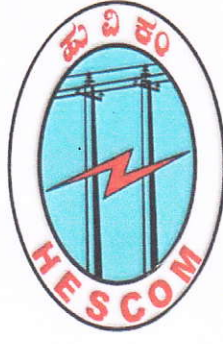


ಹುಬ್ಬಳ್ಳಿ ವಿದ್ಯುತ್ ಸರಬರಾಜು  
ಕಂಪನಿ ನಿಯಮಿತ



HUBLI ELECTRICITY SUPPLY  
COMPANY LIMITED

[ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಂಪೂರ್ಣ ಸಾಮ್ಯಕ್ಕೆ ಒಳಪಟ್ಟಿದೆ]

[Wholly owned Govt. of Karnataka undertaking]

ಕಂಪನಿ ಕಾರ್ಯಾಲಯ,  
ನವನಗರ, ಹುಬ್ಬಳ್ಳಿ- 580 025.

Corporate Office,  
Navanagar, Hubli-580 025.

Telephone No. : 0836-2223867  
: 0836-2223865

Web Site : [www.hescom.co.in](http://www.hescom.co.in)  
E-mail ID : [gmadmhr.hescom@gmail.com](mailto:gmadmhr.hescom@gmail.com)

Notification NO.: HESCOM/GM[A]/AO[A]/AAO[A]/  
SA[A]/73<sup>rd</sup> BOD/Subject-15/R&P/CR-02/2016-17/**CYS-1652,**

Date: **11 AUG 2016**

**NOTIFICATION**

Sub: Amendment to HESCOM R&P Regulations-Deletion of equivalent qualification prescribed for recruitment as well as promotion across some of the cadres and amendment to interpretation of Diploma - Regarding.

- Ref: 1. Board Resolution Subject No.: 73/ 15, Dated: 01.07.2016.  
2. This office Order No.: HESCOM/ GM[A]/ AO[A]/ AAO[A]/ 55<sup>th</sup> BM/ CR-12/ 2012-13/ CYS-2409, Dated: 11.01.2013.  
3. This office Order No.: HESCOM/ GM[A]/ AO[A]/ AAO[A]/ 2015-16/ CYS-2720, Dated: 21.11.2015.

\*\*\*\*

The HUBLI ELECTRICITY SUPPLY COMPANY LIMITED is pleased to further amend the HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES[PROBATION] REGULATIONS AND EMPLOYEES[SENIORITY] REGULATIONS, as here under;

1. **TITLE AND COMMENCEMENT:**

i) These Regulations shall be called the HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES [PROBATION] REGULATIONS AND EMPLOYEES [SENIORITY] [AMENDMENT] REGULATIONS, 2016, as here under.

ii) These shall come into force with immediate effect.

2. **AMENDMENT TO REGULATION-2: INTERPRETATIONS - Sl. No.: [f] UNDER CHAPTER-I OF THE HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES[PROBATION] REGULATIONS AND EMPLOYEES [SENIORITY] REGULATIONS;**

The Regulation- 2: INTERPRETATIONS – Sl. No.: [f] under Chapter-I of HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES [PROBATION] REGULATIONS AND EMPLOYEES [SENIORITY] REGULATIONS is amended as indicated in ANNEXURE-1 appended to the Notification.

*[Handwritten signature]*

[P.T.O.]



**3. AMENDMENT TO Sl. No.: 9, 10, 11 and 12 UNDER CHAPTER – VI and Sl. No.: 7 and 8 UNDER CHAPTER – VII OF The HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES [PROBATION] REGULATIONS AND EMPLOYEES [SENIORITY] REGULATIONS;**

The minimum qualification prescribed for the following posts of THE HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES [PROBATION] REGULATIONS AND EMPLOYEES[SENIORITY] REGULATIONS shall be as indicated in Annexure-2 appended to the Notification, in place of the minimum qualification;

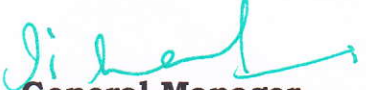
**UNDER CHAPTER – VI**

- a. Assistant Executive Engineer[Civil] in Sl. No.: 9,
- b. Assistant Engineer[Elect][Non-Graduate] in Sl. No.: 10[B],
- c. Assistant Engineer[Civil][Graduate] in Sl. No.: 11[A],
- d. Assistant Engineer[Civil][Non-Graduate] in Sl. No.: 11[B],
- e. Junior Engineer[Elect]/ Store Keeper Grade-II in Sl. No.: 12[A], [Aii] & [Bi] and
- f. Junior Engineer[Civil] in Sl. No.: 13

**UNDER CHAPTER – VII**

- g. Assistant in Sl. No.: 7A[i] & A[ii],
- h. Junior Assistant in Sl. No.: 8A[i], A[ii] & B

