

ANDHRA PRADESH STATE ELECTRICITY BOARD

Service Regulations

PART-II

In exercise of the powers conferred by Section 79(c) and (k) of the Electricity (Supply) Act 1948 (Central Act 54 of 1948) and all other powers hereunto enabling the Andhra Pradesh State Electricity Board hereby makes the following Regulations:

1. These Regulations may be called Andhra Pradesh State Electricity Board Service Regulations - Part-II, and shall come into force on and with effect from such a date as the Board may direct*^{1 and 2}.
2. **Scope of the Service Regulations (Part-II):** These regulations shall apply to all employees of the Board including those employed under contracts and on deputation from Government who draw their pay once a month in a time scale of pay. All employees of the Board Services to whom these regulations apply, shall be bound by the regulation in force from time to time. The Board shall have authority to amend these regulations at any time and from time to time.

Provided that these regulations shall not be applicable to any employee service under the contract of service or to Government servants working on deputation in the Board to the extent they are repugnant to the terms of the contract in the former case and to the terms of the deputation in the latter.

3. The expressions "Andhra" "Andhra area" and "Andhra region" (where those expressions refer to the territory or area) shall, unless the context otherwise requires, mean the territories specified in sub-section (1) of Section 3 of the Andhra Pradesh State Act, 1953 (Central Act XXX of 1953).

¹. B.P.Ms.No.547, dt.21-8-67 in exercise of the powers conferred by clause (c) of the Section 79 of the Electricity (Supply) Act, 1948 (Central Act LIV of 1948) the Andhra Pradesh State Electricity Board hereby makes the Andhra Pradesh State Electricity Board Service Regulations - Part II, annexed to this B.P.

2. These Regulations came into force from 4-3-1970.

The expressions "Telangana" "Telangana area" and "Telangana region" (Where those expression refer to the territory or area) shall, unless the context other-wise enquires, mean the territories specified in sub-section (1) Section 3 of the State Re-organization Act, 1956 (Central Act XXXVI of 1956).

4. **Definitions:** In these regulations unless there is anything repugnant in the subject or context.

- (1) **Appointment to a service:-** A person is said to be appointed to a service when in accordance with these regulations or in accordance with the regulations applicable at the time, as the case may be, he discharges for the first time the duties of a post borne on the cadre of such service or commences the probation, instruction or training prescribed for members thereof.

Explanation: The appointment of a person holding a post borne on the cadre of one service to hold additional charge of a post borne on the cadre of another service or to discharge the current duties thereof does not amount to appointment to the latter service.

- (2) **Approved Candidate:-** "Approved Candidate" means a candidate, whose name appears in an authoritative list of candidates approved for appointment to any service, class or category.
- (3) **Approved Probationer:-** "Approved Probationer" in a service, class or category means a member of that service, class or category, who has satisfactorily completed his probation and awaits appointment as a full member of such service, class or category.
- (4) **Backward Classes, Aboriginal Tribes, Scheduled Castes and Scheduled Tribes** means the communities declared as such by the Andhra Pradesh Government from time to time. (The existing list under Government rules is kept as Schedule I to these regulations).
- (5) **"The Board"** means the Andhra Pradesh State Electricity Board.
- (6) **"Committee"** means the committees constituted by the Board for making selection of the particular service.

- (7) **Discharge of a Probationer:-** “Discharge of a Probationer” means in case the probationer is a full member or an approved probationer of another service, Class or category, reverting him to such service, class or category and in any other case, dispensing with his services.
- (8) A person is said to be on duty, as a member of a service:-
- (a) When he is performing the duties of a post borne on the cadre of such service or is undergoing the probation, instruction or training prescribed for such service; or is deputed for higher studies or for under-going training in India or abroad, provided the person on deputation has discharged the duties of the post for atleast on year.
 - (b) When he is on joining time; or
 - (c) When he is absent from duty on authorized holidays or on casual leave or on compensatory holidays taken in accordance with instructions regulating such leave or holidays issued by the Andhra Pradesh State Electricity Board having been on duty immediately before and immediately after such absence; or
 - (d) When he is absent from duty during the period of training for courses of instruction and the period spent in camps as a member of the Auxiliary Air Force and also during the Period spent for interview or for attending medical examinations at the time of recruitment or commissioning, or
 - (e) When he is absent from duty during the period of training including the period spent in transit as a member of the Indian Fleet Reserve or as a Reservist of the Army or Air Force (excluding the Reserve of Officer); or
 - (f) When he is absent from duty during the period of training in the Territorial Army including the period spent in transit for under going annual training in the said army, or
 - (g) When he is absent from duty as a member of Air Defence Reserve when called upon for service in the aid of the Civil Power or for Air Force Services or during the period of annual training exceeding one month in the case of permanent and temporary Board employees and persons

on work charged establishments or during the period of training in Air Defence Reserve or Air Forces service in the case of probationers.

Explanation: Participation of a Board employee in the ceremonial parade on special occasions like the Territorial Army Day, Republic Day, visit of a minister and the like in his capacity as a member of the Air Defence Reserve, shall be treated as part of his training.

- (h) When he is absent from duty for service in the National Cadet Corps or during the period of training including the period spent in transit thereof;
 - (i) When an attender or other class IV employee is absent from duty during the period of training in the Lok Sahayak Sena Camp including the period spent in transit thereof.
- (9) **Full Member:-** “Full Member” of a service means a member of that service who has been appointed substantively to a permanent post borne on the cadre thereof.
- (10) **General Regulations:-** “General Regulations” shall mean the regulations in parts I and II of Service Regulations.
- (11) **Government:-** “Government” means Government of Andhra Pradesh.
- (12) **Member of a service:-** Member of Service” means a person who has been appointed to that service and who has not retired or resigned, or who has not been removed or dismissed, or substantively transferred or reduced to another service, or who has not been discharged otherwise than for want of a vacancy. He may be a probationer, an probationer or a full member of that service.
- (13) **Military Duty:-** “Military Duty” means such duties as are treated as military duty from time to time by the State Government.

¹(a) **Defence Force of the Union:-** “Defence Forces of the Union” means the Naval, Military or Air Force of the Union, ²(and includes the Armed Forces of the former Indian States).

³(b) **Ex-Serviceman:-** “Ex-serviceman” means a person who has served in any rank (whether as a combatant or as non-combatant) in the armed forces of the union, including the Armed Forces of the former Indian States but excluding the Assam Rifles, Defence Security Corps, General Reserve Engineering Forces, Jammu and Kashmir, Militia, Lok Sahayak Sena and Territorial Army, for a continuous period of not less than six months after attestation and

(i) has been released otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or has been transferred to the reserve pending such release; or

(ii) has to serve for not more than six months for completing the period of service requisite for becoming entitled to be released or transferred to the reserve as aforesaid.

⁴(c) **Meritorious Sportsmen:-** “Meritorious Sportsmen” means who has represented the State or the Country in a National or International competition or Universities in the Inter-University Tournaments conducted by the Interuniversity Boards or the State school team in the National Posts/Games/School conducted All India games/Federation in any of the games, sports mentioned below.

1. Athletics (including Tract and Field Events)
2. Badminton
3. Basketball
4. Cricket
5. Football

¹ . Reg. 4(13)(a) is added in B.P.Ms.No.82, dt.5-2-1975.

² . Deleted in B.P.Ms.No.510, dt.19-6-1976.

³ . Reg. 4(13)(b) is added in B.P.Ms.No.510, dt.19-6-1976.

⁴ . added in B.P.Ms.No.278, dt.12-3-1978.

6. Hockey
7. Swimming
8. Table Tennis
9. Volley Ball
10. Tennis
11. Weightlifting
12. Wrestling
13. Boxing
14. Cycling
15. Gymnastics
16. Judo
17. Rifle Shooting
18. Kabaddi
19. Kho-Kho
- ¹20. Bal Badminton
- ¹21. Archery
- ¹22. Equestrian Sports
- ¹23. Hand Ball
- ¹24. Rowing
- ¹25. Chess

- (14) **Probationer:-** “Probationer” in a service means a member of that service who has not completed his probation.
- (15) **Promotion:-** “Promotion” means the appointment of a member of any category or grade of a service or a class of service to a higher category or grade of such service or such class of service.
- (16) **Recruiting Authority:-** “Recruiting Authority” means such authority authorized by the Board to make recruitment to the several services under the Board.
- (17) **Recruited Direct:-** A candidate is said to be “Recruited Direct” to a Service, Class, Category or post if at the time of his first appointment thereto, he is not in the service of the Andhra Pradesh State Electricity Board or the Government of a State or the Government of India.

Provided that, for the purpose of this definition, a person shall be deemed to be not in the service of the Andhra Pradesh State Electricity Board, nor in the service of the Government of State or the Government of India.

¹. Items 20 to 25 added by B.P.Ms.No.280, dt.31-10-1994.

- (i) If a period of five years has not elapsed since his first appointment to a service of the A.P.S.E.B. and or the Government of State or the Government of India; or
 - (ii) If he belongs to the Scheduled Castes or Scheduled Tribes.
- (18) Recruited by transfer:
- (a) A candidate is said to be “Recruited by transfer” to a service if, at the time of his first appointment thereto, he is either a full member or has or is deemed to have satisfactorily completed probation in any other service; or
 - (b) In case, at the time of his first appointment thereto, he is the holder of a post which has been included in another service but for which no probation has been prescribed, if he has put satisfactory service in that post for a total period of two years on duty within continuous period of three years.

Provided that where the Service Regulations part-III for any service provide for appointment to any category thereof both by direct recruitment and recruitment by transfer and a candidate is eligible for being appointed either direct or any transfer, he will be allowed the option to elect whichever mode of recruitment is advantageous to him and the option once exercised shall be final.

Explanation:- Where the Service Regulations Part-III for a service provide for recruitment to that service or to any class or category thereof by transfer from any specified service, class or category, a candidate need not, for the purposes of such recruitment, be a full member or an approved probationer in the service, class or category so specified provided he is a full member or an approved probationer in any other service, class or category, the service in which may be considered by the Board (whose orders should be obtained in each individual case) as suitable for purposes of the recruitment in question.

- (19) **Service:-** “Service” means a group of employees constituted by the Andhra Pradesh State Electricity Board as a separate service.

Provided that for the purposes of recruitment, promotion and transfer and the proviso to the General Regulation 13 each class included in the Andhra Pradesh State Electricity Board Service shall be regarded as a separate service.

Note: where the context so required “Service” means the period during which a person holds a post in accordance with these regulations except Regulation 14 or a lien on a post or is a member of a service as above defined.

- (20) **Special Regulations:-** “Special Regulations” shall mean the regulations in Part-III applicable to each class or service including the adhoc regulations applicable to temporary posts.
- (21) **War Service:-** “War Service” means such service as has been recognized as war service from time to time by the State Government.
- (22) Words importing either gender shall be taken to include those of the other gender if circumstances so require.
5. **Pay, Allowance, Leave, Salary, Pension or Provident Fund and other conditions of service:-** The Andhra Pradesh State Electricity Board Services (Classification, Control and Appeal) Regulations, the regulations regulating the pay of the services, the Board, Employees Conduct Regulations, the Board Leave Regulations and the Pension or Provident Fund Regulations and any other regulations similar thereto for the time being in force, shall, in so far as they may be applicable and extend to the extent expressly provided in these regulations, govern members of every service in the matter of their pay, allowances, leaves, leave salary, pension or provident funds and other conditions of service.
- Provided, that where any employee has been absorbed permanently from State Government service into the service of the Board, he may elect to be governed by the provisions of the corresponding State Government Rules in force on the date of his absorption into Board Service.
6. **Cadre:-** The Permanent cadre of each service, class, category and grade shall be determined by the Andhra Pradesh State Electricity Board.
7. **Relation to the special Regulations:-** If any provision in these Regulations is repugnant to a provision in the Special Regulations applicable to any particular service, contained in Part-III the latter shall, in respect of that service, prevail over the provision in regulations in this part.

8. Approved Candidates:-

¹(1) (i) All first appointments to a service and all promotions in a service otherwise than in accordance with Sub-Regulation (a) and (b) of Regulation 24 shall be made by the appointing authority or the authority specified in Sub-Regulation (c) as the case may be from a list of approved candidates. Such list shall be prepared in the prescribed manner by the appointing authority or any other authority empowered in the regulations in that behalf. Where the candidates in such list, are arranged in their order of preference, appointments to the service or promotions therein shall be made in such order.

(ii) The list of approved candidates for appointment by promotion shall be prepared during June to August every year. For the purpose of preparing the said list, qualified and eligible candidates equal to ³the 20% excess of ²(twice) the number of estimated vacancies both existing and estimated to arise upto 31st August of the succeeding year shall be considered. Estimated vacancies means retirement vacancies, new posts already sanctioned and deputation expected to last over one year less incoming returning deputationists. ⁴A separate panel of candidates shall also be prepared taking into account the vacancies not exceeding 20% of the total estimate of vacancies, ignoring fraction of less than ½ or 0.5 and rounding of fraction of ½ or more i.e., 0.5 and above to the next nearest number as reserve to fill up the vacancies likely to last on account of exhausting the yearly panel due to V.R.S., death and new posts created up to the validity of the yearly panel i.e., up to 31st August.

The candidates to be considered in 20% excess panel should be fully qualified and eligible as on the date of drawl of panel.

¹ . Reg. 8 (1) (i) (ii) (iii) (iv) are substituted old Reg. 8(i) (ii) (iii) (iv) respectively by deleting the letter (a) occurring before (1) (a) therein by B.P.Ms.No.972, dt.14-10-1988. Earlier substituted in B.P.Ms.No.168, dt.31-3-1971.

2. The word "twice" is deleted by B.P.(P&G-Per) Ms.No.191, dt.12-7-1993.

3. Inserted the words "**the 20% excess of**" between the words "candidates equal to" and "the number of estimates vacancies" vide T.O.O. (Addl.Secy.-Per) Ms.No.201, dt.19-12-2007.

4. Added vide T.O.O. (Addl.Secy-Per) Ms.No.35, dt.17-05-2008.

Merit cum seniority and limited recruitment are to be taken separately for considering 100% vacancies and 20% excess vacancies.

¹Provided that if the number of candidates to be included in the list of approved candidates falls short of the number of vacancies estimated, such short fall shall be made good by considering the names of qualified and eligible candidates as per seniority.

²8(1)(ii)(A) Inclusion of a candidate's name in any panel of candidates for any Service, Class or Category shall not confer on him any right for appointment to such Service, Class or Category.

(iii) The list of approved candidates shall be valid for one year from the date of approval by the competent authority. The Board may for reasons to be recorded extend the validity of the list by a period not exceeding six months. It shall lapse thereafter and those not promoted by then shall have to be reconsidered for fresh list. ³Fresh lists of approved candidates shall be prepared when the names in the approved list of candidates get exhausted and there are vacant posts that need to be filled in during the panel year.

(iv) The Number of candidates approved for inclusion in any list shall not exceed the number of vacancies estimated in the manner set out in Regulations 8(i) (ii).

