P.C.)' means a Committee specified in Clause 21(b) of these regulations.
- (xiv) 'Government' means Government of Uttarakhand State;
- (xv) 'M.D.' means Managing Director of the company and shall also include any Director authorized to discharge the function of Managing Director either by delegation or otherwise by the State Government;
- (xvi) 'Member of the service' means a person appointed in a substantive capacity under the provisions of these Regulations and orders/Regulations in force previous to the commencement of these Regulations, to a post in the cadre of the service.
- (xvii) 'Reporting Officer' means an Officer designated as such for the purpose of controlling and appraising of the work of the officer reporting to him;
- (xviii) 'Reviewing Authority' means an Officer designated as such for the purpose of reviewing the decisions of the reporting Officer;
- (xix) 'Accepting Authority' means an Officer designated as such for the purpose of reviewing/accepting the decision of the Reviewing Officer;
- (xx) 'Select List' means the list of candidates prepared in accordance with these Regulations;
- (xxi) 'Service' means regular service in UJVNL.
- (xxii) 'UPSEB' means erstwhile Uttar Pradesh State Electricity Board.
- (xxiii) 'Waiting List' means the list of selected candidates waiting for appointment;



(xxiv) 'Year of Recruitment' means the year starting from 1st of July to 30th June of next calendar year in which the process of recruitment is commenced.

## PART – II CADRE

### 5. Strength of service:

The strength of the service of Accounts Staff and each cadre of posts therein shall be such as may be determined by the Company from time to time & approved by the Government.

Provided the appointing authority may leave any post or class of posts unfilled or may hold in abeyance without thereby entitling any person to compensation.

### 6. Classification of Cadres & Pay Scales:

(i) The scale of pay admissible to persons appointed to the various cadres of posts in the Company whether in a substantive or officiating capacity or as a temporary measure shall be such as may be determined by the Government from time to time.

(ii) The cadre and scales of pay at the time of commencement of these Regulations are as follows:-

Sl. No.	Name of post	Scale of Seventh Pay Commission w.e.f. 01-01-2016	Level
1.	Accountant	Rs. 35,400-1,12,400	(L-6)
2.	Assistant Accountant	Rs. 29,200-92,300	(L-5)
3.	Accounts Clerk	Rs. 25,500-81,100	(L-4)
4.	O.A-III (Accounts)	Rs.25,500-81,100	(L-4)

**Note:** The designations shall be common for Finance, Accounts, Costing & Audit wings of the company and the employee can be posted from one wing/section to another either in the same capacity or on promotion.

### 7. Appointing Authority:

'Appointing Authority' for the members of the service shall be General Manager (P&IR) or any authority so notified.

## PART –III RECRUITMENT

### 8. Sources of recruitment:

The sources of recruitment to the various categories of posts shall be as follows:



Post Name	Selection Procedure	Quota
Accountant	By promotion based on seniority subject to elimination of unsuitable from amongst Assistant Accountant who have completed five years service as Assistant Accounts.	100%
Assistant Accountant	(i) (i) By direct recruitment  (ii) By promotion based on seniority subject to elimination of unsuitable from amongst Accounts Clerks who have completed five years service in the existing post on 1st day of July of the Selection Year.  Note: The unfilled vacancies against this quota will be carried forward for one year only after which they will be allocated equally under clause (i) and (ii) above	50%  50%
Accounts Clerk	By promotion from OA-III (Accounts) who have completed three years of service in the existing post on first day of July of the year in which selection year.	100%
Office Assistant III (Accounts)	By direct recruitment.	100%

#### PART –IV

### QUALIFICATIONS FOR DIRECT RECRUITMENT

#### 9. Reservation:

Reservation for the candidates belonging to Scheduled Castes, Scheduled Tribes, and other categories shall be in accordance with the orders of the Government of Uttarakhand in force at the time of recruitment. The scheduled castes/scheduled tribes only can be appointed on the post reserve for SC/ST. The general candidates are not eligible for that post.

