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PART IV-C

Statutory Rules and Orders (Other than those published in Parts I, I-A and I-L) made by Statutory Authorities other than the Government of Gujarat including those made by the Government of India, the High Courts, the Director of Municipalities, the Commissioner of Police, the Director of Prohibition and Excise, the District Magistrates and the Election Commission, Election Tribunals, Returning Officers and other authorities under the Election Commission.

GUJARAT ELECTRICITY REGULATORY COMMISSION (GERC), AHMEDABAD

SERVICE REGULATIONS FOR THE STAFF OF THE COMMISSION

Regulations

Notification: No. 2059/2011

In exercise of powers conferred under Section 181 read with sub-sections (1), (2) and (3) of Section 91 of the Electricity Act, 2003 (Act No. 36 of 2003) and under Section 65 read with Section 13 of the Gujarat Electricity Industry (Reorganisation and Regulations) Act, 2003 (Gujarat Act 24 of 2003) and in supersession of Gujarat Electricity Regulatory Commission (Method 'of recruitment and conditions of service of officers and staff) Regulations 2000 (Dated 19th July 2001), the Gujarat Electricity Regulatory Commission do hereby makes the following Regulations, namely.

CHAPTER I

GENERAL

1 Short Title and Commencement :-

- a) These Regulations may be called the "Gujarat Electricity Regulatory Commission (Recruitment and Service Conditions of Secretary and Staff) Regulations, 2010".
- b) These shall come into force on the date of their publication in the official Gazette.

2 Application:-

These Regulations shall apply to the secretary and staff of the Gujarat Electricity Regulatory Commission mentioned in Annexure I of these Regulations.

Provided' that every officer or staff member of the commission appointed to a post before the commencement of these Regulations and performing duties attached to the post shall, on such commencement, be deemed to have been appointed under the relevant provisions of these Regulations to the same post as he/she was holding immediately before such commencement.

3 Definitions and Interpretation:-

3.1 In these Regulations, unless the context otherwise requires:

- (a) "Acts" refers jointly to the Electricity Act 2003 and the Gujarat Electricity Industry (Reorganization & Regulation) Act 2003.
- (b) "Appointing Authority", means -
 - i. Chairperson, in respect of Group A
 - ii. Secretary in respect of Group B, C and D posts
- (c) "Commission" means the Gujarat Electricity Regulatory Commission.
- (d) "Disciplinary Authority" means -
 - i. Chairperson, in respect of Group A
 - ii. Secretary in respect of Group B, C and D posts
- (e) "Electricity Act" means the Electricity Act, 2003 (Act 36 of 2003).
- (f) "State Act" means the Gujarat Electricity Industry (Reorganisation and Regulations) Act, 2003 (Gujarat Act 24 of 2003)
- (g) "Regulations" shall mean the Gujarat Electricity Regulatory Commission (Recruitment and Service Conditions of Secretary and Staff) Regulations, 2010.
- (h) "Secretary" means the Secretary of the Gujarat Electricity Regulatory Commission.
- (i) Staff includes officers and employees of all categories appointed whether on deputation, direct recruitment or contract basis.
- (j) "State Government" means the Government of Gujarat

Words and expressions used and not defined in the Regulations but defined in the Acts shall have the meanings assigned to them in the Acts. Expressions used herein but not specifically defined in the Regulations or in the Acts but defined under any law passed by a competent legislature and applicable to the electricity industry in the state shall have the meaning assigned to them in such law. Subject to the above, expressions used herein but not specifically defined in these Regulations or in the Acts or any law passed by a competent legislature shall have the meaning as is generally assigned in the electricity industry..

3.2. Interpretation:

In the interpretation of these Regulations, unless the context otherwise requires:

- (a) Words in the singular or plural term, as the case may be, shall also be deemed to include the plural or the singular term, respectively.
- (b) References herein to the "Regulations" shall be construed as a reference to these Regulations as amended or modified by the Commission from time to time in accordance with the applicable laws in force.

References to the statutes, Regulations or guidelines shall be construed as including all provisions consolidating, amending or replacing such statutes, Regulations or guidelines, as the case may be, referred to.