¹ . Substituted by B.P.(P&G-Per) Ms.No.191, dt.12-7-1993.

² . Added the clause 8 (1) (ii) (A) by T.O.O. (Addl.Secy.-Per) Ms.No.201, dt.19-12-2007.

³ . Added by B.P. (P&G-Per) Ms.No.91, dt.28-5-1994.

¹Provided that where notional promotions are decided to be given with retrospective effect, the approved list prepared on review in accordance with Regulation 8(2) below by the inclusion of fresh names shall be restricted to the number of candidates whose names are included in the original approved list. In the process of such review, if it is decided to include the names of certain number of candidates in the approved list, the names of equal number of candidates included at the end of the original approved list shall be deleted, in case the original approved list is not exhausted by promoting all the candidates enlisted therein.

²Provided that such of those candidates recommended for inclusion are due to retire from service on attaining the age of superannuation during the validity of list of approved candidates, equal number of candidates as per seniority and found fit for promotion shall also be recommended for inclusion.

³(2) The following cases shall again be placed before the Departmental Promotion Committee for review for purpose of addition to, or deletion from the approved list at any time.

- (a) When qualified and eligible candidates were omitted to be considered; or
- (b) Un-qualified and ineligible candidates were considered by mistake;
- (c) Where the seniority of a candidate is revised with retrospective effect and is different from the seniority list placed before the earlier Departmental Promotion Committee; or

¹. Added by B.P.(P&G-Per)Ms.No.248, dt.11-8-93.

². Added by B.P.(P&G-Per)Ms.No.83, dt.27-7-95.

³. Reg. 8(2) substituted by B.P.Ms.No.752, dt.26-6-1989.

- (d) Where some procedural irregularity was committed by Departmental Promotion Committee; or
- (e) When adverse remarks in the Annual Appraisal Reports/Confidential Reports were subsequently toned down or expunged after the Departmental Promotion Committee had considered the case of the candidate; or
- (f) Candidates considered for inclusion in the list but whose cases were deferred because of their being under suspension or facing enquiry in disciplinary proceedings or before criminal court or whose conduct was under investigation at the time of preparation of the list but who have subsequently been exonerated and restored to rightful place with retrospective effect.

NOTE: The review Departmental Promotion Committee shall consider only those candidates who were qualified and eligible as on the date of original Departmental Promotion Committee meeting. It shall restrict the scrutiny to the Annual Appraisal Reports/Confidential Reports for the period relevant to the original Departmental Promotion Committee. The Annual Appraisal Reports/Confidential Reports written for subsequent period shall not be considered. However, if any adverse remarks relating to the relevant period were toned down or expunged, the modified Annual Appraisal Reports/Confidential Reports shall be considered as if the original adverse remarks did not exist at all.

8.¹ (b) Deleted.

9.² Every candidate for appointment to any service who, in response to a notification issued by a Recruiting Authority, makes an application, shall remit the fees prescribed below either through a crossed postal order or by payment into the State Bank of Hyderabad at Hyderabad or State Bank of India at Hyderabad or into any of their Branches where the Board has got its Banking arrangement, to the credit of the funds of the Board under the head of "Andhra Pradesh State Electricity Board Revenue B. Expenditure & other charges - credits A.99 (d) other miscellaneous receipts" and shall send the postal

¹. Reg. 8(b) and note thereunder deleted by B.P.Ms.No.752, dt.26-6-1989.

². Reg. 9 substituted by B.P.(P&G-Per) Ms.No.278, dt.31-10-1994.

order, or Bank receipt therefor to the Recruiting Authority with his application.

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| (i) | Applications for competitive examination comprising a written test and an oral test in the shape of an interview. | For the post whose minimum Basic is Rs.2410/- and above Rs.120/- and for other posts Rs.80/-. | Each for each group of services as constituted by the Board for the purpose of competitive examinations. |
| (ii) | Applicants for competitive examination comprising only an oral test in the shape of an interview. | For the post whose minimum Basic is Rs.2410/- and above Rs.80/- and for other posts Rs.50/-. | |
| (iii) | Applicants for competitive examination comprising only a written test. | For the post whose minimum Basic is less than Rs.2410/- Rs.40/-. | Each for each group of services as constituted by the Board for the purpose of competitive examination. |

(i) provided that this Regulation shall not apply to a candidate belonging to any of the Schedule Castes or the Scheduled Tribes or the Aboriginal Tribes or the Backward Classes or Physically Handicapped persons upto the 22nd September 2000 A.D.

(ii) Provided further this regulation shall not apply to the members of the Operation and Maintenance and Construction Establishment carrying a minimum of Rs.1330/- and less per month and to candidates who are Ex-Servicemen.

10. **Method of Recruitment:-** Where the normal method of recruitment to any service, class or category is neither solely by direct recruitment nor solely by transfer but is both by direct recruitment and by transfer.

- (a) the proportion or order in which the special regulations concerned may required vacancies to be filled by persons recruited direct and by those recruited by transfer shall be applicable only to substantive vacancies in the permanent cadre;
- (b) A person shall be recruited direct only against a substantive vacancy in such permanent cadre, and only if the vacancy is one which should be filled by a direct recruit under the Special regulations referred to in clause (a); and
- (c) recruitment to all other vacancies shall be made by transfer;

Provided that nothing in this regulation shall adversely affect any person who on the date of issue of the special regulations referred to in Clause (a) was a probationer in such service, class or category, as the case may be.

11. **Right of probationer and approved probationers to reappointment:-** A vacancy in any class of service, category or grade not being a vacancy which should be filled by direct recruitment shall not be filled by the appointment of a person who has not yet commenced his probation in such class of service, category or grade, when an approved probationer or a probationer therein is available for such appointment.

12. **Discharge and re-appointment of members:-**

- (a) Where the normal method of recruitment to any category is both by direct recruitment and by promotion, probationers and approved probationers, who were recruited direct, shall not be discharged for want of vacancies. Others shall be discharged for want of vacancies in the following order:-

First, the probationers in order of Juniority;

Second, approved probationers in order of Juniority.

- (b) Members who have been discharged for want of vacancies shall be re-appointed as vacancies arise, in the inverse of the order laid down in sub regulation (a).

13. **Members absent from duty:-** The absence of a member of a service from duty in such service, whether on leave, on foreign service, on deputation or for any other reason and whether his lien in a post borne on the cadre of such service is suspended or not shall not if he is otherwise fit, render him ineligible in his turn-
- (a) for re-appointment to a substantive or officiating vacancy in the class, category, grade or post in which he may be probationer and approved probationer,
 - (b) for promotion from lower to a higher category in such service, or
 - (c) for appointment to any substantive or officiating vacancy in another service for which he may be an approved candidate, as the case may be, in the same manner as if he had not been absent. He shall be entitled to all the privileges in respect of appointment, seniority, probation and appointment as full member which he would have enjoyed but for his absence subject to his completing satisfactorily the period of probation on his return.

Provided that a member of a service who is appointed to another service and is a probationer or an approved probationer in the latter service, shall not be appointed under clause (c) to any other service for which he may be an approved candidate unless he relinquishes his membership in the latter service in which he is a probationer or an approved probationer.

14. **Temporary appointments and promotions:-** The appointing authority may appoint or promote temporarily a person otherwise than in accordance with the provisions of these regulations in the following cases until a person is appointed in accordance with the regulations.
- (a) (1) Where, it is necessary in the interest of the administration to fill up a vacancy immediately and there would be undue delay in making an appointment or promotion as the case may be in accordance with these regulations.
 - (2) Where it is necessary to fill a short vacancy in a post and the appointment or promotion, as the case may be, would involve excessive expenditure on traveling allowance or exceptional administrative inconvenience.

- Note:** (i) No appointment or promotion shall ordinarily be made under the above clauses of a person who does not possess the qualifications, if any, prescribed for the post. Every person appointed or promoted under clause (a) (1) who does not possess the qualifications shall be replaced as soon as possible by a person possessing the prescribed qualifications.
- (ii) A person appointed or promoted under clause (a) (1) shall, whether or not he possesses the prescribed qualification, be replaced as soon as possible by an approved candidate qualified to hold the post or by a member of the service, who is entitled for promotion to the post.
- (b) Where general or special qualifications have been prescribed for holding a post in a category and no member of the lower category from which promotion is to be made to this category possesses the prescribed qualifications, a member of the lower category may be promoted temporarily to the higher category until a member qualified becomes available for promotion.
- (c) A person appointed or promoted under clause 1(a) or (b) shall not be regarded as a probationer in such category or be entitled by reason of such appointment to any preferential claim to future appointment or promotion to such categories. The services of such a person shall be liable to be terminated or reverted to lower category, as the case may be, by the appointing authority at any time without notice and without any reason being assigned.
- ¹(d) There shall be paid persons appointed the minimum pay in the time scale of pay. In the case of promotee, his pay shall be fixed at the stage of time scale next above his substantive pay or the officiating pay in respect of the old post or the minimum of the time scale of the post whichever is higher.
- (e) Notwithstanding anything contained in these regulations, if and when a temporary post is created as an addition to the cadre of any class of service or category and the holder thereof is required by the Board to possess such qualifications, knowledge or experience any person who possess such qualifications, knowledge or experience, and is considered to

¹. Reg. 14(d) is substituted in B.P.Ms.No.25, dt.15-1-1974.

be the best fitted to discharge the duties of such post may, irrespective of other considerations, be appointed to that post by the appointing authority; but the person so appointed shall not, by reason only of such appointment, be regarded as a probationer in such class of service, or category nor shall be acquire thereby any preferential right to future appointment to such class of service or category.

15. Appointment by agreements:-

- (1) When, in the opinion of the Andhra Pradesh State Electricity Board, special provisions inconsistent with any of these regulations are required in respect of any or all of the conditions of service, pay and allowances, pension, discipline and conduct with reference to any particular post it shall be open to Board to make an appointment to such post otherwise than in accordance with these regulations and to provide, by agreement with the person so appointed for any of the matters in respect of which, in the opinion of the Board, special provisions are required to be made and to the extent to which such provisions are made in the agreement, nothing in these regulations shall apply to any person so appointed in respect of any matter for which provision is made in the agreement.

Provided that in every agreement made in exercise of the power conferred by this regulation, it shall further be provided that, in respect of any matter in respect of which no provision has been made in the agreement, the provisions of these regulations shall apply.

- (2) A person appointed under sub-regulation (1) shall not be regarded as a member of the service in which the post to which he is appointed is included and shall not be entitled by reason only of such appointment to any preferential claim to any other appointment in that or any other service.

16. Qualifications:-

- (1) (a) (i) The minimum general Education Qualification wherever referred to in these regulations shall be the qualifications prescribed in the schedule No.II. No person shall be eligible for appointment to the post shall unless he posses the qualifications therein;

¹Provided that a person, who has appeared for SSC (X class) Public Examination held by the Board of Secondary Education, Andhra Pradesh, Hyderabad and has been declared eligible for admission to the Intermediate courses of study, shall be eligible for appointment to a post in any state or sub-ordinate service for which the minimum General Education Qualification prescribed in the said Schedule is specified as a Qualification for the said appointment.

Provided further that a person, who has passed the SSC (X class) Public Examination Compartmentally shall, in order to become eligible for the said appointment, obtain the following marks under the academic and bifurcated courses:-

(i) FOR CANDIDATES OFFERING ACADEMIC COURSES:

| | |
|--------------------------|--------------|
| First Language | 35% of marks |
| Second Language | 20% of marks |
| Third Language (English) | 35% of marks |
| Mathematics | 35% of marks |
| General Sciences | 35% of marks |
| Social Studies | 35% of marks |

(ii) FOR CANDIDATES OFFERING BIFURCATED COURSES:-

| | |
|---|--------------------------------|
| First Language | 35% of marks |
| Second Language | 20% of marks |
| Third Language (English) | 35% of marks |
| Prescribed combination subjects of bifurcated courses (numbering 4) | 30% of marks (in each subject) |

¹ . Proviso added in B.P.Ms.No.65, dt.16-2-1971.

Note: Where the regulations required the possession of the University degree or diploma, the degree or diplomas granted by all Universities or institutions recognized by the Central University Grants Commission should be recognized and treated as equivalent qualification for purposes of recruitment of posts in Board's service.

- (ii) Where the special Regulations for any service prescribe the possession of the minimum General Educational Qualification referred to in clause (i) as a qualification for appointment as full member in such service or in any class or category thereof, a person already in service on the date of these regulations coming into force, who does not possess the minimum general educational qualification, but who is certified by the Chief Engineer in the case of the persons under his control or by the Secretary, Andhra Pradesh State Electricity Board in the case of Board Secretariat to be otherwise deserving of such appointment shall be eligible to be considered by the relevant authority in respect of appointment, to the posts in the said service, class or category thereof along with other candidates possessing the minimum general educational qualification in accordance with the relevant regulations and if he is selected for such appointment he shall be deemed to possess the minimum general educational qualification.
- (b) No person shall be eligible for appointment to any service by direct recruitment unless he satisfies the Recruiting Authority;
 - (i) that he is of sound health, active habits and free from any bodily defect or infirmity unfitting him for such service.
 - (ii) that his character and antecedents are such as to qualify him for such service.

Note:- For this purpose, the candidates should produce three certificates from three persons of respectable status and/or holding responsible positions, testifying to his conduct and character.

- (iii) that such person does not have more than one wife living or if such person is a woman, that she is not married to any person who has a wife living.

- (c) No candidate other than a citizen of India, shall except with the previous sanction of the Andhra Pradesh State Electricity Board and except in accordance with such conditions and restrictions as they may lay down, be included in any list of approved candidates; such sanction shall not be accorded unless the Andhra Pradesh State Electricity Board is satisfied that a sufficient number of such citizens, who are qualified and suitable is not available:

Provided that a Tibetan who came over to India before the 1st January, 1962, with the intention of permanently settling in India shall, subject to the issue by the Government of India of a certificate of eligibility in his favour, be eligible for appointment to Andhra Pradesh State Electricity Board if he is otherwise qualified and suitable for such appointment.

- (d) No person shall be eligible for appointment to Andhra Pradesh State Electricity Board Service who himself, or through his relations or friends, has canvassed or endeavoured to enlist for his candidature extraneous support whether from officials or non officials.

Notwithstanding anything in the General Regulations in Part II of these Regulations or in the Special Regulations contained in Part III of these Regulations, the maximum age limit prescribed for appointment by the direct recruitment to any non-technical post which falls under clause (a) of the first schedule to the Andhra Pradesh Public Employment (Recruitment as to Residence) Rules, 1959 shall be raised by five years in the case of a person who produces a certificate of eligibility granted under rule 4 of the last mentioned rule.

(e) **Age:-**

- (i) Technical Personnel or non-technical Personnel who have, on or before the first day of the month in which selection is held, completed 30 or ¹28 years of age respectively shall not be eligible for direct recruitment. Minors, i.e., candidates who have not completed 18 years of age also shall not be eligible for direct recruitment.