#### 10. Nationality:

A candidate for direct recruitment must be;


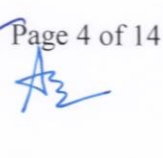
(a) a citizen of India, or

(b) a Tibetan refugee who come over to India before January 1, 1962 with the intention of permanently settling in India, Or



(c) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka and East African countries of Kenya, Uganda and United Republic of Tanzania (Formerly known as Tanganyika and Zanzibar) with the intention of permanently settling in India.

Provided that a candidate belonging to category (b) or (c) above must be a person in whose favour a certificate of eligibility has been issued by the State Government.

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Provided further that a candidate belonging to category (b) will also be required to obtain a certificate of eligibility granted by the Deputy Inspector-General of Police, Intelligence Branch, Uttarakhand;

Provided also that if a candidate belongs to category (c) above no certificate of eligibility will be issued for a period of more than one year and such candidate can be retained in service after a period of one year only if he has acquired Indian Citizenship.

**Note: A candidate in whose case a certificate of eligibility is necessary but the same has neither been issued nor refused may be admitted to interview and may also be provisionally appointed subject to the necessary certificate being obtained by him or issued in his favour.**

#### 11. Age:

A candidate for direct recruitment must have attained the age of 18 years and must not have attained the age of 42 years (or as amended by the State Govt. from time to time) as on 1st day of January if the advertisement for direct recruitment is published between 1st January to 30th June and on 1st day of July if advertisement is published between 1st July to 31st December of the year.

Age for the purpose of these regulations shall be computed from the date of Birth. The evidence for the date of birth will be High School certificate or equivalent examination passed before entering the service.

Provided that the upper age-limit in the case of candidates belonging to the Scheduled Castes, Scheduled Tribes and such other categories as may be notified by the Government from time to time shall be greater by such number of years as may be specified. There will be no upper age limit for departmental candidate.

#### 12. Academic/Professional qualification:-

Besides having knowledge of Hindi language, candidate should have the following qualifications:

Sr. No.	Name of Post	Qualification
01-	Assistant Accountant	Bachelor Degree in Commerce with minimum 55% marks from a University/ Deemed University established by an Act of Central Govt. or any state Govt.  Certificate of at least one year duration in computer applications from an institute of repute  Minimum 4000 or 6000 Key Depressions per hour speed in Hindi &

		English respectively.
02-	Office Assistant-III  (Accounts)	(a) Bachelor Degree in Commerce from a University/ Deemed University established by an Act of Central Govt. or any state Govt.  (b) Certificate of at least one year duration in computer applications from an institute of repute  (c) Minimum speed on computer of 6000 Key Depressions per hour in Hindi & 7000 key depressions per hour in English.

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### 13. Relaxation for ex-servicemen and certain other categories:

Relaxation, if any, from any maximum age-limit, educational qualifications or /in any other procedural requirements of recruitment in favor of the Ex-servicemen, disabled military personnel, dependents of military personnel dying in action, dependents of Company servants dying in harness and sportsmen & any other category shall be in accordance with the general Regulations or orders of the Uttarakhand Government in this behalf in force at the time of recruitment.

### 14. Character:

The character of a candidate for direct recruitment must be such as to render him suitable in all respects for employment under the Company. He must produce a certificate of good character from:

- (i) The Proctor or the Principal academic officer of the University or College or last employer in which he was last studied/employed, and
- (ii) Two responsible persons (not being relatives) who are well acquainted with him and are not connected with his University, College or School:

Provided that the appointing authority may make further inquiries regarding the character and antecedents of a candidate in such manner and from such authorities as may be considered necessary.

Note: - Persons dismissed by the State Government or the Union Government or by a local authority or a corporation or a Body owned or controlled by the Union Government or a State Government shall be deemed ineligible for appointment to any post in the Company. Persons convicted of any offence involving moral turpitude shall also be ineligible for appointment.

### 15. Marital Status:

A male candidate who has more than one wife living or a female candidate who has married a man already having a wife living, shall not be eligible for appointment in the Company. Provided that the Company, if satisfied that there exist special ground for doing so exempt any person from the operation of this Regulations.