By Order,

  
**General Manager  
[Admin & HRD]  
HESCOM, Hubballi**

**Copy:**

1. Director[Admin & HR], KPTCL, Kaveri Bhavan, Bengaluru.
2. Director[Technical], Corporate Office, HESCOM, Hubballi.
3. General Manager[Admin & HRD], Corporate Office, BESCOM/ GESCOM/ MESCOM/ CESC.
4. Chief Financial Officer, Corporate Office, HESCOM, Hubballi.
5. Chief Engineer[Elect], Hubballi/ Belagavi Zone, HESCOM, Hubballi/ Belagavi.
6. Chief Engineer[Elect], Transmission Zone, KPTCL, Navanagar, Bagalakote.
7. All Superintending Engineers[Elect]/ Controllers, HESCOM/ HESCOM Jurisdiction – KPTCL.
8. Superintending Engineer[Elect][IT], Corporate Office, HESCOM, Hubballi for information and publish in the HESCOM website.
9. Controller[IA]/ [A&R], Corporate Office, HESCOM, Hubballi.
10. All Executive Engineer[Elect]/ Deputy Controllers HESCOM/ HESCOM Jurisdiction – KPTCL.
11. PS to Managing Director, Corporate Office, HESCOM, Hubballi – For information and place before the table.
12. PS to Managing Director, KPTCL/ BESCOM/ GESCOM/ MESCOM/ CESC – For information and place before the table.
13. Office Copy/ Master File.

**Copy for information to:**

1. Sri M. Nagaraju, President, KPTCL Employees' Union Bengaluru & Director, KPTCL and all ESCOMs.
2. Sri A. N. Jayaraj, President, KEB Engineers' Association, Bengaluru & Director, KPTCL and all ESCOMs.
3. General Secretary, KPTCL Employees' Union [Reg. No.659] Bengaluru.
4. General Secretary, KEB Engineers' Association, Bengaluru.
5. General Secretary, KPTCL, Accounts Officers' Association, Bengaluru.
6. General Secretary, KEB SC and ST Welfare Association, Bengaluru.
7. General Secretary, KPTCL, Diploma Engineers Association, Bengaluru.
8. General Secretary KPTCL/ ESCOMs SC/ ST Officers' Association, Bengaluru.



# **HUBLI ELECTRICITY SUPPLY COMPANY LIMITED**

**[Wholly owned Govt. of Karnataka undertaking]**

**Annexure to Notification No.: HESCOM/ GM[A]/ AO[A]/ AAO[A]/ SA[A]/  
73<sup>rd</sup> BOD/ Subject-15/ R&P/ CR-02/ 2016-17/ CYS-1652, Dated: 11<sup>th</sup> August, 2016**




**ANNEXURE - 1**

**AMENDMENT TO REGULATION - 2 - INTERPRETATIONS - [F] UNDER CHAPTER - I OF THE HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES[PROBATION] REGULATIONS AND EMPLOYEES[SENIORITY] REGULATIONS;**

<b>As Existing</b>	<b>As Amended</b>
<b>f] 'Diploma' or Certificate means a Diploma or Certificate granted by a University established by Law in India or by an authority authorized by the Government to grant such Diploma or Certificate.</b>	<b>f] 'Diploma' or 'Certificate' means a Diploma or Certificate granted by the Board of Technical Examinations, Department of Technical Education, Government of Karnataka.</b>

Note: For Legal interpretation the ENGLISH TEXT may be referred and quoted.



  
**GENERAL MANAGER  
[ADMIN & HRD]  
HESCOM, HUBBALLI.**



# HUBLI ELECTRICITY SUPPLY COMPANY LIMITED

[Wholly owned Govt. of Karnataka undertaking]

Annexure to Notification No.: HESCOM / GM[A]/ AO[A]/ AAO[A]/ SA[A]/  
73<sup>rd</sup> BOD/ Subject-15/ R&P/ CR-02/ 2016-17/ CYS-1652, Dated: 11<sup>th</sup> August, 2016




ANNEXURE -2

**a. AMENDMENT TO MINIMUM QUALIFICATION PRESCRIBED IN SL. NO. 9 – ASSISTANT EXECUTIVE ENGINEER[CIVIL] UNDER CHAPTER-VI OF THE HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES[PROBATION] REGULATIONS AND EMPLOYEES[SENIORITY] REGULATIONS;**

Sl. No.	Category of Post	Cadre	As Existing		As Amended	
			Method of Recruitment	Minimum Qualification	Method of Recruitment	Minimum Qualification
9	Assistant Executive Engineer [Civil]	State-wide	C) 30% of the posts shall be filled up by promotion of Assistant Engineer [Civil][Non-Graduates] on the basis of Seniority-cum-merit.	<b>C. PROMOTION:-</b> i) Should have completed aggregate service of eight years as Junior Engineer[Civil] and Assistant Engineer [Civil], if they are Diploma holders in Civil Engineering or <b>of equivalent qualification.</b> <b>Note: “Provided that if Officers who have put in a minimum service of 8 years are not available, an Officer who has put in 6 years of service may be considered for promotion”.</b> ii) Should have passed Executive Higher Examination and Kannada Language Test or Obtained exemption from passing Kannada Language Test as per Regulations.	C) 30% of the posts shall be filled up by promotion of Assistant Engineer[Civil] [Non-Graduates] on the basis of Seniority-cum-merit.	<b>C. PROMOTION:-</b> i) Should have completed aggregate service of eleven years as Junior Engineer[Civil] and Assistant Engineer [Civil], if they are Diploma holders in Civil Engineering. <b>Note: “Provided that if Officers who have put in a minimum service of 11 years are not available, an Officer who has put in 9 years of service may be considered for promotion”.</b> ii) Should have passed Executive Higher Examination and Kannada Language Test or Obtained exemption from passing Kannada Language Test as per Regulations.

Note: For Legal interpretation the ENGLISH TEXT may be referred and quoted.