¹. Amendment in B.P.Ms.No.651, dt.20-10-1971.

(ii) The maximum age limit prescribed for other communities in the special regulations shall be raised uniformly by five years in the case of candidates belonging to any of the Aboriginal Tribes in the agency areas, Schedule Castes¹ or Schedule Tribes¹ and Backward Classes specified in schedule 1 to these regulations for direct recruitment to services and post under the Andhra Pradesh State Electricity Board:

(i) Provided that no such age concession shall be allowed for direct recruitment to the post for which the maximum age limit is 40 or above.

²(ii) Provided also (a) that the age limit of emergency candidates selected shall not exceed 28 years as on 01.01.1973 after deducting the temporary service with or without break put in by them and (b) the age limit shall be raised in the case of emergency employees belonging to Backward Class, Schedule Caste and Schedule Tribes by 5 years and in the case of physically handicapped persons by 10 years after deducting the temporary service with or without break put in by them.

³(iii) Provided also that the aforesaid age concession in favour of scheduled Castes and Scheduled Tribes shall be allowed subject to the conditions that the age of the candidates shall not exceed 45 years;

(iv) Provided also that in the case of Scheduled Castes and Scheduled Tribes the maximum age limit prescribed for other communities in the special regulations shall be raised uniformly by 10 years for purpose of limited direct recruitment subject to the conditions that the age of the candidate shall not exceed 45 years.

⁴Transitory Regulations: "The maximum age limit prescribed for appointment by direct recruitment to any post governed by these Regulations shall be raised by six (6) years for the purpose of direct recruitment that would be notified on or after the 1st July 1988 to be effective until further orders.

¹ . Added in B.P.Ms.No.82, dt.5-2-1975.

² . Further proviso added in B.P.Ms.No.384, dt.12-6-1975.

³ . Proviso added in B.P.Ms.No.278, dt.13-3-1978.

⁴ . Added as per B.P.Ms.No.105, dt.17-11-1988.

Note: The above age concession shall also be made applicable for sponsoring the overaged candidates by the Employment Exchanges who are on their rolls for the purpose of making temporary appointments provided the sponsoring of a candidate takes place prior to the terminal date of age concession and that the candidate with the enhanced upper age limit is eligible for the Regular Direct Recruitment”.

- (iii) The age limit prescribed in the special regulations shall not apply to the appointment, in special circumstances to be recorded in the writing, of a person, selected for appointment to one service or class or category thereof to another service or class or category thereof the qualifications prescribed for appointment to which are identical with those prescribed for appointment to the former service, class or category.
- (f) When direct recruitment is to be made to any service by examination or selection, a person already in service of the Board and/or state Government who has been appointed regularly shall be allowed to deduct from his age the length of regular service under the Board and/or State Government upto a maximum of 3 years for purpose of the maximum age limit.
- (g) (i) A displaced person from East Pakistan who migrated to India on or after the 1st January, 1964 shall subject to the production of satisfactory evidence in his favour, be eligible for appointment to Andhra Pradesh State Electricity Board Service, if he is otherwise qualified and suitable for such appointment.

(ii) The maximum age limit prescribed for others in the special regulations shall be raised uniformly by three years in the case of such displaced person for direct recruitment to services and posts under the Andhra Pradesh State Electricity Board.
- ¹ (h) When direct recruitment is to be made to any service in the Andhra Pradesh State Electricity Board by examination or selection-

¹. Reg. 16(h) added as per B.P.Ms.No.579, dt.4-6-1988.

- (i) a person who served in the Defence Services of the Indian Union shall be allowed to deduct from his age a period of three years in addition to the length of service rendered by him in the Defence Service, for purposes of the maximum age limit.

16(2) ¹Language Test in Telugu:

- (a) (i) Every person who was appointed to a service after the 15th November, 1966 shall, within the period of probation, pass the language test in Telugu, failing which his probation shall be extended and increment in the time scale of pay shall be postponed without cumulative effect until he has passed the test.

²Provided.....

- (ii) Notwithstanding anything contained in clause (i) a person who was appointed to a service between the 16th November, 1960 and the 31st January, 1992 but who has not passed the language test in Telugu within the time allowed then he shall not be discharged from service but shall be continued in service ⁴“till the end of December, 1994 or till the expiry of 3 years from the date of his appointment or” till the next two tests which will be conducted by the Andhra Pradesh Public Service Commission by extending the period of his probation and he shall be discharged from service only if he does not pass the language test in Telugu within the period aforesaid:

Provided that nothing in this clause shall affect any order of declaration of probation already passed under any regulation then in force in respect of any such person and where any such person does not pass the test within the period aforesaid, his increments shall be postponed without cumulative effect until he has passed the test,

¹ . Reg. 16(2) is substituted in B.P.Ms.No.451, dt.15-7-1974.

² . Deleted the proviso by T.O.O.(GM(IR)-Per)Ms.No.175, dt.18-12-2001.

³ . Substituted for “30th November, 1970” by B.P.(P&G-Per) Ms.No.177, dt.26-7-1994.

⁴ . Added by B.P.(P&G-Per) Ms.No.177, dt.26-7-1994.

- (iii) Notwithstanding anything in these regulations or in the Service Regulations Part-I, a probationer whose period of probation has been extended under regulation (ii) shall be entitled to draw the usual increments, which fall due till the end of ¹“December, 1994” or till the expiry of a total period of three years from the date of his appointment or the next two tests which will be conducted by the Andhra Pradesh Public Service Commission whichever is later, if, but for not passing the test, his probation would have been declared to have been completed satisfactorily.
- (b) Every person, who was appointed to a service on or before the 15th November, 1960 and continues to be in service, shall pass the language test in Telugu ²“before the end of December, 1994 or” during the next two tests which will be conducted by the A.P.Public Service Commission. Such ineligibility to draw increments shall not have the effect of postponing the future increments after he has passed the said test:

Provided that a person, who has completed the age of 45 years or who has been on deputation in this Board from any other State or from the Government of India or who, being an officer of the erstwhile Government of Hyderabad has passed the test in Telugu or has been exempted from passing the test by virtue of his having passed an examination of equivalent standard in that language under the Hyderabad Regional Language examination rules, or who is holding a post for which no educational qualifications are prescribed for initial recruitment shall not be required to pass the language test aforesaid.

Provided further that a person may be exempted from passing the language test in Telugu on reaching the age of 45 years but the pay to which such person is entitled to draw after reaching the age of 45 years, shall be the pay which he would have been eligible to, without, arrears, had the test not been prescribed at all and the increments not postponed.

¹ . Added by B.P.(P&G-Per) Ms.No.177, dt.26-7-1994.

² . Inserted by B.P.(P&G-Per) Ms.No.177, dt.26-7-1994.

¹“that any person who crossed 45 years of age may be exempted from passing the language test whether he is appointed before or after 15-11-1960”

- (c) The standard of the test referred to in sub-regulations (a) and (b) shall be a pass in the second class language test in Telugu for holders of the post for which the educational qualification prescribed is the minimum general education qualification referred to in regulation 16(i) (a) or equivalent or higher academic qualification and a pass in the third class language test in Telugu for all others.

²Language tests in Hindi or Urdu – deleted

(3) **Language Test: Exemption:-**

- (a) Where a test in only one of certain specified languages is prescribed in these regulations, or in the specified regulations, a person whose mother tongue is one of the languages so specified or who has passed in one of such languages taken for his University degree shall not be required to pass the test.
- (b) Where tests in two of certain specified languages are prescribed in these regulations, or in the special regulations, a person whose mother tongue is one of the languages so specified or who has passed in one of such languages and a person whose mother tongue is one of such languages and who has passed in any other of such languages taken for his University degree or who has passed in two of such languages taken for his University degree shall not be required to pass any language test.

Explanation:- The exemption provided in sub-regulations (a) and (b) from passing the test in a language, which is a person's mother tongue is subject to condition that he satisfies the appointing authority that he can read and write in that language.

- (c) The exemption provided in sub-regulations (a) and (b) from passing the test in a language which a person has taken for his

¹. Added by T.O.O.(GM(IR)-Per)Ms.No.175, dt.18-12-2001.

². Reg. 16(3) "Language tests in Hindi or Urdu" deleted in B.P.Ms.No.8, dt.4-1-1974. Existing Reg. 16(4) renumbered as Reg. 16(3).

University Degree shall apply also to a person who has passed in part-II of the Intermediate Examination or Pre-University Course Examination in that language or has secured in that language in Group A or Group C of the SSLC Public Examination or the HSLC or HSC Public Examination, the minimum percentage of marks prescribed in the Schedule II to these regulations or has passed the SSLC or equivalent examination in that language with eligibility for college course.

Note: (1) A person, who has already passed the language test (second class or third class, as the case may be) in Hindustani (either in Nagari or Persian script) shall not be required to pass the test in Hindi or Urdu.

Note: (2) A person who has studied and passed SSLC or HSC or an equivalent examination with Telugu, Hindi or Urdu as Medium of instruction, but not a subject and has answered the question papers at the said examination in the same medium, viz., Telugu Hindi or Urdu shall not be required to pass the test in Telugu, Hindi or Urdu as the case may be.

Note: (3) A person, who has secured fifteen percent of marks in Hindi taken either as compulsory or as a non-compulsory subject at the HSC, HSLC or SSLC Public Examination held prior to March, 1959 shall not be required to pass the test in Hindi.

(d) A person who has secured fifteen percent or more of marks in Hindi at the HSC, HSLC or SSLC Public Examination, but has not passed the examination as a whole, shall not be required to pass the third class language test in Hindi.

(4) Linguistic Qualification:-

(a) If in the opinion of the Andhra Pradesh State Electricity Board a candidate with an adequate knowledge of a particular language or languages is necessary for holding a specified post in any service, class or category, it may declare that such post specified in the declaration is reserved for a candidate with such knowledge. When such a declaration has been made the required number of qualified candidates who possess such knowledge shall be selected in preference to those who do not possess it and notwithstanding anything contained in these

regulations but without prejudice to the regulation of reservation of appointments, any such post shall be filled only by a member of the service or an approved candidate who possesses such knowledge.

- (b) The Board shall have power to declare that any proportion of posts in any service, class or category for which recruitment is made at the same time, shall be filled by candidates with an adequate knowledge of a particular language or languages and when such declaration has been made, the regulation of reservation of appointments shall apply separately in regard to the proportion of posts in respect of which such a declaration has been made.

Explanation:- For the purpose of this sub-regulation, a candidate with an adequate knowledge of a particular language shall mean a candidate who has either acquired knowledge in that language in the High School or whose mother tongue is that language.

17. Special Qualification:-

No person shall be eligible for appointment to any class of service, category or grade or any post borne on the cadre thereof unless he

- (a) Possesses such special qualifications and has passed such special tests as may be prescribed in the behalf by special regulation in part-III of these regulations; or
- (b) Possesses such other qualifications as may be considered to be equivalent to the said special qualifications or special tests by the Board or by the appointing authority with the approval of the Board.

- 18. Special Qualification to be acquired or special test to be passed during probation-exemption:** where a probationer has, before he commenced probation, already acquired any special qualification or passed any special test prescribed by these regulations for holders of any posts or has acquired such other qualification as may be considered by the Board or by the appointing authority with the approval of the Board to be equivalent to the said special qualification or special test, he shall not be required to acquire such special qualification or to pass such special test again after the commencement of his probation.

19. (a) **Qualifications for promotion:** Where general educational qualifications, special qualifications or special tests are prescribed by the Special Regulations of a service for any category grade or post therein or in a class thereof which are not prescribed for a category or grade in such service or class carrying a lower scale of pay and no member in the category or grade carrying a lower scale of pay is eligible for promotion to such category, grade or post, a member in such lower category or grade may be promoted to the category or grade carrying the higher scale of pay temporarily until a member of the former category or grade qualified under this regulation is available for promotion. A member temporarily promoted under this regulation shall not by reason only of such promotion, be regarded as a probationer in the category or grade to which he has been promoted, or be entitled to any preferential claim to future promotion.
- (b) A probationer in a category carrying a lower scale of pay, who is promoted temporarily under sub-regulation (a) to a category carrying a higher scale of pay in the same service shall be entitled to count towards his probation in the former category the period of duty performed by him in the latter category during which he would have held a post in the former category, but for such temporary promotion.
20. **Account test-exemption for promotion:-** Notwithstanding anything contained in regulation 19 whereas a pass in an Account Test or any other test is newly prescribed by the Special Regulations of a Service for any category, grade or post therein, or in any class thereof, a member of the service who has not passed the said test but is otherwise qualified and suitable for promotion to such category, grade or post may be promoted thereto temporarily. If a member so promoted does not pass the said test at one of the first two examinations held after such promotion he shall be reverted to the category, grade or post from which he was promoted and shall not again be eligible for promotion under this regulation.

A member, who is so reverted shall not, by reason only of his promotion under this regulation, be regarded as entitled to any preferential claim to future promotion to the category, grade or posts as the case may be to which he had been promoted under this regulation.

Note:- This concession will be allowed only for a period of two years after the test has been newly prescribed.

21. **Penalty for failure to pass prescribed tests:-** Where the special regulations prescribe stoppage of increments as a penalty for failure to pass a special test or acquire a special qualification prescribed in those regulations, such failure shall, in the case of a member who has reached the maximum of the time-scale of pay applicable to him, render him liable to the penalty of reduction to the next lower stage in his time scale.

¹“Provided that where the Special Regulations prescribe passing a test as a precondition for drawal of increments/declaration of probation, the employees who crossed 45 years of age and if they have not passed the prescribed Tests, the Annual Grade Increments may be released. This concession shall not however entitle the employees to get eligibility for the Automatic Advancement Increment Scheme where acquiring qualification is a prerequisite or for promotion to next higher category for which passing of the test is a prerequisite.”

22. **Reservation of appointments by direct recruitment, by promotion and recruitment by transfer:-** Where special regulations lay down that the principle of reservation of appointments shall apply to appointments by direct recruitment to any service, class or category or by promotion from a lower category in the same service or by transfer from another service, such appointments shall be made on the basis of regulations for reservation of appointments by direct recruitment or by promotion and/or transfer made by the State Government in respect of their own service (vide Schedule III):

- ²(i) Provide that the provision of RECRUITMENT BY TRANSFER mentioned in the above regulation shall apply for appointment to the post to which provision for recruitment by transfer is available in Annexure-I referred to in Regulation 6(a) of Andhra Pradesh State Electricity Board Service Regulations Part-III, in so far as it relates to the reservation of

¹ . Added by B.P.(P&G-Per) Ms.No.84, dt.1-8-1995.

2. First proviso to Reg.22 is added in B.P.Ms.No.565, dt.25-5-1979 renumbering the existing proviso as ii.

appointments in favour of Schedule Castes and Scheduled Tribes.

- (ii) Provided that the Andhra Pradesh State Electricity Board shall be competent to approve, in special cases, exemptions from the operation of the rules, for reservation of appointments.