CHAPTER II**CLASSIFICATION OF POSTS AND SANCTIONED STRENGTH****4. Classification of Posts and appointments:-**

- (i) The posts in the Commission shall be classified as mentioned in Table A: -

Table: A

Sr. No	Description	Classification of Posts
1.	A post carrying a Pay Band code PB3 and above	Group "A"
2.	A post carrying a pay band code PB2	Group "B"
3	A post carrying a pay band code PB1	Group "C"
4	A post carrying a pay band code IS	Group "D"

- (ii) Appointments of Secretary, officers and other Staff in accordance with the aforesaid classification shall be made by the Appointing Authority as specified in clause 3.1(b).

5. **Sanctioned Strength:-**

- (i) In accordance with section 91 of the Electricity Act and with the approval of the State Government, the Commission has determined the number, nature and categories of the officers and staff, required to assist the Commission in discharging its functions, as specified in **Annexure – I**.
- (ii) The Commission may from time to time vary, alter, modify, change, increase, reduce, abolish, re-designate or re-categorise the officers and employees specified in **Annexure – I**, subject to the approval of the State Government.

6. **Mode of appointment:-**

The Commission shall have the power to determine the mode of appointment / recruitment on the sanctioned posts of the Commission. The mode of appointment of Officers and other staff of the Commission shall be as under.

(i) **Promotion:-**

Appointment by promotion to staff will be made from immediate lower scale of pay, as specified in **Annexure-III**.

a) **Seniority:**

- (i) All staff in any classification of post shall rank senior to all staff appointed to that post subsequently unless one is appointed to a post giving him specially a certain seniority in that pay scale.
- (ii) The seniority of a staff member not covered by the above provisions shall be determined by the Appointing Authority.

(ii) **Direct Recruitment:-**

Selection of candidates for appointment to various posts which are to be filled up by direct recruitment shall be made as per the procedure laid down in chapter IV of these Regulations.

(iii) **Deputation:-**

- a). Appointments on deputation basis shall be made initially for a period of 3 year or for such period as may be determined by the Commission and the same may be extendable up to 5 years and after 5 years the Commission may extend the period with the consent of the parent department.
- b). For appointment on deputation, the State Government may depute a person in consultation with the Commission or the Commission may identify a person working in a Government organization or PSUs and, the Commission may take him/her on deputation in consultation with the parent department.

(iv) **Contract Appointment:-**

- a) Appointments on Contract basis shall be made for a period as may be determined by the Commission, which will be extendable / renewable for successive terms as decided by the Commission. The Commission may appoint staff on contract to meet the requirement for which suitable entry qualification contract time frame and other terms and conditions shall be fixed by the Commission.

- b) The Commission shall have the discretion to identify certain services to be performed on competitive rates by outsourcing.

7. **Allocation of posts: -**

The inter-se allocation of the sanctioned posts among different functional areas shall be as decided by the Commission from time to time.

8. **Power to keep posts vacant: -**

Nothing in Regulation 6 shall be construed as requiring the Commission to have, at all times, staff serving in all the categories or posts.

CHAPTER III

PROCEDURE FOR RECRUITMENT AND APPOINTMENT

9. **Appointments: -**

- (i) All appointments to the posts of officers and other staff shall be made by the Appointing Authority.
- (ii) The services rendered by the officers and other staff in the Commission prior to the date of notification of these Regulations, may at the discretion of the Commission, be counted, as regular service for the purpose of these Regulations or shall be eligible for being considered along with the outsiders for direct recruitment to various grades irrespective of their age but subject to upper age limit prescribed in Regulation 10, provided they fulfil the prescribed eligibility criteria for being considered for the post.

10. **Eligibility criteria: -**

- (i) The eligibility criteria for different mode of appointment/recruitment shall be as given in Annexure III.
- (ii) A person to be directly appointed should be of sound health. Every candidate for direct appointment shall undergo Medical examination as specified by the Commission. A candidate who fails to satisfy the Medical examination shall not be appointed.
- (iii) A candidate to be appointed has to possess necessary qualification and experience, as prescribed post-wise, given in Annexure III to these Regulations. However, the Commission, after recording reasons, may relax the age limit and experience (Maximum 1/3 of the required period) for appointment/recruitment with regard to posts and persons in appropriate cases.
- (iv) Reservation of Vacancy: Vacancies shall be reserved for SC/ST/OBC and other categories as per the reservation policy of the State Government.
- (v) Upper Age Limit: The upper age limit for appointment/recruitment to the posts on a regular basis shall be as prescribed in Annexure III. The upper Age Limit shall be relaxed as per policy of the State Government for persons belonging to SC/ST/OBC/Physically Handicap and other categories.