  
**GENERAL MANAGER**  
**[ADMIN & HRD]**  
**HESCOM, HUBBALLI.**



# HUBLI ELECTRICITY SUPPLY COMPANY LIMITED

[Wholly owned Govt. of Karnataka undertaking]

Annexure to Notification No.: HESCOM/ GM[A]/ AO[A]/ AAO[A]/ SA[A]/  
73<sup>rd</sup> BOD/ Subject-15/ R&P/ CR-02/ 2016-17/ CYS-1652, Dated: 11<sup>th</sup> August, 2016



ANNEXURE -2

**b. AMENDMENT TO MINIMUM QUALIFICATION PRESCRIBED IN SL. NO. 10B - ASSISTANT ENGINEER[ELEC.][NON-GRADUATE]/ STORE KEEPER GRADE-I UNDER CHAPTER-VI OF THE HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES[PROBATION] REGULATIONS AND EMPLOYEES [SENIORITY] REGULATIONS:**

Sl. No.	Category of Post	Cadre	As Existing		As Amended	
			Method of Recruitment	Minimum Qualification	Method of Recruitment	Minimum Qualification
10 B	Assistant Engineer [Elec.] [Non-Graduate] /Store Keeper Grade-I	State-wide	25% of the posts by Promotion of Junior Engineer[Elec.]/ Store Keeper Grade-II on the basis of Seniority-cum-merit.	i) Should have a Diploma in Electrical Engineering or Mechanical Engineering of a Polytechnic of the State of Karnataka <b>or equivalent qualification</b> or Diploma or certificate in Electrical or Mechanical Engineering of the erstwhile school of Engineering, Bangalore. ii) Should have put in a minimum service of five[5] years as Junior Engineer[Elec]/ Store Keeper Grade-II in case of Diploma holders. <b>Note: "Provided that if Officers who have put in a minimum service of 5 years are not available, an Officer who has put in 3 years of service may be considered for promotion".</b> iii) Should have passed Executive Higher Examination and Kannada Language Test or Obtained exemption from passing Kannada Language Test as per Regulations.	25% of the posts by Promotion of Junior Engineer [Elec.] / Store Keeper Grade-II on the basis of Seniority-cum-merit.	i) Should have a Diploma in Electrical Engineering or Mechanical Engineering of a Polytechnic of the State of Karnataka or Diploma or certificate in Electrical or Mechanical Engineering of the erstwhile school of Engineering, Bangalore. ii) Should have put in a minimum service of eight[8] years as Junior Engineer[Elec]/ Store Keeper Grade-II in case of Diploma holders. <b>Note: "Provided that if Officers who have put in a minimum service of 8 years are not available, an Officer who has put in 6 years of service may be considered for promotion".</b> iii) Should have passed Executive Higher Examination and Kannada Language Test or Obtained exemption from passing Kannada Language Test as per Regulations.

*Jiwal*



# HUBLI ELECTRICITY SUPPLY COMPANY LIMITED

[Wholly owned Govt. of Karnataka undertaking]

Annexure to Notification No.: HESCOM/ GM[A]/ AO[A]/ AAO[A]/ SA[A]/  
73<sup>rd</sup> BOD/ Subject-15/ R&P/ CR-02/ 2016-17/ CYS-1652, Dated: 11<sup>th</sup> August, 2016



ANNEXURE -2

**c. AMENDMENT TO MINIMUM QUALIFICATION PRESCRIBED IN SL.NO.11A-ASSISTANT ENGINEER [CIVIL][GRADUATE] UNDER CHAPTER-VI OF THE HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES[PROBATION] REGULATIONS AND EMPLOYEES [SENIORITY] REGULATIONS:**

Sl. No.	Category of Post	Cadre	As Existing		As Amended	
			Method of Recruitment	Minimum Qualification	Method of Recruitment	Minimum Qualification
11 A	Assistant Engineer [Civil] [Graduate]	State-wide	<p>A. Candidates for direct recruitment shall be filled up purely on the basis of the marks secured in the Aptitude Test.</p> <p><b>Note:</b> For candidates who were appointed directly on contract basis[Not engaged through an Agency] by KPTCL/ ESCOMs and other public Sector Electricity Utilities in the areas of Transmission/ Distribution and with work experience of minimum 5 years and above, the age limit shall be relaxed by 5 years over the age limit prescribed for applicants for direct recruitment.</p>	<p><b>A) Direct Recruitment:</b></p> <p>i. Should have a degree in Civil Engineering of a recognized University <b>or Equivalent qualification</b> or pass in AMIE section A&amp;B[Civil].</p> <p>ii. Should be on probation for One year.</p> <p>iii. The following are required to complete the probationary period satisfactorily.</p> <p>a) Should undergo training on appointment conducted by the Board and pass the test at the end of training.</p> <p>b) Should pass Kannada Language Test or Obtain exemption from passing Kannada Language Test as per Regulations.</p> <p>c) Should maintain Good Conduct, Punctuality in attendance and aptitude for learning the Jobs. These should be assessed and reported by the Official Superiors through reports.</p>	<p>A. Candidates for direct recruitment shall be filled up purely on the basis of the marks secured in the Aptitude Test.</p> <p><b>Note:</b> For candidates who were appointed directly on contract basis[Not engaged through an Agency] by KPTCL/ ESCOMs and other public Sector Electricity Utilities in the areas of Transmission/ Distribution and with work experience of minimum 5 years and above, the age limit shall be relaxed by 5 years over the age limit prescribed for applicants for direct recruitment.</p>	<p><b>A) Direct Recruitment:</b></p> <p>i. Should have a degree in Civil Engineering of a recognized University or pass in AMIE section A&amp;B[Civil].</p> <p>ii. Should be on probation for One year.</p> <p>iii. The following are required to complete the probationary period satisfactorily.</p> <p>a) Should undergo training on appointment conducted by the Board and pass the test at the end of training.</p> <p>b) Should pass Kannada Language Test or Obtain exemption from passing Kannada Language Test as per Regulations.</p> <p>c) Should maintain Good Conduct, Punctuality in attendance and aptitude for learning the Jobs. These should be assessed and reported by the Official Superiors through reports.</p>

