

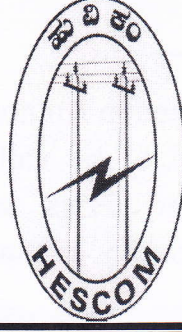
ಹುಬ್ಬಳ್ಳಿ ವಿದ್ಯುತ್ ಸರಬರಾಜು

ಕಂಪನಿ ನಿಯಮಿತ

[ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಂಪೂರ್ಣ ಸ್ವಾಮ್ಯಕ್ಕೆ ಒಳಪಟ್ಟಿದೆ.]

ನಿಗಮ ಕಚೇರಿ, ನವನಗರ, ಪೂ.ಬೆಂ. ರಸ್ತೆ, ಹುಬ್ಬಳ್ಳಿ-580 025.

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**HUBLI ELECTRICITY SUPPLY
COMPANY LIMITED**

[Wholly owned Govt. of Karnataka undertaking]

Corporate Office,
Navanagar, P.B. Road, Hubli-580 025.

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: aoadminhescom@gmail.com

Subject: Payment of consolidated remuneration to
Junior Lineman during the period of training-Reg.

READ:

1. Notification No.:KPTCL/B16/4147/2003-04, dated 26.03.2007.
2. Notification No.:KPTCL/B16/4147/2003-14, dated 07.05.2007.
3. Notification No.:KPTCL/B16/5607/2000-01, dated 20.03.2013.
4. Notification No.:KPTCL/B16/3281/2014-15, dated 31.12.2014.
5. HESCOM Board Resolution Subject No. 64/21 Dated: 10.12.2014.
6. Notification No.:HESCOM/GM(A)/AO(A)/AAO(A)/SA/A/64th
BOD/Subject-21/2014-15/CYS-3620, dated 25.02.2015.
7. ಹುವಿಸಕಂನಿಯ ಆದೇಶ ಸಂಖ್ಯೆ: ಹುವಿಸಕಂನಿ/ ಪ್ರವ್ಯ(ಅ)/ ಲೆ(ಅ)/ ಸಲೆ(ಅ)/ ಹಿಸ/ ಸ/
64^{ನೇ}ಮಂ.ನಿ.ಸ./ ವಿಷಯ-21/ 2014-15/ ಸಿವೈಎಸ್-3621, ದಿನಾಂಕ: 25.02.2015.
8. T.O. Note approved date 02.06.2015.

PREAMBLE:

With a view to have adequate manpower at the cutting edge level and to maintain stable work force a new cadre of post of Junior Lineman was created in HESCOM and insertion was made in Sl. No. 8, Group-III under Chapter-IX of Hubli Electricity Supply Company Limited Recruitment and Promotion Regulations, Employees (Probation) Regulations and Employees (Seniority) Regulations. The minimum qualification prescribed for the post of Junior Lineman is a pass in SSLC or 10th Standard from State of Karnataka and the minimum qualification prescribed for appointment to the post is amended from the existing qualification of a pass in 7th Standard to a pass in SSLC or 10th Standard from State of Karnataka in Notification No.: HESCOM/ GM(A)/ AO(A)/ AAO(A)/ SA/ A/ 64th BOD/ Subject-21/ 2014-15/ CYS-3620, dated 25.02.2015.

The post of Junior Lineman was earlier filled up only by appointment on Compassionate Grounds and by absorption from among the Probationary Mazdoors. The Board of KPTCL and ESCOMs have accorded approval for direct recruitment of Junior Lineman respectively.

[P.T.O.]

The candidates selected by the Selection Authority and offered appointment to the post of Junior Linemen are liable to be called upon to undergo training for a period of Three years on the terms and conditions as prescribed by the Company. A consolidated monthly remuneration during the period of training will be paid to the candidates.

Hence this Order,

ORDER NO.:HESCOM/GMA/AO(A)/AAO(A)/2015-16/CYS-768,

- 2 JUN 2015

HUBBALLI, DATE:

Hubli Electricity Supply Company Limited is pleased to fix the consolidated monthly remuneration payable to the candidates who are selected by the Selection Authority and placed for 3 years of training with offer to appointment for the post of Junior Lineman, during the period of training the consolidated monthly remuneration payable is as follows;

1 st Year	: Rs. 10,000/-
2 nd Year	: Rs. 11,000/-
3 rd Year	: Rs. 12,000/-

On successful completion of 3 Years of training the time scale of pay i.e., Rs. 7,350-150-8,100-190-9,050-240-10,250-300-11,750-360-15,710 is hereby approved to be extended to Junior Lineman by the appointing authority duly following the Terms and Conditions Annexed to this Order.

These shall come into force with immediate effect.

By Order,


**General Manager
(Admin. & HRD)**

Copies to:

1. The Managing Directors, KPTCL/BESCOM/MESCOM/CESC/GESCOM/PCKL.
2. The Chief Engineer (Elcty.), Hubballi/Belagavi Zone, Hubballi/Belagavi.
3. All the Superintending Engineers (Elcty.), HESCOM,
4. All the Controllers, HESCOM,
5. All the Executive Engineers(Elcty.), HESCOM,
6. All the Deputy Controller of Accounts, HESCOM,
7. All the Assistant Executive Engineers(Elcty.), HESCOM,
8. All the Accounts Officers, HESCOM,

Copy for information to:

8. Sri M Nagaraj, President, KPTCL Employees' Union, Bengaluru & Director, KPTCL and all ESCOMS.
9. Sri A N Jayaraj, President, KEB Engineers' Association, Bengaluru.
10. General Secretary, KPTCL Employees' Union, Bengaluru.
11. General Secretary, KEB Engineers' Association, Bengaluru.
12. General Secretary, KPTCL Accounts Officers Association, Bengaluru.
13. General Secretary, KEB SC and ST Welfare Association, Bengaluru.
14. General Secretary, KPTCL Diploma Engineers Association, Bengaluru.