¹22-A Notwithstanding anything contained in these Regulations:

1. In the matter of direct recruitment to posts for which Women are better suited than men, preference shall be given to Women.

²Provided that preference given to Women shall not result in total exclusion of Men in any category of posts.

- ¹2. In the matter of direct recruitment to posts for which women and men are equally suited, other things being equal, preference shall be given to women and they shall be selected to an extent of atleast 30% of the posts in each category of O.C., B.C., S.C. and S.T. quota.

³22-B Special Provisions regarding appointment by direct recruitment for following spirit of Presidential Orders:

- (i) While making direct recruitment to the following cadres in Chief Engineer/TL&SS Zones, preference shall be given to the local candidates by observing the spirit of Presidential Order duly following the other conditions mentioned in Service Regulations.

| Sl.No. | Service | Cadre | Percentage of reservation of posts in respect of local candidates. |
|--------|---------------------|-------------------------|--|
| 1 | Engineering Service | Assistant Engineer | 60% |
| 2 | Accounts Service | Junior Accounts Officer | 70% |

¹. Reg.22-A is added after Reg.22 in B.P.Ms.No.525, dt.14-5-1984.

². Proviso under Reg. 22-A (i) added in B.P.Ms.No.104, dt.15-2-1985 by deleting the same proviso under Reg.22-A(2).

³. Reg.22-B added by T.O.O. (Addl.Secy-Per) Ms.No.155, dt.25-9-2008.

- (ii) The posts in the Corporate Office may be treated as outside the purview of local area.
- (iii) The districts falling within the Chief Engineers/TL&SS Zones are as follows:

| ZONE | Districts covered |
|--------------------|---|
| Hyderabad Zone | Hyderabad, Ranga Reddy, Mahaboobnagar, Medak and Nalgonda. |
| Warangal Zone | Warangal, Nizamabad, Adilabad, Karimnagar and Khammam. |
| Kadapa Zone | Kadapa, Chittoor, Anantapur and Kurnool. |
| Vijayawada Zone | Krishna, Guntur, Prakasam and Nellore. |
| Visakhapatnam Zone | Visakhapatnam, Vizianagaram, Srikakulam, East Godavari and West Godavari. |

- 23 (a) **Date of Commencement of probation of persons first appointed temporarily:-** If a person having been appointed temporarily under sub-regulation (a) or (c) of regulation 14 to a post borne on the cadre of any service, class or category or having been appointed to any service, class or category otherwise than in accordance with the regulations governing appointment thereto is subsequently appointed to the service, class or category in accordance with the regulations, he shall commence his probation from the date of such subsequent appointment or from such earlier date as the appointing authority may determine.
- (b) **Service in a different service counting for probation:-** A probationer in a service or a class or category of a service shall be eligible to count for probation his service, if any, performed otherwise than in a substantive capacity on regular appointment to another service in accordance with the regulations, if the normal method of recruitment to the latter service is according to the regulations, by transfer from the former service or the class or category thereof, as the case may be:

Provided that, in the case of a Government servant deputed to the Board on Foreign Service terms or permanently transferred to it, the service rendered by him under the Government prior to the date of his deputation or transfer to the Board in the corresponding service or class or category of service, shall count for purpose or probation.

- (c) **Service in a higher category counting for probation:-** A probationer in any category of a service or class of service shall be eligible to count for probation his service, if any, performed otherwise than in a substantive capacity on regular appointment to a higher category of the same service or class or service, as the case maybe.

Nothing contained in this clause shall be construed as authorising the promotion of a probationer in a category to a higher category in contravention of regulation 24.

- (d) **Temporary service counting for probation:-** A probationer in one service, who is appointed temporarily to another service under sub-regulation (a) and (c) of Regulation 14, shall be entitled to count towards his probation in the former service the period of duty performed by him in the latter service during which he would have held a post in the former service but for such temporary appointment.
- (e) **Service on temporary promotion counting for probation:-** A probationer in any category of a service, who is promoted temporarily under the provisions of regulation 14 to a higher category in the same service shall be entitled to count towards his probation, if any, in the former category the period of duty performed by him in the latter category during which he would have held a post in the former category but for such temporary promotion.

24. (1) **Promotion:-**

- (a) No employee shall be eligible for promotion to a higher post unless he is an approved probationer in the category from which promotion to the higher post is admissible.

¹(b) **Probation on Promotion:-** Where the regulation prescribe probation for members of a class of service appointed to a category or grade by promotion from another category or grade, no probation shall be deemed to be compulsory unless such promotion involves the assumption of duties and responsibilities of greater importance than those attaching to the category or grade from which promotion is to be made.

¹(c) **Duty in a different class of service counting for probation on promotion:-** A member of a class of service promoted from one category to another shall be eligible to count for probation in the higher category, his service, if any, performed otherwise than in a substantive capacity on regular appointment to another class of service, in accordance with these regulations, if the normal method of recruitment to the latter class of service is by transfer from the former class of service or category thereof.

(2) Revision of orders of promotion to selection posts:-

An order promoting a member of class of service made by a competent authority, may be revised by an authority to which an appeal would lie against an order of dismissal passed on a full member of that class of service, category or grade, as the case may be. Such revision may be made by the appellate authority aforesaid either *Suo Moto* at any time, or on a petition submitted by an aggrieved member within six months from the date of passing of the order.

Provided that the said period of six months may be extended by the appellate authority if sufficient cause is shown for the delay in submission of the petition.

²In exceptional cases, the Board may revise an order even after expiry of the period of six months.

¹ . Reg. 24(1)(b) has been deleted and the existing Reg. 24(1)(c) and (d) has been renumbered as Reg. 24(1)(b) and (c) respectively by B.P.Ms.No.972, dt.14-10-1988. Earlier proviso under Reg. 24(1) is added in B.P.Ms.No.475, dt.10-8-1972.

² . Added at the end of first proviso in B.P.Ms.No.31, dt.17-1-1974.

¹Second proviso added and deleted.

25. (a) **Revision of list of approved candidates for appointment or promotion:-** Notwithstanding anything contained in these regulations, the Board shall have power to revise in any manner it considers suitable, any list of approved candidates, prepared by the competent authority for appointment or promotion to any post.

²Proviso added and deleted.

- ³(b) **Review:-** The Board may, of its own motion or otherwise, review any original order passed by it, promoting a member of a service or class to a selection category or grade, or approving any list of candidates for appointment or promotion to any category, class or service prepared by it in exercise of the powers conferred on it by the Andhra Pradesh State Electricity Board Service Regulations, Part-III for any service, or any order of revision passed under Regulation 24(2) or Regulation 25(a), if it was passed under any mistake, whether of fact or of law, or in ignorance of any material fact or for any other sufficient cause;

Provided that no order of review under this Regulation shall be passed unless the person affected thereby is given an opportunity of making his representation against the proposed review.

- ³(c) **Permanent allotment of candidates to units and their appointment:-** List of approved candidates for appointment by direct recruitment shall be regarded as permanently allotted to the unit and appointment in each unit shall be made from the list for that unit by the appointing authority for the unit.

- ³(d) **Candidate allotted to but not actually employed in a unit:** A candidate included in the list for a unit but not actually employed may with the consent of the appointment authority in the unit, be allotted to another unit, if no candidate is

¹. Second proviso to Reg. 24(2) is added in B.P.Ms.No.616, dt.11-10-1971 but deleted in B.P.Ms.No.293, dt.6-5-1974.

². Proviso to Reg. 25(a) is added in B.P.Ms.No.616, dt.11-10-1971 but deleted in B.P.Ms.No.293, dt.6-5-1974.

³. Reg. 25(b) is inserted in B.P.Ms.No.293, dt.6-5-1974 and existing 25(b)(c)(d)&(e) renumbered as 25(c)(d)(e)&(f).

available from the list current for the latter unit and if the candidate is willing to be so allotted. If a candidate is allotted only on temporary basis to the latter unit his temporary appointment in that unit shall not count for probation in the class of service and shall cease, if the candidate is required to fill a vacancy in the unit in the list for which he has been included.

¹(e)(1) The time limit for joining on first appointment by direct recruitment including appointment under Regulation 14:-

Direct Recruitment:-

The candidate selected for appointment under Regulation 14 or otherwise in accordance with shall be required by appointing authority to join the post for which he has been selected within a period of 30 (thirty) days taking the date of dispatch (by registered post with acknowledgement due) of the appointment orders as crucial date of reckoning the time limit. If he does not join the post within the stipulated period of 30 (thirty) days, the offer of appointment shall be treated as automatically cancelled and the name of the candidate shall be deemed to have been omitted from the list of approved candidates.

¹(e)(2) Time to join a post on appointment by transfer or by promotion including appointment by transfer or by promotion under Regulation 14, otherwise than by Direct Recruitment:-

The candidate who joined a post under Regulation 14 including the appointment by transfer or by promotion otherwise than by Direct Recruitment, shall be allowed a joining time of 15 (fifteen) days to join the post from the date of receipt of the order of appointment sent to the candidates by registered post with acknowledgement due or by any other means. An employee who does not join the post within the stipulated time or evades to join the post by proceeding on leave, shall lose his promotion right / offer for the current panel year and the name of the candidate shall be placed before the next Departmental Promotion Committee for consideration in the next panel year

¹ Reg. 25(e)(1)&(e)(2) are inserted by T.O.O.(Addl.Secy-Per)Ms.No.330, dt.27-02-2007 and the existing Reg.25(e) is renumbered as Reg.25(e)(3).

subject to availability of vacancy. In case of non-selection posts, the name of the candidate who does not join within the stipulated time in the promotion posts shall be considered for promotion again after a period of one year from the date of offer of appointment subject to availability of vacancy.

¹(e)(3)² Failure of approved candidates, discharged probationers and approved probationers to join duty when required:

When an approved candidate or a probationer or an approved probationer, who has been discharged from the service for want of a vacancy, fails without adequate reason to take up, when directed to do so by the competent authority, the duties of a post in a class of service his name shall be removed from the list of approved candidates or, as the case may be, from the list of probationers or approved probationers by an order of that authority. In the case of an approved probationer, such order shall be passed after observing the procedure prescribed in the Discipline and Appeal Regulations. An approved candidate, a probationer or an approved probationer whose name has been removed from the list of approved candidates or as the case may be, from the list of probationers or approved probationers by an order so passed by the competent authority, shall not be eligible for appointment against on the basis of the inclusion of his name in the said list. The competent authority referred to above shall be the officer nominated to maintain the list of probationers for the administrative unit.

¹(f) Transfers of probationers and approved probationers:

- (a) All employees of the Board shall be liable to be transferred from one service to corresponding post in another service, when the administrative necessities of the Board so require.
- (b) The grounds of administrative necessity referred to in sub-regulation (a) may be presumed to exist and the Board's consent referred to therein, may be presumed to have been given in the case of mutual transfers permanently from an office in one departmental unit/units to an office in other departmental units if the persons desiring mutual transfers.

¹ . Reg. 25(b) is inserted in B.P.Ms.No.293, dt.6-5-1974 and existing 25(b)(c)(d)&(e) renumbered as 25(c)(d)(e)&(f).

2. Reg. 25(e)(1)&(e)(2) are inserted by T.O.O. (Addl.Secy-Per)Ms.No.330, dt.27-02-2007 and the existing Reg.25(e) is renumbered as Reg.25(e)(3).

- (i) forego their right to seniority on the basis of the date of their first appointment and each of them takes his rank last in the list of probationers or approved probationers, as the case may be, in the administrative unit in which the departmental unit/s to which he is transferred is included, as it stands on the date on which he joins the new unit; and
- (ii) receive no traveling allowance for their journeys to the departmental unit/s to which they are transferred.

26. Seniority:-

- (a) The seniority of a person in a class of service, category or grade shall, unless he has been reduced to a lower rank as a punishment, be determined by the rank obtained by him in the list of approved candidates drawn up by the Board or other appointing authority as the case may be.

Provided that where no ranking has been fixed in respect of any person in a service, class, category or grade, the seniority of such candidate shall be determined by the date of his first appointment to such service, class, category or grade. If any portion of the service of such person does not count towards probation under regulations 14(c), (e), 19 and 38(b), his seniority shall be determined by the date of commencement of his service, which counts towards probation.

- (b) The transfer of a person from one category or grade in a class of service to another category or grade in the same class of service carrying the same pay or scale of pay shall not be treated as first appointment to the latter for purposes of seniority; and the seniority of a person so transferred shall be determined with reference to the rank in the category or grade from which he was transferred. Where any difficulty or doubt arises in applying this sub-regulation, seniority shall be determined by the appointing authority.
- (c) Where a member of a class of service, category or grade is reduced to a lower class of service, category or grade, he shall be placed at the top of the latter unless the authority ordering such reduction directs that he shall take rank in such lower classes of service, category or grade, next below any specified member thereof.

27. Suspension, termination or extension of probation:-

- (a) Where the special regulations of any service prescribed a period of probation for appointment as a full member of the service the appointing authority may at any time before the expiry of such period.
- (i) Suspended the probation of a probationer and discharge him from the service for want of vacancy; or
 - (ii) As its discretion by order either extend the period of probation of the probationer in case the probation has not have been extended under regulation 29 or terminate his probation and discharge him from service after giving him one month's notice or salary in lieu of such notice.
 - (iii) As its discretion by order post the probationer under another officer to make sure that the previous report was not a biased one if he is reported upon adversely by a superior officer during the period of probation;

Provided that if the termination of probation and the discharge of the probationer from service is to be made as a measure of punishment on the ground of misconduct, negligence, or any specified fault on the part of the probationer, the procedure prescribed in the Andhra Pradesh State Electricity Board Services (Classification, Control and Appeal) Regulations shall be followed and it shall not be necessary to give him one month's notice or pay in lieu of such notice.

Explanation:- In case where the discharge of a probationer is made reverting him to his lower officiating or substantive post, the pay in lieu of one month's notice shall be limited to the difference in pay between the officiating post and of the lower officiating or substantive post to which he is reverted.

- (b)(i) If within the period of probation, a probationer fails to acquire the special qualifications or to pass the special tests, if any, prescribed in the special regulations or to acquire such other qualifications as may be declared by the Andhra Pradesh State Electricity Board or by the appointing authority with the approval of the Andhra Pradesh State Electricity Board to the equivalent to the said special qualification or special tests, the

appointing authority shall, by order, discharge him from the service unless the period of probation is extended under regulation 29.

- (ii) If within the period of probation prescribed in the special Regulations for the service or within the extended period of probation, as the case may be, a probationer has appeared for any such tests or for any examination in connection with the acquisition of any such qualification and the results of the tests or examination for which he has so appeared are not known before the expiry of such period, he shall continue to be on probation until the publication of the results of the tests or examinations for which he has appeared or the first of them in which he fails to pass, as the case may be.

In case the probationer fails to pass any of the tests or examinations for which he has so appeared, the appointing authority shall by order, discharge him from the service.