*Dibant*



# HUBLI ELECTRICITY SUPPLY COMPANY LIMITED

[Wholly owned Govt. of Karnataka undertaking]

Annexure to Notification No.: HESCOM/ GM[A]/ AO[A]/ AAO[A]/ SA[A]/  
73<sup>rd</sup> BOD/ Subject-15/ R&P/ CR-02/ 2016-17/ CYS-1652, Dated: 11<sup>th</sup> August, 2016

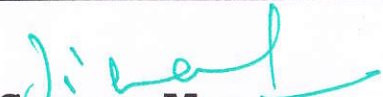


ANNEXURE -2

**d. AMENDMENT TO MINIMUM QUALIFICATION PRESCRIBED IN SL.NO.11B-ASSISTANT ENGINEER [CIVIL][NON-GRADUATE] UNDER CHAPTER-VI OF THE HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES[PROBATION] REGULATIONS AND EMPLOYEES [SENIORITY] REGULATIONS:**

Sl. No.	Category of Post	Cadre	As Existing		As Amended	
			Method of Recruitment	Minimum Qualification	Method of Recruitment	Minimum Qualification
11 B	Assistant Engineer [Civil] [Non-Graduate]	State-wide	<b>B.</b> 40% of the field posts by promotion of Junior Engineer [Civil] on the basis of Seniority-cum-merit.	<b>B. PROMOTION:</b> i) Should have a Diploma in Civil Engineering of a Polytechnic of the State of Karnataka <b>or Equivalent Qualification</b> or Certificate Course in Civil Engineering. ii) Should have put in a minimum service of five[5] years as Junior Engineer[Civil] in case of Diploma Holders. <b>Note: "Provided that if Officers who have put in a minimum service of 5 years are not available, an Officer who has put in 3 years of service may be considered for promotion".</b> iii) Should have passed Executive higher Examination and Kannada Language Test or Obtained exemption from passing Kannada Language Test as per Regulations. iv) No probation period. However in individual cases if necessary the Competent Authority ordering the promotion may place an employee on probation for a period not exceeding one year.	<b>B.</b> 40% of the field posts by promotion of Junior Engineer [Civil] on the basis of Seniority-cum-merit.	<b>B. PROMOTION:</b> i) Should have a Diploma in Civil Engineering of a Polytechnic of the State of Karnataka or Certificate Course in Civil Engineering. ii) Should have put in a minimum service of eight[8] years as Junior Engineer[Civil] in case of Diploma Holders. <b>Note: "Provided that if Officers who have put in a minimum service of 8 years are not available, an Officer who has put in 6 years of service may be considered for promotion".</b> iii) Should have passed Executive higher Examination and Kannada Language Test or Obtained exemption from passing Kannada Language Test as per Regulations. iv) No probation period. However in individual cases if necessary the Competent Authority ordering the promotion may place an employee on probation for a period not exceeding one year.

Note: For Legal interpretation the ENGLISH TEXT may be referred and quoted.

  
**GENERAL MANAGER**  
**[ADMIN & HRD]**  
**HESCOM, HUBBALLI.**



# HUBLI ELECTRICITY SUPPLY COMPANY LIMITED

[Wholly owned Govt. of Karnataka undertaking]

Annexure to Notification No.: HESCOM/ GM[A]/ AO[A]/ AAO[A]/ SA[A]/  
73<sup>rd</sup> BOD/ Subject-15/ R&P/ CR-02/ 2016-17/ CYS-1652, Dated: 11<sup>th</sup> August, 2016



ANNEXURE -2

**e. AMENDMENT TO MINIMUM QUALIFICATION PRESCRIBED IN SL.NO.12- JUNIOR ENGINEER [ELEC.]/ STORE KEEPER GR.II UNDER CHAPTER-VI OF THE HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES[PROBATION] REGULATIONS AND EMPLOYEES [SENIORITY] REGULATIONS:**