11. **Announcement of vacancies: -**

The Commission shall announce, in such manner as it deems fit, the number of vacancies to be filled by deputation/Contract or by direct recruitment and invite applications for appointment in the Commission. In case of appointment by deputation, the vacancies shall be circulated to such departments/Organization of the State or Central Government as the Commission may deem fit, and on contract basis from the non-government organisations including Universities, renowned research institutions and public sector undertakings. The Commission may also publicise such vacancies through the issue of such advertisement as it deems fit. In the case of appointment by direct recruitment, wide publicity shall be given to the vacancies through the print media.

12. **Determination of forms and conditions for application: -**

The Commission may also determine/suggest, the form in which application shall be submitted, the documents and certificates to be submitted with the application, the mode of submission, the last date for receipt of applications and the designated Officer for submission of applications.

13. Processing of Application: -

The Selection Committee as constituted under clause 16, shall consider the applications received in the Commission and may shortlist candidates, based on the requirements of the job and the curriculum vitae of the candidates, for further processing.

14. Mode of selection: -

The Selection Committee may prescribe the mode of selection including written test and/or interview or any other method, for assessing the suitability of the short-listed candidates.

15. Constitution of Selection Committee -

There shall be a Selection Committee for shortlisting the candidates and making recommendations for appointment as follows:

- (i) For selection to all Group A posts, the Selection Committee shall consist of the following:

Chairman: Chairperson of the Commission.

Members: Two members of the Commission.

Member Secretary: Secretary of the Commission.

Provided that the Chairman may, co-opt one subject- specialist/head of the Division of the Commission as a member of the above Selection Committee.

- (ii) For selection to Group B,C and D posts, the Selection Committee shall consist of the following:

Chairman: Secretary of the Commission.

Member: Two Senior Officers not below the rank of Group 'A' to be nominated by the Commission or chairperson of the Commission.

Member Secretary: Joint Secretary (Dy. Director Admn. & Accts.)

16. Procedure of Appointment: -

The procedure for the selection of candidates will be as follows:

- (i) Offers of appointment to candidates listed in the select list shall be issued in the order of merit shown in the select list specifying a time limit within which the candidate must join service, which may be extended at the discretion of the Appointing Authority. The letter of offer of appointment shall specify the conditions to be fulfilled by the candidate, prior to appointment.
- (ii) The Appointing Authority may withdraw/cancel its offer of appointment if the selected candidate fails to fulfil any of the conditions prescribed prior to appointment or if the candidate fails to join service within the specified time.
- (iii) Where an offer of appointment is withdrawn/cancelled, in the manner prescribed in clause above, an offer of appointment shall be issued to the candidate next below in the order of merit in select list.
- (iv) All appointments shall be subject to verification of character and antecedents, as may be decided by the Appointing Authority.

17. Probation: -

All directly recruited officers and other staff shall undergo probation as specified below:

- (i) The Probation period for Group A, B and Group C, D posts will be 2 years and 1 year respectively.
- (ii) The period of probation shall not include the following:-
- The period spent on Earned Leave, maternity leave, paternity leave, Extraordinary Leave and the Medical Leave availed during the period of Probation; and / or
 - The period of unauthorized absence and the period held not to be on duty by the Commission.
- (iii) The appointing authority may extend the period of probation for a maximum period up to one year, if in the opinion of the appointing authority the performance of the probationer has not been found satisfactory.

- (iv) The services of the probationer can be terminated by the Commission after giving seven days' clear notice, if his performance is unsatisfactory. Such a probationer shall not be entitled to any compensation for the termination.

CHAPTER IV

PAY, ALLOWANCES AND CONDITIONS OF SERVICE.