HUBLI ELECTRICITY SUPPLY COMPANY LIMITED

ANNEXURE TO ORDER NO.:HESCOM/GMA/AO(A)/AAO(A)/2015-16/CYS-768, HUBBALLI, DATED:

Terms and Conditions during the training period for candidates selected for the post of JUNIOR LINEMAN.

- 2 JUN 2015

1. Period of Training:

Selected candidates will be assigned to a particular Division and shall undergo training in the field for a period of 3 years.

2. Remuneration:

The Trainee will be paid a consolidated monthly remuneration during the period of training as follows;

1 st Year	:	Rs. 10,000/-
2 nd Year	:	Rs. 11,000/-
3 rd Year	:	Rs. 12,000/-

3. Whole-time training:

The trainee shall not carry on any business of his own either directly or indirectly or take up any part-time employment during the period of training.

4. Leave:

- The trainee will be granted in proportion to their service at the rate of one day for every completed month's service. However, the total casual leave availed of shall not exceed 12 days in the succeeding year. The unavailed Casual Leave lapses at the end of the each calendar year.
- In case of an injury caused to him by an accident arising out of and in the course of his training, trainee may be granted injury leave with remuneration for such period as may be specified by the Competent Medical Authority.
- A trainee may be granted sick leave without remuneration for such period as may be specified by the Competent Medical Authority.

5. Transfer:

The trainee will not be eligible for transfer outside the Division during the period of training or during the period of Probation.

6. Travelling Allowance:

The trainee will be eligible for travelling allowance during the period of training.

7. False information:

The selection of trainee is made on the understanding that the information given in the application is correct, true and subject to validation by the Competent Authorities of the relevant certificates under which appointment/reservation/quota is claimed. In the event of any of the certificates or information given is found to be false at any time the appointment as trainee shall be terminated forthwith and criminal prosecution initiated.

8. Unauthorized absence:

If the trainee absents himself, without written permission of his/her superior officer, the trainee shall lose his lien on the appointment as trainee and shall be deemed to have left the training voluntarily and the appointment as trainee will stand automatically terminated from the date he/she has remained absent.

9. Medical Fitness:

If the trainee is found physically unfit during the period of training, he/she will be required to undergo medical examination by a Registered Medical Practitioner specified by the Corporation/Company. In case the trainee is declared unfit, his/her services will be terminated without further notice.

10. Medical Attendance:

- a) A trainee is entitled to medical treatment;
 - i) In such Government hospitals recognized by the Corporation/Company at or near the place where he falls ill.
 - ii) To anti-rabies treatment at the nearest Government hospitals or recognized hospitals in the Corporation/Company provided such treatments.

b) Re-imburement of Medical Expenses

The trainee who are entitled to medical treatment as in (a) above any amount paid by him on account of such treatment shall on production of a certificate in writing by the authorized Medical Attendant in that behalf be reimbursed to him by Corporation/Company under the Medical Attendance.

11.Maintenance of Records of Service:

A service Register of each trainee shall be maintained at the Division level.

The date of birth shall be verified with reference to documentary evidence as prevailing in Corporation/Company and shall be recorded with a certificate mentioning the nature of the documents relied on.

12.Conduct:

The trainee shall maintain good discipline and safeguard the interest of the Company at all times. The trainee shall obey orders and instructions given by superiors from time to time. If the trainees conduct is found to be unsatisfactory his appointment as trainee is liable to be terminated without any notice. If trainee can also be terminated for one or more of the following reasons.

- (a) Willful in subordination or disobedience whether alone or in combination with others to any lawful and reasonable order of his superior.
- (b) Theft, Fraud or Dishonesty in connection with Corporation/Company business or property.
- (c) Willful damages to or loss of Corporation/Company goods or property.
- (d) Taking or giving bribes or any illegal gratification.
- (e) Riotous or Disorderly behavior during working hours of the establishment or any Act subversive of discipline.
- (f) A criminal charge leading to police arrest.
- (g) Habitual negligence of work.
- (h) Found drunk and intoxicated while on training.
- (i) Any other acts of omissions/conduct as may be decided by the Corporation/Company.

13.Extension of Training Period:

If the trainee absents himself authorisely during the period of training, then the training period will be extended by the number of days of absence.

14.Termination of Training:

The trainee may terminate this appointment of training by giving one month's notice in writing or one month's remuneration in lieu of notice. The Company also reserves the right to terminate this his/her appointment as trainee at any time during the period of training with one month's notice or one month's remuneration in lieu of the notice for the reasons other than the one specified in clause (7) and clause (12) of this contract.

15.Reservation of Right:

Notwithstanding the above, the appointment as trainee can be terminated without notice or remuneration for any reason considered appropriate by the Corporation/Company. The decision of the Corporation/Company will be final and binding.



**General Manager
(Admin. & HRD)**