Sl. No.	Category of Post	Cadre	As Existing		As Amended	
			Method of Recruitment	Minimum Qualification	Method of Recruitment	Minimum Qualification
12	Junior Engineer [Elec.]/ Store Keeper Gr.II	Circle Wise	<p>A) 40% of the posts by direct recruitment of candidates purely on the basis of the marks secured in the Aptitude Test.</p> <p><b>Note:</b> For candidates who were appointed directly on contract basis[Not engaged through an Agency] by KPTCL/ ESCOMs and other public Sector Electricity Utilities in the areas of Transmission/ Distribution and with work experience of minimum 5 years and above, the age limit shall be relaxed by 5 years over the age limit prescribed for applicants for direct recruitment.</p>	<p><b>A. Direct Recruitment</b></p> <p>i) Should have passed Diploma in Electrical Engineering of a Polytechnic of the State of Karnataka <b>or Equivalent qualification.</b></p> <p>ii) Should be on probation for One year.</p> <p>iii) The following qualifications are required to complete the probationary period satisfactorily.</p> <p>a) Should undergo training on appointment conducted by the Board and pass the test at the end of training.</p> <p>b) Should have pass Kannada Language Test or Obtain exemption from passing Kannada Language Test as per Regulations.</p> <p>c) Should maintain Good Conduct, Punctuality in attendance and aptitude for learning the Jobs. These should be assessed and reported by the Official Superiors through reports.</p>	<p>A) 40% of the posts by direct recruitment of candidates purely on the basis of the marks secured in the Aptitude Test.</p> <p><b>Note:</b> For candidates who were appointed directly on contract basis[Not engaged through an Agency] by KPTCL/ ESCOMs and other public Sector Electricity Utilities in the areas of Transmission/ Distribution and with work experience of minimum 5 years and above, the age limit shall be relaxed by 5 years over the age limit prescribed for applicants for direct recruitment.</p>	<p><b>A. Direct Recruitment</b></p> <p>i) Should have passed Diploma in Electrical Engineering/ Electrical &amp; Electronics of a Polytechnic of the State of Karnataka.</p> <p>ii) Should be on probation for One year.</p> <p>iii) The following qualifications are required to complete the probationary period satisfactorily.</p> <p>a) Should undergo training on appointment conducted by the Board and pass the test at the end of training.</p> <p>b) Should have pass Kannada Language Test or Obtain exemption from passing Kannada Language Test as per Regulations.</p> <p>c) Should maintain Good Conduct, Punctuality in attendance and aptitude for learning the Jobs. These should be assessed and reported by the Official Superiors through reports.</p>

*J. V. S.*



# HUBLI ELECTRICITY SUPPLY COMPANY LIMITED

[Wholly owned Govt. of Karnataka undertaking]

**Annexure to Notification No.: HESCOM/ GM[A]/ AO[A]/ AAO[A]/ SA[A]/  
73<sup>rd</sup> BOD/ Subject-15/ R&P/ CR-02/ 2016-17/ CYS-1652, Dated: 11<sup>th</sup> August, 2016**



**ANNEXURE -2**

Sl. No.	Category of Post	Cadre	As Existing		As Amended	
			Method of Recruitment	Minimum Qualification	Method of Recruitment	Minimum Qualification
12	Junior Engineer [Elec.]/ Store Keeper Gr.II	Circle Wise	<p><b>A.</b> ii] 10% of the posts by direct recruitment of in-service employees on the basis of interview, selection by a Committee constituted by the Board.</p>	<p>i) Should have passed Diploma in Electrical Engineering of a Polytechnic of the State of Karnataka <b>or Equivalent qualification.</b></p> <p>ii) Should have put in a minimum service of 4 years of service in the lower post.</p> <p>iii) Should be on probation for One year.</p> <p>iv) The following qualifications are required to complete the probationary period satisfactorily.</p> <p>a) Should undergo training conducted by the Board and shall pass the test at the end of training.</p> <p>b) Should have passed or pass Kannada Language Test or Obtain exemption from passing Kannada Language Test as per Regulations.</p> <p>c) Should maintain Good Conduct, Punctuality in attendance and aptitude for learning the Jobs. These should be assessed and reported by the Official Superiors through reports.</p>	<p>A. ii] 10% of the posts by direct recruitment of in-service employees on the basis of interview, selection by a Committee constituted by the Board.</p>	<p>i) Should have passed Diploma in Electrical Engineering/ Electrical &amp; Electronics of a Polytechnic of the State of Karnataka.</p> <p>ii) Should have put in a minimum service of 4 years in the lower post.</p> <p>iii) Should be on probation for One year.</p> <p>iv) The following qualifications are required to complete the probationary period satisfactorily.</p> <p>a) Should undergo training conducted by the Board and shall pass the test at the end of training.</p> <p>b) Should have passed or pass Kannada Language Test or Obtain exemption from passing Kannada Language Test as per Regulations.</p> <p>c) Should maintain Good Conduct, Punctuality in attendance and aptitude for learning the Jobs. These should be assessed and reported by the Official Superiors through reports.</p>

*Final*



# HUBLI ELECTRICITY SUPPLY COMPANY LIMITED

[Wholly owned Govt. of Karnataka undertaking]



**Annexure to Notification No.: HESCOM/ GM[A]/ AO[A]/ AAO[A]/ SA[A]/  
73<sup>rd</sup> BOD/ Subject-15/ R&P/ CR-02/ 2016-17/ CYS-1652, Dated: 11<sup>th</sup> August, 2016**