18. Pay fixation: -

- (i) The pay scales for different categories of posts shall be as specified in **Annexure - II** as approved by the State Government.
- (ii) In the case of appointments on deputation and Contract, the pay shall be fixed as per the terms and conditions as determined by the Commission from time to time.
- (iii) In addition to pay, the officers and staff shall draw
 - a) Dearness Allowances, Compensatory Local Allowances, House Rent Allowances, Transport Allowances, Conveyance Allowance and other allowances, as applicable to them, as per the Gujarat Civil Services (Addition to pay) Rules, 2002 and amended from time to time.
 - b) Travelling and Daily Allowance shall be as per Commission's travelling and daily allowance Regulations. However in the absence of such Regulations, the Gujarat Civil Services (Travelling Allowance) Rules 2002 as amended from time to time shall be applicable.
 - c) Medical Allowance and reimbursement shall be as per Commission's Medical Attendance Regulations. However in the absence of such Regulations the Medical Attendance Rules of GOG as amended from time to time shall be applicable. In case of emergency, to save the life of employee and / or his family member ("family" defined as per Gujarat Civil Service Rules 2002), and only in case of admission to a hospital, the employee can be reimbursed hospital charges and medicines charges up to a maximum limit of 2 basic pay in one financial year. Provided the employee shall produce a certificate of the hospital concerned and issued by a competent medical authority regarding the narration of emergency of case.
- (iv) The officers and staff shall be eligible for Leave Travel Concession as admissible to the employees of Government of Gujarat.
- (v) The provisions of the Contributory Provident Fund Rules and Regulations as admissible to the employees of the Government of Gujarat shall be applicable to the officers and staff of the Commission. The Commission will contribute a matching contribution up to 12% of basic pay in Contributory Provident Fund towards employees account. Commission may review the percentage of contribution as and when deemed fit.
- (vi) The fixation of pay and other allowances for the persons appointed by direct recruitment and by promotion or on deputation will be governed by such rules as may be specified by the Commission from time to time.

19. Placement of Staff: -

The posting of Staff, at any time, shall be as decided by the Appointing Authority. Provided however, such posting shall not be to a post lower in the scale of pay than the post for which the Staff member was appointed.

The Commission can decide to give charge of any other post to a staff member. The Commission may also give charge for more than one post at a time. However he/she would be entitled for a charge allowance for one post only.

CHAPTER V

ANNUAL ASSESSMENTS, DISCIPLINARY PROCEEDINGS PENALTY AND MISCELLANEOUS

20. Performance Appraisal: -

The performance of the officers and other staff shall be assessed and reviewed annually in the manner and in the form specified by the Commission from time to time.

21. Record of Service: -

A record of service of all employees shall be maintained in the form approved by the Commission.

22. Scope of the Secretary's and Staff's services:-

Unless in any case it is otherwise distinctly provided, the full time of the Secretary and the Staff members shall be at the disposal of the Commission and they shall serve the Commission in such capacity and at such place as they may from time to time be directed.

23. Applicability of State Government Rules:-

The following rules of the State Government, other than those mentioned in these Regulations, shall be deemed to be applicable in respect of employees serving the Commission either on deputation or by virtue of their appointment to the Commission on permanent absorption or contract or direct recruitment:-

- (i) The Gujarat Civil Services (General conditions of service) Rules, 2002
- (ii) The Gujarat Civil Service (Leave) Rules, 2002
- (iii) The Gujarat Civil Service (occupation of Government Residential accommodation) Rules, 2002
- (iv) The Gujarat Civil Service (Joining Time, Foreign Service, deputation out of India, payment during suspension, dismissal and removal) Rules, 2002
- (v) The Gujarat Civil Services (Pay) Rules 2002,
- (vi) The Gujarat Civil Services (Discipline and conduct rules) 1971.

24. Disciplinary Proceedings and Imposition of penalties: -

In the matter of disciplinary proceedings and Imposition of penalties, the Gujarat Civil Services (Discipline and Appeal) Rules 1971 shall be applicable.

25. Obligation to maintain secrecy: -

Every Staff member shall maintain strict secrecy regarding the Commission's affairs and the affairs of its constituents and shall not divulge, directly or indirectly, any information of a confidential nature to a member of the public, unless compelled to do so by law, or any judicial or other authority or instructed to do so by a superior officer in the discharge of his duties.