- (iii) Any delay in the issue of an order discharging a probationer under clause (i) or clause (ii) shall not entitle him to be deemed to have satisfactorily completed his probation.

- ¹(c) Notwithstanding anything contained in Regulation 26(a) a probationer who does not acquire the said special qualifications or pass the said special tests, within the period of probation or within the period of probation extended under Regulation 29, and whose probation is further extended by the Board by an order under Regulation 41 till the date of his acquiring such qualifications or passing such tests, shall be deemed to have commenced his probation with effect from the date to be fixed by the Board which would be anterior to the date of his acquiring the special qualifications or passing the tests, so however that the interval between the two dates shall be equivalent to the prescribed period of probation, whether on duty or otherwise, and the seniority of such probationer shall be determined with reference to the date so fixed.

²Provided further that where the appointing authority other than the Board passes an order of discharge or termination of probation of the probationer on the grounds of misconduct or unsatisfactory performance of

¹ . Reg. 27(c) incorporated in B.P.Ms.No.404, dt.13-7-1973 and shall come into effect from the date of proceedings; "Regulation 41" corrected by Memo.No.DP/DM.III/F5/832/79-1, dt.15-1-1982.
² . Proviso to Reg. 27(c) is added in B.P.Ms.No.336, dt.22-4-1985.

duties on the part of the probationer, such order shall be effective only after its confirmation, within a period of one month from the date of such order by the next higher authority of that appointing authority.

28. Probationer's suitability for full membership:-

- (a)(i) At the end of the prescribed or extended period of probation as the case may be, the appointing authority shall consider the probationer's suitability for full membership of the service, class or category for which he was selected.
- (ii) The decision whether a probationer is suitable for such membership or his probation be extended shall be taken soon after the expiry of the prescribed period of probation within a period of eight weeks and communicated to him. The appointing authority shall communicate lapses on the part of the probationer well in advance of the expiry of the prescribed period of probation so that he may rectify such lapses.
- (b) If the appointing authority decides that a probationer is suitable for such membership, it shall, as soon as possible, issue an order declaring the probationer to have satisfactorily completed his probation. On the issue of such order, the probationer shall be deemed to have satisfactorily completed his probation on the date of expiry of the prescribed or extended period of probation.
- (c) If the appointing authority decided that the probationer has failed to give satisfaction or that the probationer has not made sufficient use of his opportunities, it shall, unless the period of probation is extended under regulation 29 below by order discharge him from the service after giving him one month's notice or pay in lieu of such notice.

Provided that if the discharge of the probationer is as a measure of punishment on the ground of misconduct, negligence or any specific fault on the part of the probationer, the procedure prescribed in discipline and appeal Regulations shall be followed and it shall not be necessary to give him one month's notice or salary in lieu of such notice.

Explanation 1:- The decision of the appointing authority that the probationer has failed to give satisfaction or that the probationer has not made sufficient use of his opportunities may be used also on his work and conduct till the date of the decision, inclusive of the period subsequent to the prescribed or extended period of probation.

Explanation II:- The appointing authority shall assess the outlook, character, ability and aptitude of the probationer for the work before he is declared suitable for full membership and only those persons who possess qualities of mind and character needed in service and the constructive outlook and human sympathy needed in the public services generally, shall be declared as approved probationers.

Explanation III:- In cases where the discharge of the probationer is made by reverting him to his lower officiating or substantive post, the pay in lieu of one month's notice shall be limited to the difference in pay between the officiating post and that of the lower officiating or substantive post to which he is reverted.

- (d) In respect of a probationer, if no such order as referred to in sub-regulation (b) and sub-regulation (c) is issued within one year from the date of expiration, of the prescribed or extended period of probation, the probationer shall subject to the other provisions of these regulations be deemed to have satisfactorily completed his probation with retrospective effect from the date of expiration, of the prescribed or extended period of probation, and a formal order to that effect may be issued for the purpose of record:

Provided that nothing in this sub-regulation shall apply to a probationer against whom disciplinary proceedings are pending who has been given a reasonable opportunity of making representation against the termination of his probation, proposed on the basis of an inquiry held during the prescribed or extended period of probation.

29. **Extension of probation:-** In the case of any probationer falling under sub-regulation (b) of regulation 27 or sub-regulation (c) of regulation 28 the appointing authority may extend his probation to enable him to acquire the special qualifications or pass the prescribed tests or as the case may be to enable the appointing authority to decide whether the probationer is suitable for full membership or not. Such extended period of probation shall terminate at the latest.

- (i) in the case of any probationer falling under sub-regulation (b) of regulation 27 when he has, after the date of expiry of the period of probation prescribed for the service, class or category in which he is on probation, completed one year whether on duty or otherwise in such service, class or category; and
- (ii) in the case of any probationer falling under clause (ii) of sub-regulation (a) of regulation 27 or sub-regulation (c) of regulation 28 when he has, after the date of expiry of the period of probation prescribed for the service, class or category in which he is on probation, completed one year of duty in such service, class or category.

In case where the probation of a probationer is extended his increment shall be postponed until he completes his probation satisfactorily and by the period for which his probation is extended. Such postponement of increment shall not be treated as a penalty but only as condition of extension of probation and shall not have the effect of postponing future increments after he has passed the prescribed tests or examinations or after he completes his probation satisfactorily.

30. Probationer desiring course of study not connected with probation:-

1. A Probationer, who desires to undergo any course of study which though not essentially connected with his probation is likely to enhance his usefulness as a member of the service may on his application, be permitted by the competent authority to undergo the desired course of study. He shall in such case be granted the entire amount of leave, if any, admissible under the rules applicable to him if but for such leave, he would have continued to be on duty.
2. Notwithstanding anything contained in the regulation relating to seniority, such probationer shall on the completion of the course of study, be entitled to reappointment according to the rank and seniority held by him in his category before undergoing the said course of study. He shall also be entitled to count his continuous service immediately before his undergoing the said course of study for increments in the time scale of pay applicable to him, if but for his absence from the service (whether on leave or otherwise) for undergoing the said course of study, he would have continued to be on duty.

3. This regulation shall not have the effect of excluding the period of absence in computing the continuous period within which the prescribed period of probation has to be served under sub-regulation (a) above.
31. **Exercise of certain powers of appointing authority by higher authorities:-** The Power conferred on the appointing authority, other than the Board, may be exercised also by any higher authority to whom the appointing authority is administratively subordinate whether directly or indirectly, in the following cases:
 - 1) Termination of probation of a probationer under Regulation 27(a)(ii).
 - 2) Discharge of a probationer under regulation 28.
 - 3) Extension of probation under regulation 27(a)(ii) or, regulation 29.
32. **Appeal against discharge:-**
 - a) A probationer, who is discharged under clause (ii) of sub-regulation (a) of regulation 27 or under sub-regulation (c) of regulation 28 shall be entitled to appeal against the order of discharge passed by the competent authority to the authority to which and within the period of limitation within which an appeal would lie against an order of dismissal passed by the competent authority against a full member of his service, class or category as the case may be.

¹Proviso deleted.
 - b) The authority competent to entertain an appeal under sub-regulation (a) may, either of its own motion or otherwise, revise any order discharging a probationer under any of the provisions referred to in the said sub-regulation within one year of the date of such order.
 - (c) (i) Where an order discharging a probationer is set aside on appeal under sub-regulation (a) or on revision under sub-regulation (b), and the probationer is restored to the service, the period on and from the date of discharge to the date of such restoration shall be treated.

¹ . Proviso under. 32(a) deleted in B.P.Ms.No.8, dt.4-1-1974.

- (a) In the case where the authority passing the order under sub-regulation (a) or (b) is of the opinion that the probationer has been fully exonerated, as on duty except for purposes of probation;
 - (b) In any other case, not as on duty, unless the said authority directs that it shall be so treated for any specified purpose.
- (ii) Such probationer shall be given for the period of such order of discharge has been in force:-
- (a) in the case where the probationer has been fully exonerated, the full pay and allowances to which he would have been entitled had the order of discharge not been made.
 - (b) in any other case, such pay and allowances as the authority passing the order under sub-regulation (a) or (b) may determine.
 - (c) The period of probation undergone by a probationer discharged under clause (ii) of sub-regulation (a) of regulation 27 or under sub-regulation (c) of regulation 28 before his discharge shall, upon such restoration, count towards the period of probation prescribed by the regulations applicable to him.

33. Appointment of full members:-

- (a) Subject to the provisions of regulation 13 an approved probationer shall be appointed to be a full member of service in the class or category for which he was selected, at the earliest possible opportunity in any substantive vacancy which may exist or arise in the permanent cadre of such class or category and if such vacancy existed from a date previous to the issue of the order of appointment, he may be so appointed with retrospective effect from the date or as the case may be, from any subsequent date from which he was continuously on duty as a member of the service in such class or category or in a higher class or category;

Provided that where more than one approved probationer is available for such appointment as full member the senior most approved probationer on the date of the vacancy shall be appointed.

Explanation 1:- For the purposes of first proviso, if there are more persons than one who have completed the prescribed period of probation, the senior most among them shall be deemed to be the senior most approved probationer eligible for appointment as full member notwithstanding the fact that his probation has not been declared provided the delay in declaration is due to administrative reasons, but subject to the condition of his probation being declaration subsequently to have been satisfactorily completed.

¹**Note:-** Subject to Regulation 16(a) of Service Regulations, Part-III, a senior permitted on exigencies of work by the appointing authority if joined duty later than the date prescribed in Regulation 25(e)(2) shall be deemed to have commenced his probation with effect from the date of joining of the junior, in the approved list.”

Provided that if the senior is on foreign service and does not within a reasonable time revert to the service of the Board to undergo probation when asked to do so, the junior may be confirmed in that vacancy.

Explanation II:- For the purposes of this sub-regulation, an approved probationer on leave shall be deemed to be on duty as a member of the service in the class or category concerned, if he would have been on duty in such class or category or in a higher class or category but for his absence on leave.

- (b) Where appointment to any service, class or category is according to regulations normally both by direct recruitment and by transfer, vacancies against which persons have been recruited direct shall be regarded as a distinct group, while all other vacancies shall be regarded as another distinct group and appointment of full members in accordance with sub-regulation (a) shall be made separately in each of these groups.

34. **Appointment as full member discharge and appointment of members who are not probationers or approved probationers:-** In regard to persons appointed to any class or category of a service by promotion in respect of whom the special regulations of the service do not prescribe period of probation in the class or category to which they have been promoted, regulations 11, 12 and 33 in this part shall be construed as if the expression ‘Probation’ ‘Probationer’

¹ . Substituted by T.O.O.(Addl.Secy-Per)Ms.No.336, dt.09-03-2007.

or 'approved probationer' meant officiating service and 'person officiating' respectively.

35. **Membership of more than one service:-** No person shall at the same time be full member of more than one service.

A probationer, approved probationer or full member of one service who is appointed to be full member of another service shall cease to be a member of the former service.

36. **Reduction of full members:-**

- (a) If the full member of any service, class, category or grade is substantively reduced to a lower service, class, category or grade he shall be deemed to be a full member of the later and the permanent cadre thereof shall, if there is no vacancy in which he could be absorbed, be deemed to be increased by one.

Provided, that, against every such addition an officiating or temporary vacancy, if any, in such lower service, class, category or grade shall be kept unfilled and such addition shall be absorbed in the first permanent vacancy that subsequently arises in such lower service, class, category or grade as the case may be.

- (b) **Appointment in place of members of dismissed, removed or reduced:-** Where a person has been dismissed, removed or substantively reduced from any service, class, category or grade, no vacancy caused thereby or arising subsequently in such service, class, category or grade shall be substantively filled to the prejudice of such until the appeal, if any, preferred by him against such dismissal, removal or reduction is decided and except in conformity with such decision, or until the time allowed for preferring an appeal has expired, as the case may be.

- ✓37. **Resignation:-**

- ¹(a) A member of a service may resign his appointment and the acceptance of his resignation by the appointing authority shall take effect:

¹. Reg. 37(a) is substituted in B.P.Ms.No.452, dt.15-7-1974.

- (i) In a case he is on duty, from the date on which he is relieved of his duties in pursuance of such acceptance;
- (ii) In case he is on leave, from the date of communication of such acceptance to the member or if the said authority so directs, from the date of expiry of leave; and
- (iii) In any other case, from the date of communication of such acceptance to the member or from such other date not being earlier than the date on which he was last on duty, as the said authority may, having regard to administrative exigencies, specify;

Provided that a resignation of a member of a service, who is placed under suspension from service pending investigation for enquiry into grave charges or who is deemed to have been suspended under regulation 11 of Andhra Pradesh State Electricity Board Employees Discipline and Appeal Regulation shall not be accepted during the period of such suspension; and

Provided further no withdrawal of resignation shall be permitted except with the sanction of the Board after the date of its actual acceptance by the appointing authority.

(b) A member of service, shall if he resigns his appointment, forfeit not only the service rendered by him in the particular post held by him at the time of resignation but all his previous service under the Board and the Government, if any.

The re-appointment of such person to any service shall be treated in the same way as a first appointment to such service by direct recruitment and all regulations governing such appointment shall apply; and on such re-appointment, he shall not be entitled to count any portion of his previous service for any, benefit or concession admissible under any regulation or order.

- ¹(c) A member of a service or services who is selected for appointment by the direct recruitment to another post, category or class in the same or different service and is appointed to it, shall, as soon as he is appointed to the post, category or class for which he has been selected by direct

¹. Reg. 37(a) & (c) is added in B.P.Ms.No.452, dt.15-7-1974.

recruitment be deemed to have resigned from the service or services of which he is member prior to his appointment as aforesaid.

Provided that nothing in this sub-regulation shall affect the benefits accrued to such member of a service or services in the previous post or posts, except the lien or probationary right, as the case may be, on such post or posts.

¹(d) **Acceptance of resignation while serving abroad.**

The Board employees on deputation abroad to international organizations or foreign Governments who wish to resign from service should return to India and join the Board before their resignations can be accepted;

Provided that this regulation shall not be operative on the right of an employee of the Board to retire voluntarily if he is eligible to do so.

38. Savings:-

- (a) A person, who was on duty otherwise than in a substantive capacity in a post, which was subsequently included in a service shall be regarded as a probationer or, as the case may be as an approved probationer in the service or the class or category there of in which the post is included and in the lower category in which he would have been on duty but his being on duty in a higher category, if he -
- (i) was on duty in such post on the date of issue of the special regulations for the service, or
 - (ii) was absent from duty in such post on the date on leave granted by a competent authority having been on duty in such post immediately before and immediately, after such absence;

Provided that if there were no regulations or orders prescribing the period of probation for such post at the time of his first appointment thereto the provisions of these regulations and the Special Regulations regarding probation shall apply to him and any period of duty rendered by him in such post before the date of issue of such regulations shall count towards

¹ . Reg. 37(d) is added in B.P.Ms.No.979, dt.1-12-1976.

probation if and to the extent such service would have counted had these regulations and the special Regulations come into force at the time of such first appointment.