**ANNEXURE -2**

Sl. No.	Category of Post	Cadre	As Existing		As Amended	
			Method of Recruitment	Minimum Qualification	Method of Recruitment	Minimum Qualification
12	Junior Engineer [Elec.]/ Store Keeper Gr.II	Circle Wise	<p><b>B. i)</b> 10% of the posts to be filled up by way of promotion from among in-service Meter Readers/ Operators/ Overseers/ Assistant Store Keepers on the basis of seniority cum-merit through selection after interview by a committee constituted by the Board.</p>	<p><b>PROMOTION</b></p> <p><b>a)</b> Should possess/ acquire Diploma qualification in Electrical Engineering of a Polytechnic of Karnataka <u>or</u> <b>Equivalent qualification.</b></p> <p><b>b)</b> Should have put in a minimum service of ten years as Meter reader/ Operator/ Overseer/ Assistant Store Keeper.</p> <p><b>c)</b> Should have passed executive lower examination and Kannada language test or obtain exemption from passing Kannada language test as per regulations.</p> <p><b>d)</b> No age limit is prescribed.</p>	<p><b>B. i)</b> 10% of the posts to be filled up by way of promotion from among in-service Meter Readers/ Operators/ Overseers/ Assistant Store Keepers on the basis of seniority cum-merit through selection after interview by a committee constituted by the Board.</p>	<p><b>PROMOTION</b></p> <p><b>a)</b> Should possess/ acquire Diploma qualification in Electrical Engineering/ &amp; Electronics of a Polytechnic of the State of Karnataka.</p> <p><b>b)</b> Should have put in a minimum service of ten years as Meter reader/ Operator/ Overseer/ Assistant Store Keeper.</p> <p><b>c)</b> Should have passed executive lower examination and Kannada language test or obtained exemption from passing Kannada language test as per regulations.</p> <p><b>d)</b> No age limit is prescribed.</p>

*Jihel*



# HUBLI ELECTRICITY SUPPLY COMPANY LIMITED

[Wholly owned Govt. of Karnataka undertaking]



Annexure to Notification No.: HESCOM/ GM[A]/ AO[A]/ AAO[A]/ SA[A]/  
73<sup>rd</sup> BOD/ Subject-15/ R&P/ CR-02/ 2016-17/ CYS-1652, Dated: 11<sup>th</sup> August, 2016

ANNEXURE -2

## **f. AMENDMENT TO MINIMUM QUALIFICATION PRESCRIBED IN SL.NO.13-JUNIOR ENGINEER [CIVIL] UNDER CHAPTER-VI OF THE HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES[PROBATION] REGULATIONS AND EMPLOYEES [SENIORITY] REGULATIONS;**

Sl. No.	Category of Post	Cadre	As Existing		As Amended	
			Method of Recruitment	Minimum Qualification	Method of Recruitment	Minimum Qualification
13	Junior Engineer [Civil]	Circle Wise	<p><b>A)</b> 90% of the posts by direct recruitment of candidates purely on the basis of the marks secured in the Aptitude Test.</p> <p><b>Note:</b> For candidates who were appointed directly on contract basis[Not engaged through an Agency] by KPTCL/ ESCOMs and Other Public Sector Electricity Utilities in the areas of Transmission/ Distribution and with work experience of minimum 5 years and above, the age limit shall be relaxed by 5 years over the age limit prescribed for applicants for direct recruitment.</p>	<p>i) Should have passed Diploma in Civil Engineering of a Polytechnic of the State of Karnataka <b>or equivalent qualification.</b></p> <p>ii) Should be on probation for One year.</p> <p>iii) The following qualifications are required to complete the probationary period satisfactorily.</p> <p>a) Should undergo training conducted by the Board and shall pass the test at the end of training.</p> <p>b) Should have pass Kannada Language Test or Obtain exemption from passing Kannada Language Test as per Regulations.</p> <p>c) Should maintain Good Conduct, Punctuality in attendance and aptitude for learning the Jobs. These should be assessed and reported by the Official Superiors through reports.</p>	<p><b>A)</b> 90% of the posts by direct recruitment of candidates purely on the basis of the marks secured in the Aptitude Test.</p> <p><b>Note:</b> For candidates who were appointed directly on contract basis[Not engaged through an Agency] by KPTCL/ ESCOMs and Other Public Sector Electricity Utilities in the areas of Transmission/ Distribution and with work experience of minimum 5 years and above, the age limit shall be relaxed by 5 years over the age limit prescribed for applicants for direct recruitment.</p>	<p>i) Should have passed Diploma in Civil Engineering of a Polytechnic of the State of Karnataka.</p> <p>ii) Should be on probation for One year.</p> <p>iii) The following qualifications are required to complete the probationary period satisfactorily.</p> <p>a) Should undergo training conducted by the Board and shall pass the test at the end of training.</p> <p>b) Should have pass Kannada Language Test or Obtain exemption from passing Kannada Language Test as per Regulations.</p> <p>c) Should maintain Good Conduct, Punctuality in attendance and aptitude for learning the Jobs. These should be assessed and reported by the Official Superiors through reports.</p>

Note: For Legal interpretation the ENGLISH TEXT may be referred and quoted.

  
**GENERAL MANAGER**  
**[ADMIN & HRD]**



# HUBLI ELECTRICITY SUPPLY COMPANY LIMITED

[Wholly owned Govt. of Karnataka undertaking]

Annexure to Notification No.: HESCOM/ GM[A]/ AO[A]/ AAO[A]/ SA[A]/  
73<sup>rd</sup> BOD/ Subject-15/ R&P/ CR-02/ 2016-17/ CYS-1652, Dated: 11<sup>th</sup> August, 2016



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**g. AMENDMENT TO MINIMUM QUALIFICATION PRESCRIBED IN SL. NO. 7 - ASSISTANT UNDER CHAPTER-VII OF THE HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES[PROBATION] REGULATIONS AND EMPLOYEES[SENIORITY] REGULATIONS;**