### 16. Physical Fitness:

No person shall be appointed by direct recruitment as a member of the Service unless he is in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of his/her duties.



A candidate found suitable for appointment shall be required to produce a certificate of medical fitness from a Civil Surgeon/ Chief Medical Officer.

## PART -V PROCEDURE FOR RECRUITMENT

### 17. Recruitment:

Selection for recruitment under these rules shall be made only on the requirement of Company.

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### 18. Selection Committee for Direct recruitment:

Direct recruitment shall be made by a selection committee constituted by the approval of appointing authority comprising of:-

- (i) General Manager-P&IR
- (ii) General Manager-F&A
- (iii) One officer of the rank of GM
- (iv) An officer representing SC/ST categories not below the level of Dy. General Manager, or any other officer of equal status if the appointing authority or any other member of Selection Committee does not belong to SC/ST.

### 19. Procedure for Selection:

- (i) The appointing authority shall determine the number of vacancies, against the posts of Assistant Accountant & Office Assistant-III (Accounts) respectively earmarked for direct recruitment, to be filled during the selection year as also the number of the vacancies to be reserved for the candidates belonging to the Scheduled Castes, Scheduled Tribes and other categories.
- (ii) The appointing authority shall issue an advertisement in two local daily newspapers & on the website of the company inviting applications from the eligible candidates who have valid registration in any employment exchange in Uttarakhand on the date of advertisement.
- (iii) Direct recruitment to these posts shall be made through separate written competitive examination & computer proficiency test for each category of posts which will be held in such manner, in such subjects and at such place as may be prescribed by the Appointing Authority from time to time. Out of the total marks prescribed for the competitive examination, 12% marks shall be kept for computer proficiency test.
- (iv) Syllabus for written examination for the post of Assistant Accountant as well as Office Assistant-III (Accounts) shall be of B.Com. level.
- (v) Company may hold the competitive examination itself or through an outside reputed recruitment



agency.

(vi) The section wise (if any) minimum qualifying percentage of marks in the written examination shall be 45% for General & OBC and 35% for Scheduled Caste/Scheduled Tribes categories candidates or as decided by the Company from time to time.

(vi) Merit list of the candidates qualifying in the competitive written examination shall be prepared by arranging the qualifying candidates in the descending order of marks obtained in the written exam.

(viii) Candidates having equal marks in written examination shall be arranged in such a manner that candidate older in age shall be placed at higher position in the merit list of written examination.

(ix) The candidates for the post of Assistant Accountant & Office Assistant-III (Accounts) qualifying in the respective written examination shall be called for computer proficiency test for each category of vacant posts in the order of their merit of written examination in the ratio of 1:4

(x) The candidates called for computer proficiency test shall be given test both in Hindi & English.



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(xi) Marks shall be allotted for computer proficiency both in Hindi & English in the following manner;

(a) For example –Total marks for computer proficiency both in Hindi & English= 12

(b) Marks for computer proficiency for Assistant Accountant in each language & total marks;

Speed in Hindi (A) per hour	(Maximum Marks -50%) Say-6	Speed in English (B) per hour	(Maximum-Marks-50%) Say-6	Total Marks (A+B)=12
Less than 4000 key depressions	0	Less than 6000 key depressions	0	0
4000-4500 key depressions	1.5	6000-6500 key depressions	1.5	3
4501-5000 key depressions	3	6501-7000 key depressions	3	6
5001-5500 key depressions	4.5	7001-7500 key depressions	4.5	9
5501 &above key depressions	6	7501 &above key depressions	6	12
Total marks in computer proficiency	0	-	4.5	4.5

(c) Marks for computer proficiency for the post of Office Assistant-III (Accounts) in each language & total marks;

Speed in Hindi (A)	(Maximum Marks -50%)	Speed in English (B)	(Maximum-Marks-50%)	Total Marks
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per hour	Say-6	per hour	Say-6	(A+B)=12
Less than 6000 key depressions	0	Less than 7000 key depressions	0	0
6000-6500 key depressions	1.5	7000-7500 key depressions	1.5	3
6501-7000 key depressions	3	7501-8000 key depressions	3	6
7001-7500 key depressions	4.5	8001-8500 key depressions	4.5	9
7501 & above key depressions	6	8501 & above key depressions	6	12
Total marks in computer proficiency	0	-	4.5	4.5

(xii) After the computer proficiency test result is finalized, final merit list of the candidates qualifying in computer proficiency test shall be prepared combining the marks obtained in written examination & computer proficiency test in both the languages put together. However, it is compulsory to pass the computer proficiency test in Hindi language (Devnagiri script) to qualify for final selection.