26. Appellate authorities: -

An appeal shall lie —

- a. In the case of an Officer in Group 'A' other than the Secretary to the Commission to be heard at its meeting.
- b. In case of other Staff members in Group 'B', to Chairperson
- c. In case of C and D categories of staff members, the appeal to be heard by Secretary.

27. Conditions which an appeal should satisfy: -

Every appeal shall comply with the following requirements:

- a. it shall be written in English, Hindi or Gujarati, and shall be signed.
- b. it shall be phrased in polite and respectful language and shall concisely state the grounds and reasons for the appeal.
- c. it shall contain all material statements and arguments relied on and shall be complete in itself.
- d. it shall specify the relief desired
- e. it shall be submitted through the proper channel

28. Issue of orders and directions: -

Subject to the provisions of the Acts and these Regulations, the Commission may, from to time, issue orders and directions in regard to the implementation of the Regulations and procedure to be followed and various matters which the Commission has been empowered by these Regulations to specify or direct.

29. Superannuation: -

The age of superannuation of the officers and staff on permanent employment in the Commission shall be determined as per the GOG order from time to time.

30. Resignation: -

The officers and staff of the Commission appointed on a regular basis may resign from their post by giving one month's clear notice to the Commission or by depositing one month's salary in lieu of such notice. However, the Commission, at its discretion, may relax this condition in exceptional cases after recording the reasons therefore.

31. Holiday: -

The officers and staff of the Commission shall be entitled to such public holidays as may be declared by the State Government from time to time. However, the office of the Commission may direct an employee to work on holidays if exigencies of services so demand.

32. Training: -

Every officer may be required to undergo such training or course conducted in house and/or outside as may be decided by the Commission.

33. Saving of inherent power of the Commission: -

Nothing in these Regulations shall, expressly or impliedly, bar the Commission to deal with any matter or exercise any power under the Acts for which no Regulations have been framed, and the Commission may deal with such matters, powers and functions in a manner it thinks fit.

34. Powers for Relaxation: -

The Commission may, in the public interest and after recording the reasons in writing, relax the provisions of these Regulations except the minimum specified qualifications required for a post.

35. Regulations to be in addition to and not in derogation of other laws: -

These Regulations are in addition to and not in derogation of any provision laid under the Acts, rules or Regulations framed there under or under any other law.

36. Power to interpret and remove difficulty: -

The Commission may issue such directions, as it may deem necessary, for interpretation of these rules or the removal of any difficulty that may arise in giving effect to the provisions of these Regulations.

By order of the Commission.

M. N. KHALLYANI

Dy. Director (Admn. & Accts.)

ANNEXURE I

Sr.No	Post	Classification of Posts	Number of posts	Mode of recruitment / appointment
1	Secretary	A	1	Deputation / Contract
2	Joint Secretary	A	1	Deputation/Contract
3	Director	A	1	Deputation /Contract
4	Legal Advisor	A	1	Deputation / Contract
5	Joint Director	A	3	Direct Recruitment / Deputation / contract
6	Deputy Director	A	5	Promotion /Direct Recruitment / Deputation / contract
7	Accounts Officer	A	1	Deputation /Contract
8	Assistant Director	A	2	Promotion /Direct Recruitment / Deputation / contract
9	IT Manager	A	2	Direct Recruitment /Promotion /contract Deputation

Sr.No	Post	Classification of Posts	Number of posts	Mode of recruitment / appointment
10	Executive	B	9	Deputation / Contract Direct Recruitment
11	Librarian	B	1	Deputation /Direct Recruitment / contract
12	PA (English Steno Grapher Grade 1)	B	4	Deputation /Direct Recruitment / contract
13	PA (Gujarati Steno Grapher 1 Grade)	B	1	Deputation /Direct Recruitment / contract
14	Junior Assistant	C	2	Direct Recruitment / Deputation / Contract
15	Receptionist	C	1	Deputation /Direct Recruitment / contract
16	Telephone Operator	C	1	Deputation /Direct Recruitment / contract
17	Driver cum attendant	C	8	Direct Recruitment / contract / Deputation
18	Peon	D	6	Direct Recruitment / contract / Deputation