Sl. No.	Category of Post	Cadre	As Existing		As Amended	
			Method of Recruitment	Minimum Qualification	Method of Recruitment	Minimum Qualification
7	Assistant	Circle-wise	<b>A.</b> i) 15% of the posts by direct recruitment purely on the basis of marks secured in the Aptitude Test.	i) Should be a holder of a Bachelor's Degree <b>or equivalent qualification</b> of any recognized University in the State of Karnataka. ii) Should be on probation for one year. iii) The following are required to complete the probationary period satisfactorily; a) Should undergo training conducted by the Board and pass the test at the end of training. b) Should pass Kannada Language Test or obtain exemption from passing the Kannada Language Test as per regulations. c) Should maintain good conduct, punctuality in attendance and aptitude for learning the jobs, these should be assessed and reported by Official superiors through reports.	<b>A.</b> i) 15% of the posts by direct recruitment purely on the basis of marks secured in the Aptitude Test.	i) Should be a holder of a Bachelor's Degree of a recognized University in the State of Karnataka. ii) Should be on probation for one year. iii) The following are required to complete the probationary period satisfactorily; a) Should undergo training conducted by the Board and pass the test at the end of training. b) Should pass Kannada Language Test or obtain exemption from passing the Kannada Language Test as per regulations. c) Should maintain good conduct, punctuality in attendance and aptitude for learning the jobs, these should be assessed and reported by Official superiors through reports.

*J. S. S.*



# HUBLI ELECTRICITY SUPPLY COMPANY LIMITED

[Wholly owned Govt. of Karnataka undertaking]

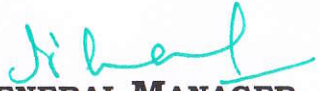
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Sl. No.	Category of Post	Cadre	As Existing		As Amended	
			Method of Recruitment	Minimum Qualification	Method of Recruitment	Minimum Qualification
7	Assistant	Circle-wise	<b>A. ii]</b> 10% by direct recruitment of In-Service employees on the basis of interview, selection being made by a Committee constituted by the Board from time to time.	<b>i)</b> Should be a holder of a Bachelor's Degree <b>or equivalent qualification</b> of any recognized University in the State of Karnataka. <b>ii)</b> Should have put in a minimum of 4 years of service in the Lower Post. <b>iii)</b> Should be on probation for one year. <b>iv)</b> The following are required to complete the probationary period satisfactorily. <b>a)</b> Should undergo training conducted by the Board and pass the Test at the end of training. <b>b)</b> Should pass Kannada Language test or obtain exemption from passing the Kannada Language Test as per regulations. <b>c)</b> Should maintain good conduct, punctuality in attendance and aptitude for learning the jobs, these should be assessed and reported by Official superiors through reports	<b>A. ii]</b> 10% by direct recruitment of In-Service employees on the basis of interview, selection being made by a Committee constituted by the Board from time to time.	<b>i)</b> Should be a holder of a Bachelors Degree of a recognized University in the State of Karnataka. <b>ii)</b> Should have put in a minimum of 4 years of service in the Lower Post. <b>iii)</b> Should be on probation for one year. <b>iv)</b> The following are required to complete the probationary period satisfactorily. <b>a)</b> Should undergo training conducted by the Board and pass the Test at the end of training. <b>b)</b> Should have passed or pass Kannada Language test or obtained exemption from passing the Kannada Language Test as per regulations. <b>c)</b> Should maintain good conduct, punctuality in attendance and aptitude for learning the jobs, these should be assessed and reported by Official superiors through reports

Note: For Legal interpretation the ENGLISH TEXT may be referred and quoted.

  
**GENERAL MANAGER**  
**[ADMIN & HRD]**  
**HESCOM, HUBBALLI.**



# HUBLI ELECTRICITY SUPPLY COMPANY LIMITED

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Annexure to Notification No.: HESCOM/ GM[A]/ AO[A]/ AAO[A]/ SA[A]/  
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ANNEXURE -2

## h. AMENDMENT TO MINIMUM QUALIFICATION PRESCRIBED IN SL. NO. 8 – JUNIOR ASSISTANT UNDER CHAPTER-VII OF THE HUBLI ELECTRICITY SUPPLY COMPANY LIMITED RECRUITMENT AND PROMOTION REGULATIONS, EMPLOYEES[PROBATION] REGULATIONS AND EMPLOYEES [SENIORITY] REGULATIONS;