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(xiii) Selection shall be made in the order of merit drawn for each category by adding the marks obtained in written examination & computer proficiency test in both the languages.

## 20. Select List:

(i) On the basis of final merit list, the selection committee shall prepare a select list of candidates against the vacancies of each category as advertised.

(ii) Waiting list of candidates to a maximum limit of 25% vacancies in all categories of posts shall also be prepared.

(iii) Select list and waiting list shall hold good for one year from the date of declaration of results.

(iv) Chairman/MD/Appointing authority may cancel or keep in abeyance the recruitment process at any stage during the recruitment.

## 21. Selection By Promotion:

### (a) Criteria for Promotion:

Post Name	Quota	Eligibility
Accountant	100 % by promotion	From amongst Assistant Accountant who have put in Five years service in the existing post on first day of July of the year in which selection is made. The promotion will be based on seniority subject to elimination of unsuitable.
Assistant Accountant	50% by promotion	From amongst Accounts Clerk who have completed Five years service in the existing post on first day of July of the



		year in which selection is made. The promotion will be based on seniority subject to elimination of unsuitable.
Accounts Clerk	100 % by promotion	From amongst Office Assistant-III (Accounts) who have completed three years service in the existing post on first day of July of the year in which selection is made. The promotion will be based on seniority subject to elimination of unsuitable.

**(b) Procedure for Promotion:**

Promotions shall be made within the cadre from amongst eligible candidates through selection by the Departmental Promotion Committee (DPC) constituted as per the approval of the appointing authority consisting of the following members-

- (1) General Manager-P&IR,
- (2) General Manager-F&A
- (3) One officer of the rank of GM
- (4) An officer representing SC/ST categories not below the level of Dy. General Manager or any post equivalent if the appointing authority or any other any other member of DPC does not belong to SC/ST category.

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**PART-VI**

**APPOINTMENT, PROBATION, CONFIRMATION & SENIORITY**

**22 (a) Appointment in Substantive Post:**

- (1) Direct appointments shall be made on probation in the substantive posts of Assistant Accountant & Office Assistant-III (Accounts) earmarked for direct recruitment in the cadre.
- (2) The appointing authority shall make appointments from the respective select list of candidates, in the order in which their names appear in the list.
- (3) If a candidate appointed from the select list does not join, a candidate from the waiting list shall be appointed in the order of merit. However if a candidate appointed from the select list joins and there after resigns within a period of one year, this vacancy shall not be filled from waiting list but shall be carried forwarded for the next recruitment.
- (4) The candidates selected through departmental examination against the earmarked vacant posts/ likely vacant posts of Assistant Accountant shall also be appointed on probation as Assistant Accountant.

**(b) Submission of Certificates/ Declaration By Candidates:**

A directly recruited candidate shall be required to produce /submit the certificates/ testimonials/ Affidavits/ Bond and declarations on the prescribed formats at the time of joining as given here under.



In the absence of the same a candidate shall not be permitted to join.