- (b) A person who, before the issue of the special regulations for service had officiated in a post which was subsequently included in the service, class or category thereof but who is not entitled to be regarded as a probationer or as on approved probationer under sub-regulation (a) shall if he is again appointed to such post after the issue of the special regulations without contravening any orders of the Board, be entitled to count his previous service in such post towards the prescribed period of probation.

Provided that such previous service shall not count towards probation, if there was an interval of a continuous period of two years or more during which he was not holding a post in the same or higher category.

Explanation:- The re-appointment of a person under this sub-regulation shall not, purposes of regulations for recruitment, be regarded as first appointment to the service, class or category concerned.

- (c) If, before, the issue of the special regulations, a person had been exempted under the orders then in force from the possession of any qualification or the passing of any test and the possession of such qualification or the passing of such test is prescribed by such special regulations they shall not apply to such person to the extent and in respect of the category, grade or post, specifically covered by the order of exemption.

39. ¹The Board may reemploy ²[in any capacity who-so-ever] for a period of not exceeding one year at the time, persons who have retired from the service of the Board or from the Government upto 60 years in respect of senior officers of and above the rank of Superintending Engineer with the approval of the Government. The re-employment of such a person shall not be regarded as a first appointment. On such re-employment, the pay to the person shall be fixed in accordance with the provisions contained in pension Regulation.

¹. Reg. 39 is first amended in B.P.Ms.No.55, dt.29-1-1975.

Again substituted in B.P.Ms.No.83, dt.2-2-1989.

². Words added in B.P.Ms.No.1316, dt.19-12-1989.

40. Relinquishments of rights by members: Any person may, in writing, relinquish any right or privilege to which he may be entitled under these regulations if, in the opinion of the appointing authority, such relinquishment is not opposed to the interest of the administration; and nothing contained in these regulations shall be deemed to require the recognition of any right or privilege to the extent to which it has been so relinquished. ¹“However, any person who relinquished his right for promotion earlier shall be considered for promotion at his request after three years from the date of such relinquishment. This second opportunity shall be final. The persons who relinquished rights for promotion shall not be eligible for appointment under Automatic Advancement Scheme i.e., SGP/SPP Scales”.
41. **Relaxation of regulation by the Board:** No regulation made in exercise of the powers conferred by sub-section(c) of Section 79 of the Electricity (Supply) Act, 1948 shall be construed to limit or abridge the power of the Board to deal with the case of any person serving under the Board in such manner as may appear to it to be just and equitable;

Provided that, where any such regulation is applicable to the case of any person or a class of persons, the cases shall not be dealt with in any manner less favourable to the person or class of persons than that provided by that regulation.

42. **Relaxation of regulations by Chief Engineer for Electricity (Board):-** Notwithstanding anything contained in these regulations and without prejudice to the power of the Board under regulation 41, the Chief Engineer for electricity incharge of administration shall also have power to deal with the case of any person or a class of persons serving in a post or posts carrying a scale of pay less than that of a Lower Division Clerk in so far as such case relates to the service conditions governed by these regulations or the special service regulations, in such manner as may appear to him to be just and equitable.

Provided that, where any such regulation is applicable to the case of any person or a class of persons, the case shall not be dealt with in any manner less favourable to the person or class of persons than that provided by that regulation.

¹ . Added by B.P.(P&G-Per) Ms.No.365, dt.25-3-1996.

43. **Appointment of all India Service Officers to the post in Andhra Pradesh State Electricity Board:-** Notwithstanding anything contained in these regulations or the special regulations, an officiating or permanent officer of an All India Service may be appointed to any service or class or category under Andhra Pradesh State Electricity Board. Such officer shall not by reason of such appointment, cease to be a member of an All-India Service.

44. **¹Selection Grade Posts:-**

- (i) In this Regulation "Selection Grade" means the time scale of pay sanctioned by the Board as Selection Grade for any class or category of a service.
- (ii) Subject to such orders as may be made by the Board from time to time, one out of every 7 posts borne on the cadre of each class or category of a service or class of a service shall be on the selection Grade.

Provided that where the number of posts borne on the cadre of any class or category of a service or class of a service is less than 7, one post and not more than 1 post may be on the selection Grade.

- (iii) The authority competent to make appointments to any class or category in a service shall be the authority competent to make ²[appointments] to the posts borne on the Selection Grade in that class or the category of the service.
- (iv) No person shall be ²[appointed] to a post borne on the Selection Grade of any class or category unless;
 - (a) He has put in minimum service of not less than five years in that class or category otherwise than on appointment or promotion under Regulation 14 of Andhra Pradesh State Electricity Board Service Regulations Part-II.

¹. Reg.44 is added in B.P.Ms.No.306, dt.11-5-1972.

². The word 'Promotions' is substituted by the word 'Appointments' in B.P.Ms.No.403, dt.13-7-1973.2.

- (b) In a case where the number of posts borne on any class or category is only one with a Selection Grade sanctioned in respect of that post, he reaches the maximum stage of the time scale of pay in which he is drawing pay while holding a post borne on that class or category.
- ¹(v) Appointment to Selection Grade shall be made on the basis of seniority cum efficiency.
- (vi) (a) ²(Appointment) to the Selection Grade shall in the first instance, be provisional and be subject to review at the end of the period of one year on duty in that grade;
- (b) The appointing authority shall, as soon as may be after the expiry of the period specified in clause (a) above, and in any case not later than eight weeks after the expiry of the said period, review the performance of the ²(Appointee) and decide whether the ²(appointee) shall be continued in the Selection Grade or whether his appointment to that grade shall be terminated.
- (c) The decision whether an ²(appointee) to the Selection Grade shall be continued, shall be taken only when the performance of that ²(appointee) during the period prescribed in Clause(a) above is wholly satisfactory;
- (d) Where, on the basis of the performance of the appointee during the period of one year on duty in the selection grade, he is found to be unsuitable to be continued, his ²(appointment) shall be terminated without notice and without assigning any reason.
- (e) In the absence of any order by the appointing authority either continuing the ²(appointee) or terminating his ²(appointment) to the Selection Grade at the end of the period of eight weeks specified in clause (d) the ²(appointee) shall be continued in that grade, but he shall not entitled to draw any increment in the selection grade.

¹ . The word 'Promotions' is substituted by the word 'Appointments' in B.P.Ms.No.403, dt.13-07-1973.

² . "Appointment" and "appointee" substituted for words 'promotion' and "promotee" in B.P.Ms.No.403, dt.13-07-1973.

(vii) For the purposes of this Regulation every post or group of post in any category bearing a distinct designation shall be deemed to constitute a separate category.

¹(viii) In regard to Selection Grade, if by virtue of revised seniority, Board employee concerned is to be allowed Selection Grade Scale it may be allowed with arrears, if duties have been discharged in the normal grade of that post.

In the case of those who lost seniority and Selection Grade Position, recovery of pay and allowances already drawn may be waived. The pay of the employees who lost their seniority however is to be brought down to the ordinary scale from the original date, pay fixed in the ordinary scale of pay ignoring the intervening appointment to Selection Grade and only the correct rate of pay so properly fixed in the ordinary scale, is to be allowed from the date of issue of the orders in that case consequent on such review.

¹(ix) In case of such of the Board employees who lost their seniority on account of revision of seniority and consequently got reverted to the lower post in the ordinary grade, the excess amount already paid from the date of promotion to the date of reversion or from the date of appointment to the Selection Grade to the date of issue of orders shall not be recovered.

¹. Reg. 44(viii) & (ix) added in B.P.Ms.No.639, dt.22-07-1983.

SCHEDULE – I**ABORIGINAL TRIBES IN AGENCY AREAS, SCHEDULED
CASTES AND SCHEDULED TRIBES, ACCORDING TO ANDHRA
PRADESH STATE AND SUBORDINATE SERVICE RULES****PARTS I AND II**

(See Definition (4) in Regulation 4)

PART 'A'**Aboriginal Tribes in the Agency Areas:**

1. Agnikula Kshatriya (Palle)
2. Bagatas
3. Dhudi Baliya
4. Gadabas
5. Gamallu
6. Gutta Koya
7. Jongam
8. Kolabeelut
9. Kammaras
10. Konda Dhoras
11. Konda Kapus or Manyapu Kapus
12. Konda Raju
13. Konda Reddi
14. Koyas or gonads with its sub-sects
Raja or Rasha Koya
Lingadhari Koya and Gothi Koya

East Godawari Agency:

15. Madigas
16. Maladasula
17. Malas
18. Mangali
19. Manyam Raju
20. Methakani
21. Padal
22. Pandava Kapu
23. Pona Golla
24. Putha Dhora
25. Rajika
26. Sali
27. Samara Naikulu
28. Senapati
29. Setti balaji
30. Valamikula

SRIKAKULAM AGENCY – PALAKONDA AGENCY

- | | |
|----------------|------------|
| 1. Gadabas | 4. Malis |
| 2. Jatapus | 5. Pydis |
| 3. Konda Dhora | 6. Savaras |

PARVATHIPURAM AGENCY

- | | |
|----------------|-------------------|
| 1. Adi Andhras | 13. Malas |
| 2. Bagatas | 14. Malis |
| 3. Barber | 15. Manna Dhoras |
| 4. Barikis | 16. Mogathagounda |
| 5. Chachatis | 17. Paky |

- | | |
|-------------|---------------|
| 6. Dombus | 18. Panchama |
| 7. Gadabas | 19. Pydi |
| 8. Ghasit | 20. Rellis |
| 9. Godari | 21. Savaras |
| 10. Jatapus | 22. Valamikis |
| 11. Kodulu | 23. Washerman |

Salur Agency

- | | |
|------------|----------------|
| 1. Gadabas | 4. Konda Dhora |
| 2. Jatapus | 5. Makha Dhora |
| 3. Kodu | |

Visakhapatnam Agency:

Anantagiri Agency

- | | |
|------------------|--------------------|
| 1. Bagatas | 9. Kotias |
| 2. Dombs | 10. Kummaras |
| 3. Gadabas | 11. Paidies |
| 4. Ghasis | 12. Khonda Dhoralu |
| 5. Goredus | 13. Porjas |
| 6. Kammaras | 14. Sondies |
| 7. Kondulu | 15. Vijelalu |
| 8. Konda Dhoralu | |

Narasipatnam Agency:

West Godavari Agency

- | | |
|-----------------------|----------------------|
| 1. Agency Madiga | 13. Koya |
| 2. Agency Mala | 14. Mallika |
| 3. Bagatas | 15. Manna Dhora |
| 4. Dedagali | 16. Nooka Reddi |
| 5. Gadabas | 17. Pydimalas |
| 6. Ghasis | 18. Racha Reddi |
| 7. Gondus | 19. Reddi Dhoras |
| 8. Kammaras or Vijula | 20. Relli or Saradhi |
| 9. Kodu | 21. Samankula |
| 10. Konda Dora | 22. Sondies |
| 11. Konda Kapu | 23. Vijalai |
| 12. Kotriya | 24. Valmikis |

Polavaram Agency

- | | |
|---|---------------|
| 1. Adi-Andhras | 8. Lambadis |
| 2. Gudalas | 9. Madigas |
| 3. Kammaras | 10. Malas |
| 4. Konda Dhoras | 11. Nayaka |
| 5. Konda Kapus or Manyapu Kapus | 12. Pachamas |
| 6. Konda Reddies | 13. Perikies |
| 7. Koyas or Gonds with its sub-sects Raja or Rasha Koya, Lingadhari Koya and Gothi Koya | 14. Sunkalies |
| | 15. Venadies |

Part B**Scheduled Castes****1. Throughout the State**

- | | |
|----------------------------|-----------|
| 1. Chalavadi | 3. Madiga |
| 2. Charmar, Mochi or Muchi | 4. Mala |

2. Throughout the State except Hyderabad, Mahabubnagar, Adilabad, Nizamabad, Medak, Karimnagar, Warangal, Khammam & Nalgonda Districts.

- | | |
|-------------------------------------|--------------------------------------|
| 1. Adi-Andhra | 15. Jamba |
| 2. Adi-Dravida | 16. Madasi Kuruva of Madari Kurva |
| 3. Arundhatiya | 17. Mala Dasu |
| 4. Bariki | 18. Madiga Dasu and Mashteen |
| 5. Bavuri | 19. Matangi |
| 6. Chachati | 20. Mundala |
| 7. Chandala | 21. Poky or Moti |
| 8. Dandasi | 22. Pambada or Pambadas |
| 9. Dom, Dombara, Paidi or pano | 23. Pamidi |
| 10. Ghasi, Haddi or Relli Chachandi | 24. Panchama or Parish |
| 11. Gondagali | 25. Relli |
| 12. Godari | 26. Samban |
| 13. Gosangi | 27. Sapru |
| 14. Jeggali | 28. Thoti |

3. In the districts of Hyderabad, Mahabubnagar, Adilabad, Nizambad, Medak, Karimnagar, Warangal, Khammam and Nalgonda

- | | |
|-------------------------------------|----------------------------|
| 1. Anamak | |
| 2. Aray (Mala) | 15. Mala Dasari |
| 3. Arwa Mala | 16. Mala Hannai |
| 4. Beda (Budga) Jangam | 17. Mala Jangam |
| 5. Bindla | 18. Mala Masti |
| 6. Byagara | 19. Mala Sala (Netkani) |
| 7. Chambhar | 20. Mala Sanyasi |
| 8. Dakkal (Dokkalwar) | 21. Mang |
| 9. Dhor | 22. Mang Garodi |
| 10. Ellamalawar (Yellamalaawandulu) | 23. Manne |
| 11. Holeya | 24. Mashti |
| 12. Holeya Dasari | 25. Mehtar |
| 13. Kolupalavadlu | 26. Mitha Ayyalwar |
| 14. Mahar | 27. Samagara |
| | 28. Sindhollu (Chindollu). |

PART C

Scheduled Tribes

1. Throughout the state

1 Chenchu or Chenchwar

2. Koya or goud with its subsects – Rajah or Rasna Koyas, Lingadhar Koyas (ordinary), Kothukoyas, Bhim Koya and Raj Koya

2. Throughout the state except Hyderabad, Mahabubnagar, Adilabad, Nizambad, Medak, Karimnagar, Warangal, Khammam and Nalgonda Districts.