Sl. No.	Category of Post	Cadre	As Existing		As Amended	
			Method of Recruitment	Minimum Qualification	Method of Recruitment	Minimum Qualification
8	Junior Assistant	Circle-wise	<p><b>A.</b> i] 70% of the posts by direct recruitment purely on the basis of marks secured in the Aptitude Test.</p> <p><b>Note:</b> 1] If any Office Attendant Grade-1/ Daftary/ Lift Attender/ Office Attendant Grade-II within the age of 45 years and who has put in a service of not less than 5 years and has passed or were to pass PUC Examination or equivalent Exams, with English &amp; Kannada as two of the subjects, shall be appointed as Junior Assistant in the immediate vacancy open for direct recruitment. Training for such employees will be the same as for Daftary promoted as Junior Assistant.</p>	<p>i) Should have PUC qualification <b>or passed equivalent Examination</b> or Diploma in Accountancy and Auditing or in Accountancy and Costing awarded by the State Council of Vocational Education, Government of Karnataka.</p> <p>ii) Should be on probation for one year.</p> <p>iii) The following are required to complete the probationary period satisfactorily.</p> <p>a) Should undergo training conducted by the Board and pass the Test at the end of training.</p> <p>b) Should pass Kannada Language test or obtain exemption from passing the Kannada Language Test as per regulations.</p> <p>c) Should maintain good conduct, punctuality in attendance and aptitude for learning the jobs, these should be assessed and reported by Official superiors through reports.</p>	<p><b>A.</b> i] 70% of the posts by direct recruitment purely on the basis of marks secured in the Aptitude Test.</p> <p><b>Note:</b> 1] If any Office Attendant Grade-1/ Daftary/ Lift Attender/ Office Attendant Grade-II within the age of 45 years and who has put in a service of not less than 5 years and has passed or were to pass PUC Examination or equivalent Exams, with English &amp; Kannada as two of the subjects, shall be appointed as Junior Assistant in the immediate vacancy open for direct recruitment. Training for such employees will be the same as for Daftary promoted as Junior Assistant.</p>	<p>i) Should have PUC qualification or Diploma in Accountancy and Auditing or in Accountancy and Costing awarded by the State Council of Vocational Education, Government of Karnataka.</p> <p>ii) Should be on probation for one year.</p> <p>iii) The following are required to complete the probationary period satisfactorily.</p> <p>a) Should undergo training conducted by the Board and pass the Test at the end of training.</p> <p>b) Should pass Kannada Language test or obtain exemption from passing the Kannada Language Test as per regulations.</p> <p>c) Should maintain good conduct, punctuality in attendance and aptitude for learning the jobs, these should be assessed and reported by Official superiors through reports</p>

*Jibesh*



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Sl. No.	Category of Post	Cadre	As Existing		As Amended	
			Method of Recruitment	Minimum Qualification	Method of Recruitment	Minimum Qualification
8	Junior Assistant	Circle-wise	<p>A. ii) 10% of the posts by direct recruitment of in-service employees on the basis of interview, selection being made by a Committee constituted by the Board from time to time.</p>	<p>i) Should have PUC qualification <b>or passed equivalent Examination</b> or Diploma in Accountancy and Auditing or in Accountancy and Costing awarded by the State Council of Vocational Education, Government of Karnataka.</p> <p>ii) Should have put in a minimum of 4 years of service in the Lower Post.</p> <p>iii) Should be on probation for one year.</p> <p>iv) The following are required to complete the probationary period satisfactorily.</p> <p>a) Should undergo training conducted by the Board and pass the Test at the end of training.</p> <p>b) Should pass Kannada Language test or obtain exemption from passing the Kannada Language Test as per regulations.</p> <p>c) Should maintain good conduct, punctuality in attendance and aptitude for learning the jobs, these should be assessed and reported by Official superiors through reports.</p>	<p>A. ii) 10% of the posts by direct recruitment of in-service employees on the basis of interview, selection being made by a Committee constituted by the Board from time to time.</p>	<p>i) Should have PUC qualification or Diploma in Accountancy and Auditing or in Accountancy and Costing awarded by the State Council of Vocational Education, Government of Karnataka.</p> <p>ii) Should have put in a minimum of 4 years of service in the Lower Post.</p> <p>iii) Should be on probation for one year.</p> <p>iv) The following are required to complete the probationary period satisfactorily.</p> <p>a) Should undergo training conducted by the Board and pass the Test at the end of training.</p> <p>b) Should pass Kannada Language test or obtain exemption from passing the Kannada Language Test as per regulations.</p> <p>c) Should maintain good conduct, punctuality in attendance and aptitude for learning the jobs, these should be assessed and reported by Official superiors through reports.</p>

*J. S. S.*



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Sl. No.	Category of Post	Cadre	As Existing		As Amended	
			Method of Recruitment	Minimum Qualification	Method of Recruitment	Minimum Qualification
8	Junior Assistant	Circle-wise	<b>B.</b> 5% of the posts by appointment of O.A. Grade-I & II, Lift Attenders, Daftary from Regular establishment cadre on the basis of common seniority.	i) Should have PUC qualification <b>or passed equivalent examination.</b> ii) Should have put in not less than 5 years of service in the Board in respective posts. iii) Should be on probation for one year. iv) Should be less than 45 years of age. v) The following are required to complete the probationary period satisfactorily. a) Should undergo training conducted by the Board and pass the Test at the end of training. b) Should pass Kannada Language Test or obtain exemption from passing the Kannada Language Test as per regulations. c) Should maintain good conduct, punctuality in attendance and aptitude for learning the jobs, these should be assessed and reported by Official superiors through reports.	<b>B.</b> 5% of the posts by appointment of O.A. Grade-I & II, Lift Attenders, Daftary from Regular establishment cadre on the basis of common seniority.	i) Should have PUC qualification. ii) Should have put in not less than 5 years of service in the Board in respective posts. iii) Should be on probation for one year. iv) Should be less than 45 years of age. v) The following are required to complete the probationary period satisfactorily. a) Should undergo training conducted by the Board and pass the Test at the end of training. b) Should pass Kannada Language Test or obtain exemption from passing the Kannada Language Test as per regulations. c) Should maintain good conduct, punctuality in attendance and aptitude for learning the jobs, these should be assessed and reported by Official superiors through reports.

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**GENERAL MANAGER**  
**[ADMIN & HRD]**  
**HESCOM, HUBBALLI.**