- (1) Self attested photocopies of all the Academic/Technical/Professional qualifications from High School onwards & experience certificate along with originals for verification. The originals shall be returned after verification.
- (2) Proof of date of birth.
- (3) Character Certificates;
- (4) A certificate of good character in original from the Proctor or the Principal/ Academic officer of the College or University last attended or his/her last employer.
- (5) Certificate of good character in original from two responsible persons (not being relatives) who are well acquainted with him and are not connected with his University, College or School: Provided that the appointing authority may make further inquiries regarding the character and antecedents of a candidate in such manner and from such authorities as may be considered necessary.
- (6) Relieving letter/order from the last employer if the candidate was employed in any Government or Semi Government/Public Sector organization or Autonomous body or any other organization.
- (7) Certificate of medical fitness for service issued by the Chief Medical Officer.
- (8) SC/ST/OBC/FFD/Ex –Serviceman/Physically Handicapped or any other certificate wherever applicable as per prevailing Regulations regarding reservations in the State of Uttarakhand.
- (9) Permanent resident / Original inhabitant of Uttarakhand State certificate wherever applicable.
- (10) Employment Exchange registration certificate.

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(11) A candidate selected against a substantive post has to execute a Service Bond on a Non-Judicial Stamp Paper of Rs 100/- at the time of joining with a surety for not less than Rs. 50,000/- (Fifty Thousand only) or such amount as may be specified by the Company from time to time, for serving the Company for at least three years from the date of initial appointment on the substantive post. In case the candidate leaves the service of the Company before completion of three years service period from the date of initial appointment in substantive post, the candidate and the surety will pay the amount of Bond money to the Company jointly as well as severally. The Bond has to be verified before a Notary Public, executed before a first class Magistrate or equivalent. The signature of the candidate & the Surety on each page of the Bond should be verified by the Magistrate with Court Stamp. The bond has to be supported by a solvency certificate in respect of the surety from a Revenue Officer not below the rank of Tehsildar. If the Surety is serving in any Govt./Semi-Govt./ Public Sector organization, the latest service certificate with complete salary details issued by the employer can be accepted in original in lieu of the solvency certificate.

Or

The candidate can also get a Fixed Deposit of Rs. 50,000/- (Rupees Fifty Thousand only) made with any Nationalized Bank/Scheduled Commercial Bank for a period of three years and pledge the same in favor of the Company/deposit the same with the Company in original, if he is unable to execute the bond. Along with the FDR, candidate will be required to submit an authorization letter in the name of

Send along with FDR, candidate will be required to submit an authorization letter in the name of the Company on a Non Judicial Stamp Paper of Rs 10/-authorizing the Company to encash the FDR if the candidate leaves the service of the Company before the completion of three years' service.

**(c) Declarations /Nomination forms/ Affidavits**

- (1) Declaration about the marital status & of not having more than one wife living/not married or vice-versa to a person already married.
- (2) Declaration of his/ her relationship to any person employed in the Company.
- (3) Declaration of debt if any.
- (4) Declaration of all movable or immovable property including house property owned or acquired by him/her or member of his/her family dependent on him/her. Full and accurate details of such property be given by him/her.
- (5) Oath of Allegiance to the Company on a Stamp Paper duly verified by the Notary Public.
- (6) Declaration of not having any affiliation/association with any political party.
- (7) Declaration of being /not being employed with any Govt./Semi Govt./Public Sector Organization.
- (8) Declaration of family members and dependents.
- (9) Details for Character and antecedents verification.(four copies)
- (10) Affidavit about the correctness and authenticity of the certificates / testimonials & declarations produced/ submitted by the candidates and declaration of not being insolvent on a stamp paper duly attested by the notary public.
- (11) Nomination for payment of gratuity as per The Payment of Gratuity Act, 1972.
- (12) Nomination under The Employees Provident Fund & Misc. Provisions Act, 1952 and The Employees Pension Scheme, 1995 as amended from time to time.

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**23. Probation**

(i) All candidates, on direct recruitment or on appointment against a substantive vacancy, shall be placed on probation for a period of two year which may be extended further by the appointing authority for a period not exceeding one year. In case the performance of the candidate is not found satisfactory during extended probation period, his/her services can be dispensed with without assigning any reason whatsoever.

(ii) Person whose services are dispensed with during or at the end of the period of probation or extended period of probation as above shall not be entitled to any compensation.

**24. Confirmation**

A probationer shall be confirmed at the end of the period of probation or extended period of probation, as the case may be if his/her work and conduct have been found to be satisfactory, the appointing authority considers him fit for confirmation and his/her integrity is certified.