ANNEXURE II

Scales of Pay for various posts

Sr no.	Name of Post	Pay Band (Rs.)	Name of pay band	Grade Pay (Rs.)
1	Secretary	37400-67000	PB-4	10,000
2	Joint Secretary	15600-39100	PB-3	76,00
3	Director	37400-67000	PB-4	8,900
4	Legal Advisor	37400-67000	PB-4	8,700
5	Joint Director	37400-67000	PB-4	8,700
6	Deputy Director	15600-39100	PB-3	7,600
7	Accounts Officer	15600-39100	PB-3	5,400
8	Assistant Director	15600-39100	PB-3	5,400
9	IT Manager	15600-39100	PB-3	5,400
10	Executive	9300-34800	PB-2	4,200
11	Librarian	9300-34800	PB-2	4,200
12	PA (English Steno Grapher Grade 1)	9300-34800	PB-2	4,200
13	PA (Gujarati Steno Grapher 1 Grade)	9300-34800	PB-2	4,200
14	Junior Assistant	5200-20200	PB-1	2,400
15	Receptionist	5200-20200	PB-1	1,900
16	Telephone Operator	5200-20200	PB-1	1,900
17	Driver cum attendant	5200-20200	PB-1	1,900
18	Peon	4440-7440	IS	1,300

ANNEXURE III

S/ N.	Post	Minimum Educational Qualification	Nature of Experience	Qualifying Service In case of Deputation/ Direct Recruitment/ Promotion	Qualifying Service In case of contractual appointment	Age limit for Direct Recruitment	Mode of Recruitment
1	Secretary	Graduate/post Graduate Degree in any faculty from recognised university	Experience in Secretariat, Functioning in State Government	Holding analogous post on regular basis or having 5 years experience in pay scale of 37,000-67,000 with grade pay of Rs.8,900	Having held similar post previously with experience and exposure to Regulations and infrastructure management will be preferable.	Not Applicable	From IAS Cadre Deputation/ Contract
2	Joint Secretary (Dy.Dir Adm & Accounts post sectioned vide Govt. Notification dated 19.07.2001 is Re-designated)	Graduate/Post Graduate Degree in any discipline	Experience in the State/ central Government OR PSUs	Holding analogous post on regular basis or having 5 years experience in pay scale of 15,600-39,100 with grade pay of Rs. 6,600	Holding analogous post on regular basis OR Retired officer from State Government having exposure of working in regulatory body with pay band Rs. 15,600-39,100 with grade pay of Rs. 6,600	Not Applicable	Senior scale GAS Deputation/ Contract
3	Director	Graduate Degree in Electrical/Power Engineering/Post Graduate Management (Finance) Those with Post Graduate Degree in engineering; MBA (Finance) or having wide administrative experience in addition to above will be preferred	-	Holding analogous post on a regular basis or 5 Yrs of Service in the pay scale of 37000-67000 with grade pay of Rs. 8700/-	5 Yrs of Service in the pay scale of 37000-67000 with grade pay of Rs. 8700/-	Not Applicable	Deputation/ Contract
4	Legal Advisor	Post Graduate Degree in Law, Preferably exposure in regulatory work	15 Yrs of experience either as practicing advocate in district and above court or 15 Yrs of experience in legal matters in Judicial/ Quasi-Judicial Government organization or any other PSUs or other reputed organization	Holding Analogous post on a regular basis or 5 Yrs of Service in the pay scale of 15600-39100 with grade pay of Rs. 7600/-	Holding Analogous post on a regular basis OR With 5 Yrs of experience in the scale of 15600-39100 with grade pay of Rs. 7600.	53 Yrs	Deputation/ Direct Recruitment / Contract
5	Joint Director (Tariff)	PhD in Economics/ Finance, Or Post Graduate Degree in Economics, OR Post Graduate in Mathematics with Specialization in operations Research or post graduate in statistics OR Graduate in Power/Electrical Engineering with MBA(Finance)	Working as a senior economist in state/central Government or Government or other Organization or public/ private sector organization	Holding Analogous post on a regular basis or 5 Yrs of Service in the pay scale of 15600-39100 with grade pay of Rs. 7600/- OR 8 Yrs Service in the pay scale of 15600-39100 with grade pay of Rs. 6600/-	Holding Analogous post on a regular basis OR With 5 Yrs of experience in the scale of 15600-39100 with grade pay of Rs. 7600.	53 Yrs	Deputation/ Direct Recruitment / Contract