- | | |
|-----------------|---------------------------------|
| 1. Bagata | 11. Kulia |
| 2. Gadabas | 12. Malis |
| 3. Jatapus | 13. Manna Dhora |
| 4. Kammara | 14. Makha, Dhora or Nooka Dhora |
| 5. Kathunayakam | 15. Porja (Parangi Perja) |
| 6. Konda Dhoras | 16. Reddi Dhoras |
| 7. Konda Kapus | 17. Rona, Rena |

- | | | | |
|-----|--|-----|--|
| 8. | Konda Reddies. | 18. | Savaras-Kapu, Savaras-Muliya, Savaras or Khutto Savaras |
| 9. | Kondh (Kodi and Kodhu) Desaya Kondas, Dongria Kondas Kuttiya Kondhus, Tikkria Kondha and Yenity Kondhus | 19. | Sugaliee (Lambadies) |
| 10. | Kotta-Bentho Oriya Bartika, Dhulia or Dulia, Holva, Parko, Putiya | 20. | Yenadis |
| | | 21. | Yerukalas |

3. In the districts of Hyderabad, Mahabubnagar, Adilabad, Nizambad, Medak, Karimnagar, Warangal, Khammam and Nalgonda.

- | | | | |
|----|---|----|--------------------------------|
| 1. | Andh | 4. | Hill Reddis |
| 2. | Bhil | 5. | Koram (including Manoarval) |
| 3. | Gonda (including Naikod and Rajgond) | 6. | Pardhan |
| | | 7. | Thoti |

4. In the agency tracts

- | | | | |
|----|--------------|----|---------|
| 1. | Goudu (Goud) | 3. | Valmiki |
| 2. | Nayaks | | |

¹(1) PART D

Backward Classes – Group – A

Aborginal Tribes, Vimuktha Jathis, Nomadic and Semi-Nomadic Tribes etc:-

1. Angikulakshatriya, Palli, Vadabali, Bestha, Jalari, Gangavar, Gangaputra, Goondla, Vanyakulashatriya (Vannekapu, Vannerreddi, Pallikapu, Pallireddi) Nayyala and Pattapu.
2. Balasanthu, Bahurupi
3. Bandara
4. Budabukkala
5. Chopemari
6. Dasari (Formerly addicted to crimes & Beggary)
7. Dommara

¹. Part D is added in B.P.Ms.No.82, dt.5-2-1975.

8. Gangiredlavaru
9. Gudala
10. Jangam whose traditional occupation is begging
11. Jogi
12. Joshinandiwalas
13. Kaikadi
14. Kanjara Bhatta
15. Katipapala
16. Kepmara or Reddika
17. Kinthala Kalinga
18. Korcha
19. Lambada or Banjara in Telangana Area
20. Mandula
21. Medari or Mahendra
22. Mehtar (Muslim)
23. Monda Pattia
24. Mondivaru, Mandibanda, Banda
25. Nakkala
26. Nayi Brahmim (Mangali)
27. Odde (Odillu Vadai, Vaddellu)
28. Nokkar
29. Pambala
30. Pannula
31. Pardi (Nirshikari)
32. Pariki Muggula
33. Pedammavandlu, Deveravandlu, Yellammavandlu, Mutyalammavandlu
34. Pitthigunta
35. Rajaka (Chakali, Vannar)
36. Valmiki Boya (Boya, Bedar, Kirataka, Nishadi, Yellai, Pedda Boya, Telyari and Chunduvallu)
37. Veeramushthi (Nettikotala)
38. Yata
39. Yerukalas in Telangana Area.

GROUP-B (Vocational)

- | | |
|---|--|
| 1. Achukatlavandlu | 10. Kummara or Kulala |
| 2. Aryakshatriya Muchi (Telugu Speaking Chittari, Giniyar, Chitrakara, Nakhas) | 11. Kuruba or Kuruma |
| 3. Devanga | 12. Nagavaddilu |
| 4. Dudekula, Laddaf Pinjari or Noorbash Pinjari or Noorbash | 13. Neelakanthi |
| 5. Ediga Gowda (Gamalla, Kalalee), Goundla Settibalija of Visakhapatnam, East Godavari, West Godavari and Krishna Dists. | 14. Nessi or Kurni |
| 6. Gandla, Telikula | 15. Padmasali (Sali, Salivan, Pattusali, Sanapathulu Thogata Sali) |
| 7. Jandra | 16. Patkar |
| 8. Karikalabhakthula, Kaikolan or Kaikala (Sungundam or Sanguather). | 17. Perika (Perika Balija; Puragirikhatriva) |
| 9. Karnabhakthullu. | 18. Srisayana (Segidi) |
| | 19. Swakulasali |
| | 20. Thogata, Thogati or Thogata Veerakshatriya |
| | 21. Viswabrahmin (Ausala or Kamsali), Kummari, Kanchari (Vadla or Vadra or Vadrangi and Silpis). |

Group – C (Harijan Converts)

1. Scheduled Castes converted themselves to Christianity and their children.

Group – D (Other Classes)

- | | |
|---------------------|---|
| 1. Agaru | 21. Nagavasam (Nagavamsa) |
| 2. Arekatika Katika | 22. Nelli |
| 3. Atagara | 23. Passi |
| 4. Bhatraju | 24. Polinati Velamas of Srikakulam and Visakhapatnam districts |
| 5. Chidpolu (Mera) | |
| 6. Gavara | 25. Poosala |
| 7. Godaba | 26. Rangrez or |

| | | | | |
|-------------------------|-----|-------------------------------|-----|------------------------------|
| Bhavasarakshatiya | 27. | Sadhuchetty. | 8. | Halkar |
| Satani (Chattadas | 28. | Rivaishnave) | 9. | Jakkala |
| Tammali | 29. | Turupukapus or | 10. | Jinga |
| Gajulakapus of | 30. | Srikakulam and | 11. | Kanchi |
| Visakhapatnam | | Districts who are | 12. | Kalavanthula, Gunjka |
| subject to Social | | customs or divorce and | 13. | Kandra |
| remarriages among their | | women). | 14. | Koopulavelama |
| Uppara or Sagara | 31. | Krishnabaliya (Dasari, Bukka) | 15. | Kosthi |
| Vanjara (Vanjari) | 32. | Mathura | 16. | Mali |
| Yadava (Golla) | 33. | Mudraj, Mustarasi, Tenggollu | 17. | Mudraj, Mustarasi, Tenggollu |
| | | Munnurukapu (Telangana). | 18. | Munnurukapu (Telangana). |

SCHEDULE – II**MINIMUM GENERAL EDUCATIONAL QUALIFICATIONS**
(Referred to in Regulation 16)**A candidate must –**

- (a) either have obtained a completed Secondary School Leaving Certificate issued under the authority of Government of Andhra Pradesh; and
- (1) if such certificate was obtained in pursuance of the revised Secondary School Leaving Certificate scheme introduced by Madras G.O.Ms.No.1636 Law (Education) dated the 3rd August, 1929 the certificate must show the candidate has obtained at the public examination not less than the percentage of marks specified below in the subjects under Group 'A' and not less than 35 per cent in one of the subjects in Group 'C'

GROUP 'A'

| | Percent |
|--|---------|
| English | 40 |
| A Language | 40 |
| Elementary Mathematics | 35 |
| Elementary Science | 30 |
| Outlines of History of England and India and Geography or Social Studies | 30 |

Provided that in the case of a candidate belonging to the Scheduled Castes or Scheduled Tribes, it shall be sufficient if he has obtained not less than 35 percent in the English and in the language in Group 'A' and not less than the percentage of marks specified above in the other subjects under that group and 35 percent in one of the subjects under Group 'C' be eligible for appointment to any service.

- (2) if such certificate was obtained in pursuance of the Secondary School Leaving Certificate Scheme which was in operation before the revised scheme referred to in sub-clause (1), the certificate must show that the candidate has obtained at the public examination not less than 35 percent of the marks in each of the subjects in Group 'A' and in each of two subjects in Group 'C'; and
- (3) if such certificate was obtained in pursuance of the scheme for the re-organization of Secondary Education introduced by Madras G.O.Ms.No.1394, Education dated the 29th May, 1948 the certificate must show that the candidate has obtained at the Public Examination not less than the percentage of marks specified in column (2) of the table below against the subjects referred to column (1) there of;

TABLE

| I. Academic Course | Percentage |
|---|-------------------------------|
| 1. First Language, Parts I & II | - 40 (80 marks out of 200) |
| 2. English | - 40 |
| 3. Mathematics | - 30 |
| 4. Social Studies | - 35 |
| 5. General Science | - 35 |
| II. Secretarial Course | |
| 1. First Language | - 40 |
| 2. English | - 40 |
| 3. Commercial Arithmetic | - 30 |
| 4. Social Studies | - 35 |
| 5. (a) Drafting, Precise writing and typewriting | - 30 |
| (b) Two of the following three subjects: | |
| (i) Commercial Practice | |
| (ii) Shorthand | |
| (iii) Book-keeping | - 30 |

III. Pre-Technological Course**A. Engineering:**

| | | | |
|--------|-------------------------------------|---|----|
| 1. | First Language | - | 40 |
| 2. | English | - | 40 |
| 3. | Mathematics | - | 30 |
| 4. | Social Studies and Special subjects | - | 35 |
| 5. (a) | Science and Drawing | - | 30 |
| | (b) Engineering subject | - | 30 |

B. Agriculture of any other subjects:

| | | | |
|----|----------------|---|----|
| 1. | First Language | - | 40 |
| 2. | English | - | 40 |
| 3. | Mathematics | - | 30 |
| 4. | Social Studies | - | 35 |

Special Subjects:

| | | | |
|--------|--------------------------------------|---|----|
| 3. (a) | Elementary Science | - | 30 |
| | (b) Agriculture or any other subject | - | 30 |

IV. Aesthetic courses (the course consists of three parts)

| | | | |
|---------|----------------|---|----|
| Part-I | First Language | - | 40 |
| Part-II | English | - | 40 |

In each of the other two subjects under part-II - 30 in each

If social studies is taken as a subject under this part, 35 percent should be obtained in that subject.

Part-III. Any one subject under this part 30:

Provided that in the case of a candidate belonging to the Scheduled Castes or Scheduled Tribes, it shall be sufficient if he has obtained not less than 35 percent in English and in the first language, and not less than the percentage of marks specified in the table above in the table above in the other subjects be eligible for appointment to any service.

Note:-

- (i) The certificates of pupils who have been exempted from Vernacular/Composition and Translation in Group 'A' will not be considered incomplete because they contain no entry that subject.
- (ii) A pass in a Government Technical Examination will be regarded as equivalent to obtaining 35 percent of the marks in the corresponding subjects in the Secondary School Leaving Certificate Public Examination; for this purpose where in the latter examination, the Technical subject comprises two subjects in the Government Technical Examinations, passes in atleast the Lower Grade are required in both the subjects in the Government Technical Examination.
- (iii) It is not necessary that the percentage of marks specified above in the various subjects of the Secondary School Leaving Certificates should have been obtained at one and the same examination.
- (iv) A pass in part of the Intermediate or PUC Examination in Arts & Science of a University in the State shall be regarded as equivalent to obtaining the minimum number of marks prescribed for the corresponding subject or subjects in the Secondary School Leaving Certificate Public Examination.
- (v) A candidate who appears for the Secondary School Leaving Certificate Examination under the 1929 Scheme and failed to obtain the minimum marks prescribed for the minimum general education qualification in sub-clause (1) of clause (a) can appear for the Secondary School Leaving Certificate Examination under the Reorganized scheme of Secondary Education in the corresponding subjects in the Academic Course given below and obtain the minimum marks prescribed against each subject in the table above:

| Old Scheme | New Scheme (Academic Course) |
|---------------------------|-------------------------------------|
| 1. Language | 1. First Language |
| 2. English | 2. English |
| 3. Elementary Mathematics | 3. Mathematics |
| 4. Elementary Science | 4. General Science |
| 5. History and Geography | 5. Social Studies |
| 6. Optional Subjects | 6. No Corresponding subject |

He shall be deemed to possess the minimum general educational qualification if he has obtained the minimum percentage of marks prescribed for the first five years subjects in the Old Scheme or the minimum percentage of marks prescribed for the corresponding subjects specified above in the new scheme and in lieu of the prescribed percentages in the optional subjects in the old scheme as obtained the minimum number of marks in Composite Mathematics under the new scheme or a pass obtained before the 13th July, 1961 in anyone of the subjects for Government Technical Examination by the Lower Grade which need not necessarily be a corresponding subject; or

- ¹(b)(1) Have obtained a completed European School Leaving Certificate or a completed Anglo-Indian School Leaving Certificate issued under the authority of the Government of Tamil Nadu with either Tamil, Telugu, Malayalam, Kannada, Hindustani or Hindi as his compulsory second language and secured at the European High School Examination or the Anglo Indian School Leaving Certificate Examination not less than the percentage of marks specified below in the subjects in Group 'A' and not less than 35 percentage in each of the three subjects in Group 'B'

GROUP 'A'

| | | |
|------------------------|---|----|
| English | - | 40 |
| Elementary Mathematics | - | 35 |
| A Language | - | 30 |

or

¹. Para (b) in Schedule II is substituted in B.P.Ms.No.30, dt.28-1-1972.

- (2) have passed the Anglo Indian High School Examination under the new Scheme held from November, 1962.
- (c) have passed Matriculation Examination of a University in the State.
- (d) have appeared for the SSLC Examination of the State and have been declared eligible for college course. If a certificate is obtained by passing such examination where Hindi is prescribed as III Language compartmentally, the certificate must show that the candidate has obtained at the public examination not less than 40 percent of marks in any of the 1st or 3rd Language and that he has also secured the minimum percentage of marks in the other subjects.

Note:- The following shall be regarded as equivalent to the minimum general educational qualification prescribed above.

- (1) Indian Army Special Certificate of Education.
- (2) A pass in the Higher Education Test of the Royal Indian Navy.
- (3) A pass in the Anglo Vernacular School Leaving Certificate (Burma) Examination.
- (4) A pass in the Burma High School Final Examination.
- (5) A pass in the Entrance Examination of the Shreemati Nathibai Damodhar Tackersay Indian Women's University, Bombay.
- (6) A pass in the Matriculation Examination of the Rangoon University.
- (7) A pass in the English School Leaving Certificate Examination of the Travancore area under the revised syllabus introduced from 1949.
- (8) A pass in the pre-1949 English School Leaving Certificate Examination of the pre-integration Travancore State in cases where candidates have obtained not less than the following percentage of marks.

English 40 percent } 35 percent in the case of the candidate
 Language 40 percent } belonging to any of the Scheduled Castes or
 } Scheduled Tribes

Elementary : 30 percent
 Mathematics

History and Geography : 35 percent

Elementary Science : 35 percent

- (9) A pass in the Secondary School Leaving Certificate Examination conducted by the Government of Bombay.
- (10) A pass in the Admission Examination of the Banaras Hindu University.
- (11) A pass in the Advanced Class (Indian Navy) Examination held on or before 1953.
- (12) A certificate granted by the East Bengal Secondary Education Board, Decca, in any of the following three examinations conducted by it:
 - (i) Matriculation Examination.
 - (ii) Higher Madras Examination.
 - (iii) School Final (Science side) Examination.
- (13) Successful completion of two year's course at the Joint Service Wing of the National Defence Academy, provided that the Cadet's discontinuance of the course at the Academy on completion of the two years was not due to academic reasons.
- (14) A pass in HSLC or HSC of the former Hyderabad State, and if such certificate was obtained by passing the examination compartmentally, the certificate must show that the candidate has obtained at the Public Examination in each of the subjects not less than the percentage of marks specified below:-

| | Subject | Percent |
|----|--|---------|
| 1. | English | 40 |
| 2. | First Language (Mother Tongue) or Second Language (Hindi or any one of the regional Languages) | 40 |
| 3. | Elementary Mathematics or Mathematics (Algebra and Geometry) | 35 |
| 4. | General Science or Domestic Science | 30 |
| 5. | Indian History, Civics and General Geography or History of England | 30 |
| 6. | Optionals | 35 |

Provided that in the case of a candidate belonging to the Scheduled Castes or Scheduled Tribes it shall be sufficient if he has obtained not less than 35 percent in English and First or Second Language and not less than the percentage of marks specified in the table above in the other subjects.