## 25. Seniority

The seniority shall be determined from the date of initial appointment as per the Prevailing Rules/Norms/Policy/Regulation in the Company regarding seniority.

## PART-VII PAY ETC

### 26. Pay & Allowances during Probation:

(i) A person other than one already in the service of the Company, appointed to the service by direct recruitment shall during the probation period, receive the initial pay of the post against which he is appointed. He will also be entitled to Dearness Allowance & all other admissible allowances. The Employees who have been recruited after 14th January 2000 shall be covered by The Employees Provident Fund & Misc. Provisions Act, 1952 as amended and The Payment of Gratuity Act, 1972 as amended.



(ii) He/She will receive his/her next Annual increment on satisfactory completion of one year of his/her probation provided that if the period of probation is extended on account of failure to give satisfaction, such extended period shall not be counted for increment unless the Appointing Authority directs otherwise.

(iii) The pay during probation of person already in Company service shall be regulated by the relevant regulations as amended from time to time.

## PART-VIII OTHER PROVISIONS

### 27. Canvassing:

No recommendation for recruitment, either written or oral other than that required under these regulations shall be taken into consideration, and any attempt on the part of the candidate to enlist support, directly or indirectly, for his/her candidature will render him/her liable for disqualification.

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### 28. Regulations of Pay, Allowances & Other Matters:

Except as otherwise provided in these Regulation or as specially covenanted in any Service Agreement, the pay, allowances, leave and other matters not specifically covered by these Regulation or by special orders shall be governed by such corresponding Rules/Regulations and orders of the State Government applicable to similar category of employees as may be or may have been adopted by the Company or such general Rules of the Company applicable to similar category of Employees.

### 29. Relaxation from conditions of service:

(i) When the Company considers it expedient to do so, it may make any appointment or appointments to the service in relaxation of these regulations or in partial relaxation of any or some of the regulations and, in case of any appointment which is not in strict accordance with these regulations,



such appointments shall be deemed to have made in relaxation of these regulations.

(ii) Where the Company is satisfied that the operation of any Regulation regulating the conditions of service of persons appointed to the cadre causes undue hardship in any particular case, it may, notwithstanding anything contained in the Regulations applicable to the case, by order, dispense with or relax the requirements of that Regulation to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner.

(iii) Nothing in these Regulations shall be construed to limit or abridge the power of the Company to deal with the case of any person appointed by the Company and governed by these regulations in such manner as may appear just and equitable.

(iv) Any relaxation as mentioned above may be given only with the approval of Board of Directors.

### **30. Savings:**

Notwithstanding anything contained in these regulations: -

(i) The conditions of service of persons who have been appointed or may be appointed to posts in cadre or to posts declared in addition to the cadres of the service, on foreign service from the State Government or on deputation from elsewhere shall be governed by such terms and conditions as may have been or may be settled between the Company and the State Government or other Appointing Authorities, as the case may be.

(ii) The selection and appointments already made to the posts / cadres of the Service before the promulgation of these Regulations shall be deemed to have been made in accordance with these Regulations.

(iii) The conditions of service of the persons of the Company, who have been taken over or may, in future, be taken over by the Company and who may be holding or who may hold posts in the cadre of the service or posts declared in addition to the cadres of the Service shall be governed by the Company standard terms and conditions of service if they have been taken over by the Company on such terms, and conditions, if they have been taken over on such terms, as the case may be, unless they are given option and they opt to be governed by such Rules and Regulations as may be promulgated by the Company hereafter in this behalf.

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### **31. Delegation of powers:**

The Company may, whenever deemed expedient, delegate any of its powers to any employees or authority under these Regulations or the powers conferred on any employees or authority under these Regulations to any other employees or authority.

### **32. Interpretations of Regulations:**

In case of dispute in the interpretation of these Regulations then the matter will be referred to Board

of Directors whose decision on that matter shall be final.

**33. Power to amend:**

At any time, the Board of Directors of the Company may make such amendments/changes in the Regulation as deemed fit and expedient in the interest of the Company.



DRAFT REGULATION