- (15) A pass in the High School Examination of the Aligarh University.
- (16) Cambridge School Certificate Examination (Senior Cambridge).
- (17) European High School Examination held by the State Government.
- (18) Tenth Class Examination of the Technical High Secondary School, Delhi Polytechnic.
- (19) Pass in the preparatory Examination of the Delhi University.
- (20) School Leaving Examination of the Government of Nepal.
- (21) A pass in the annual promotion examination held at the end of the penultimate year (Class XI) of the Higher Secondary and

Multipurpose course in a recognized Higher Secondary and Multipurpose School.

- (22) A pass in the Vidyadhikari Examination of Gurukula Kangari Vishwavidyalaya.
- (23) A pass in Cylone Senior School Certificate Examination
- (24) A pass in the following French Examination of Pondicherry.
 - i) Brevet Elementaric.
 - ii) Brevet Detudes due premier Cycle.
 - iii) Brevet D'enseignement Primaire Superieu de languo Indiece, and
 - iv) Brevet De Languo Indience (Vernacular)
- (25) A Certificate of post basic Education awarded by a post Basic School.

SCHEDULE – III
(Sub-Regulation 22)

¹22. **Special Representation:** Where any special Regulation lay down that the principle of reservation of appointments shall apply to any service, class or category, appointments thereto shall be mad on the following basis:

- ²(a) The unit of appointments for the purpose of this Regulation shall be one hundred, of which 15 shall be reserved for the Scheduled Castes, six shall be reserved for the Scheduled Tribes, twenty five shall be reserved for the Backward Classes, three shall be reserved for Physically Handicapped persons and the remaining 51 (fifty one) appointments shall be made on the basis of open competition.

Provided that in case of office staff posts and in the case of posts in the Andhra Pradesh State Electricity Board Security Sub-ordinate service for which the principle of reservation of appointment applies, out of fifty one appointments to be made on the basis of open competition, two appointments shall be reserved for direct recruitment of Ex-serviceman.

³“Provided also that in the case of appointments to the categories of Lower Division Clerk, Typist and Steno-Typist in A.P.S.E.Board Accounts Service, ⁴Assistant, Assistant-Cum-Computer Operator, Typist and ⁴Junior Steno in A.P.S.E.B. P&G Service and to all categories in A.P.S.E.B. General Service to which the principle of reservation of appointment applies, out of fifty four appointments to be made on the basis of open competition, one appointment shall be made by direct recruitment from Meritorious Sportsmen”.

- (b) the claims of members of the Scheduled Castes, the Scheduled Tribes, the Backward Classes and the Physically Handicapped persons or the ex-serviceman as the case may be, shall also be considered for the remaining appointments which shall be filled on the basis of open competition, and where a candidate belonging to any of the above categories is selected on the basis of open competition, the number of appointments

¹ Schedule III is first amended in B.P.Ms.No. 82, dated 5-2-1975.

Again substituted in B.P.Ms.No. 510, dt.19-6-1976.

² 22(a) Further proviso added in B.P.Ms.No.278, dt.13-3-1978 and later on substituted by B.P.Ms.No.953, dt.20-10-1987.

³ Added by B.P.(P&G-Per) Ms.No.280, dt.31-10-1994.

⁴ Junior Assistant is redesignated as “Assistant” and Steno-Typist is redesignated as “Junior Steno” by B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

reserved for that category shall in no way be affected during the period, the reservation for that category is in force.

- ¹(c) Appointment under this Regulation shall be made in the order of rotation specified below in every cycle of hundred vacancies.

| | | | |
|-----|------------------|---|-----------------|
| 1. | Open Competition | - | Woman |
| 2. | SCHEDULED CASTES | - | Woman |
| 3. | Open Competition | | |
| 4. | Backward Classes | - | (Group A)-Woman |
| 5. | Open Competition | | |
| 6. | Open Competition | - | PH(Woman)-VH |
| 7. | SCHEDULED CASTES | | |
| 8. | SCHEDULED TRIBES | - | Woman |
| 9. | Open Competition | | |
| 10. | Backward Classes | - | (Group B)-Woman |
| 11. | Open Competition | | |
| 12. | Open Competition | - | Woman |
| 13. | Open Competition | - | |
| 14. | Backward Classes | - | (Group C)* |
| 15. | Open Competition | | |
| 16. | SCHEDULED CASTES | | |
| 17. | Open Competition | - | Woman |
| 18. | Backward Classes | - | (Group D)-Woman |
| 19. | Backward Classes | - | (Group E)-Woman |
| 20. | Backward Classes | - | (Group A) |
| 21. | Open Competition | | |
| 22. | SCHEDULED CASTES | - | Woman |
| 23. | Open Competition | - | Woman |
| 24. | Backward Classes | - | (Group B) |
| 25. | SCHEDULED TRIBES | | |
| 26. | Open Competition | | |
| 27. | SCHEDULED CASTES | | |
| 28. | Open Competition | | |
| 29. | Backward Classes | - | (Group A) |
| 30. | Open Competition | - | Woman |
| 31. | Open Competition | - | PH-HH |
| 32. | Open Competition | - | |
| 33. | SCHEDULED TRIBES | | |
| 34. | Open Competition | - | Woman |

¹. Reg. 22(c) is substituted in B.P.Ms.No.953, dt.20-10-1987.

- | | | | |
|-----|------------------|---|-----------------|
| 35. | Backward Classes | - | (Group B) |
| 36. | Open Competition | | |
| 37. | Open Competition | - | |
| 38. | Open Competition | - | Woman |
| 39. | Backward Classes | - | (Group D) |
| 40. | Open Competition | | |
| 41. | SCHEDULED CASTES | | |
| 42. | Open Competition | | |
| 43. | Backward Classes | - | (Group D) |
| 44. | Backward Classes | - | (Group E) |
| 45. | Backward Classes | - | (Group A)-Woman |
| 46. | Open Competition | | |
| 47. | SCHEDULED CASTES | - | Woman |
| 48. | Open Competition | | |
| 49. | Backward Classes | - | (Group B)-Woman |
| 50. | Open Competition | - | Woman |
| 51. | Open Competition | | |
| 52. | SCHEDULED CASTES | | |
| 53. | Open Competition | | |
| 54. | Backward Classes | - | (Group A) |
| 55. | Open Competition | - | Woman |
| 56. | Open Competition | - | PH-OH |
| 57. | Open Competition | | |
| 58. | SCHEDULED TRIBES | - | Woman |
| 59. | Open Competition | - | Woman |
| 60. | Backward Classes | - | (Group B) |
| 61. | Open Competition | | |
| 62. | SCHEDULED CASTES | | |
| 63. | Open Competition | | |
| 64. | Backward Classes | - | (Group D)-Woman |
| 65. | Open Competition | - | Woman |
| 66. | SCHEDULED CASTES | - | Woman |
| 67. | Open Competition | | |
| 68. | Backward Classes | - | (Group D) |
| 69. | Backward Classes | - | (Group E) |
| 70. | Backward Classes | - | (Group A) |
| 71. | Open Competition | - | Woman |
| 72. | SCHEDULE CASTES | | |
| 73. | Open Competition | | |
| 74. | Backward Classes | - | (Group B) |
| 75. | SCHEDULED TRIBES | | |
| 76. | Open Competition | | |
| 77. | SCHEDULED CASTES | | |

| | | | |
|------|------------------|---|-----------------|
| 78. | Open Competition | - | Woman |
| 79. | Backward Classes | - | (Group A) |
| 80. | Open Competition | | |
| 81. | Backward Classes | - | (Group B)-Woman |
| 82. | Open Competition | | |
| 83. | SCHEDULED TRIBES | | |
| 84. | Open Competition | - | Woman |
| 85. | Backward Classes | - | (Group B) |
| 86. | Open Competition | | |
| 87. | SCHEDULED CASTES | - | Woman |
| 88. | Open Competition | | |
| 89. | Backward Classes | - | (Group D) |
| 90. | Open Competition | - | Woman |
| 91. | SCHEDULED CASTES | | |
| 92. | Open Competition | | |
| 93. | Backward Classes | - | (Group D) |
| 94. | Backward Classes | - | (Group E) |
| 95. | Backward Classes | - | (Group B) |
| 96. | Open Competition | - | Woman |
| 97. | SCHEDULED CASTES | | |
| 98. | Open Competition | | |
| 99. | Backward Classes | - | (Group B)-Woman |
| 100. | Open Competition | | |

*In every third cycle of 100 point roster, this point shall be reserved for Women belonging to BC-C category.

Note:-

- (1) The 6th turn in the first three cycles i.e., point Nos.6, 31, and 56 shall be reserved for Physically Handicapped persons, ¹wherever Special Regulation provides reservation for Physically Handicapped persons.
 - (2) The 12th turn in the first two cycles i.e., point Nos. 12 and 37 shall be reserved for Ex-serviceman in the case of appointment to posts under Office Staff and Security Sub-ordinate service.
- (d) (i) If a qualified and suitable candidates belonging to any particular group of the Backward Classes, is not available for appointment in the turn allotted for them in the cycle, the turn shall accrue to the next group of the Backward Classes in the rotation and only if no

¹. Omitted by B.P.(P&G-Per) Ms.No.487, dt.24-3-1995.

suitable and qualified candidate is available in any of the four groups, the turn shall be deemed to be allotted to the open competition.

- (ii) the reservation in the case of Backward Classes shall be in force for the period commencing, from the 23rd September, 1970 and ending with the 2nd September, 1980 and the reservation in the case of physically Handicapped persons shall be in force for the period commencing from the 23rd September, 1970 and ending with the ¹[22.9.1990]

²**Note:-** In respect of Direct recruitment to the post of Junior Accounts Officers/Assistant/LDCs/Typists/Junior-Stenos, Telephone Operators, the existing orders reserving 3% posts for the physically handicapped persons and to carry forward the provision for 3 successive recruitment years, shall be implemented.

- ³(e) “If, in any recruitment qualified candidates belonging to the Scheduled Castes or as the case may be the Scheduled Tribes are not available for appointment to any or all the vacancies reserved for the Scheduled Castes or as the case may be, Scheduled Tribes, a limited recruitment confined to candidates belonging to the Scheduled Castes and or as the case may be, Scheduled Tribes, shall be made immediately after the general recruitment to select and appointment qualified candidates from among persons belonging to these communities to fill such reserved vacancies.”

- (f) (i) if in any recruitment year, qualified candidates belonging to Scheduled Castes, or as the case may be Scheduled Tribes are not available for appointment to all or any or the vacancies reserved for the Scheduled Castes or as the case may be, Schedule Tribes even after conducting limited recruitment as specified in sub-regulation (e) such vacancy or vacancies may be allotted to open competition after obtaining the permission of the Board, and may, thereafter be filled

¹. As per B.P.Ms.No. 510, dt.19-6-1976, the date is 29-1-1977. This is substituted in B.P.Ms.No.1364, dt.1-12-1977 as 22-9-1980. This is further substituted in B.P.Ms.No.318, dt.7-4-1986 as 22-9-1990.

². Note added under Clause (d) (ii) in B.P.Ms.No.318, dt.7-4-1986.

³. Reg. 22(e) is substituted in B.P.Ms.No.798, dt.6-8-1988.

by a candidate or candidates selected on the basis of open competition.

- (ii) Where any vacancy reserved for Scheduled Castes or as the case may be, the scheduled Tribes is so filled by a candidate belonging to other communities an equal number of vacancies shall be reserved in the next succeeding recruitment year for the Scheduled Castes, or as the case may be scheduled Tin addition to the vacancies that may be available for that recruitment year for the Scheduled Castes or as the case may be Scheduled Tribes:

¹“Provided that if in the said second succeeding recruitment year also, no qualified candidates belonging to the Scheduled Castes, or as the case may be, the Scheduled Tribes are available for appointment to all or any of the additional vacancies which are so reserved in that succeeding recruitment year, an equal number of vacancies shall again be reserved in the next succeeding recruitment year for the Scheduled Castes, or as the case may be, the Scheduled Tribes in addition to the number of vacancies that may be available for the next succeeding recruitment year, for the Scheduled Castes, or, as the case may be, the Scheduled Tribes”.

- (iii) any additional vacancy or vacancies reserved for favour of candidates belonging to the Scheduled Castes, or as the case may be, Scheduled Tribes in any year in accordance with the provisions in clause (ii) appointments thereto shall be made before the appointments in the order of rotation for the relevant year are made.
- (g) At no selection for recruitment, other than any limited recruitment made in accordance with the provisions of sub-regulation (e), the number of reserved vacancies including the additional vacancies reserved under sub-regulation (f) shall exceed 50% of the total number of vacancies for that selection, and all vacancies in excess of 50% of the total number of vacancies for which recruitment is made on any particular occasion, shall, notwithstanding anything in this regulation, be treated as unreserved.

¹ . Proviso to Clause (f) (ii) is added in B.P.Ms.No.278, dt.13-3-1978.

- (h) Notwithstanding anything contained in the foregoing sub-regulation.
- (i) Where the principle of reservation of appointments was applicable to any service, class or category immediately before the 8th August, 1975 the order of rotation specified in this sub-regulation shall continue to be followed from the turn next after the turn at which last appointment was made; and
- (ii) Where there are any additional vacancies which would have been reserved in favour of candidates belong to Scheduled Castes, or as the case may be the Scheduled Tribes in the recruitment year, which commences after 8th August, 1975 had the regulation of special representation which was in force immediately before the said date continued, such vacancies shall be reserved for the scheduled castes or the scheduled tribes in the first recruitment year which commences on or after the said date.

¹Regulation 22(i):

Preference to the Local Candidates:

While making direct recruitment to the following cadres, preference shall be given to the local candidates by observing the spirit of Presidential Order duly following the Rules of Reservation made by the State Government from time to time.

- | | | |
|------|---------------------|----------------------|
| I. | Engineering Service | Sub-Engineer |
| II. | Accounts Service | a) LDC b) Typist |
| III. | General Service | Office Sub-ordinate. |

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NOTE:- A brief note on the procedure relating to direct recruitment as mentioned in Rule-22 of A.P. State & Subordinate Rules is appended at the end, for guidance.

¹. Reg.22(i) added by T.O.O. (Addl.Secy-Per) Ms.No.12, dt.11-04-2008.