S/ N.	Post	Minimum Educational Qualification	Nature of Experience	Qualifying Service In case of Deputation/ Direct Recruitment/ Promotion	Qualifying Service In case of contractual appointment	Age limit for Direct Recruitment	Mode of Recruitment
6	Joint Director (Technical)	Graduate Degree in Electrical/Power Engineering. Those with post graduate degree in engineering and OR MBA(Finance) will be preferred	Experience of Public/ Private Utility, Experience in power generation/tra nsmission/dist ribution etc.	Holding Analogous post on a regular basis or 5 Yrs of Service in the pay scale of 15600- 39100 with grade pay of Rs. 7600/- OR 8 Yrs of Service in the pay scale of 15600-39100 with grade pay of Rs. 6600/-	Holding Analogous post on a regular basis OR With 5 Yrs of experience in the scale of 15600- 39100 with grade pay of Rs. 7600.	53 Yrs	Deputation/ Direct Recruitment / Contract
7	Deputy Director (Technical)	Graduate Degree in Power/Electrical Engineering preferably with MBA Finance	Experience in Public/ Private Utility in power generation/ transmission/ distribution etc.	Holding Analogous post on a regular basis or with 5 Yrs of experience in the scale of 15600- 39100 with grade pay of Rs. 6600/- or Equivalent In case of promotion minimum 8 Yrs satisfactory service in the scale of 15600-39100 with grade pay of Rs. 5400/-	Holding Analogous post on a regular basis OR With 5 Yrs experience in the scale of 15600- 39100 with grade pay of Rs. 6600.	48 Yrs	Deputation/ Direct recruitment/ Contract/ Promotion
8	Deputy Director (Legal)	Post Graduate Degree in Law, Preferably with specialization in Regulation	At least 15 Yrs of active legal practice/ experience in District Court Or Higher Courts/ Legal Firms	Holding Analogous post on a regular basis or with 5 Yrs of experience in the scale of 15600- 39100 with grade pay of Rs. 6600/- or Equivalent OR 10 Yrs Experience in the scale of 15600- 39100 with grade pay of Rs. 5400/-	Holding Analogous post on a regular basis or with 5 Yrs experience in scale of 15600-39100 with grade pay of Rs. 6600/- or Equivalent OR 10 Yrs of Experience in the scale of 15600- 39100 with grade pay of Rs. 5400/-	48 Yrs	Deputation/ Direct Recruitment / Contract
9	Deputy Director (Tariff)	Post Graduate Degree in Economics/Mathematics with Specialization in Operations Research/ statistics OR Graduate in Power/Electrical Engineering with MBA(Finance)/ Ph.D in economics/finance will be preferred.	Working as a senior economist in state/central Government or Government recognized institute	Holding Analogous post on a regular basis OR 5 Yrs satisfactory service in the scale of 15600-39100 with grade pay of Rs. 6600/- or Equivalent In case of promotion minimum 8 Yrs of satisfactory service in the scale of 15600-39100 with grade pay of Rs. 5400/-	Holding Analogous post on a regular basis or with 5 Yrs experience in scale of 15600-39100 with grade pay of Rs. 6600/- or Equivalent OR 8 Yrs of Experience in the scale of 15600- 39100 with grade pay of Rs. 5400/-	48 Yrs	Deputation/ Direct Recruitment / Contract/ Promotion
10	Assistant Director (Technical)	Graduate in any discipline of engineering Graduate in Power/Electrical engineering shall be preferred	Experience in Power generation/ transmission/ distribution/ Regulatory works etc.	For promotion 5 yrs satisfactory service in the pay scale of Rs. 9300-34800 with grade pay Rs. 4200	Holding Analogous post on a regular basis or with 5 Yrs experience in scale of 9300-34800 with grade pay of Rs. 4200/-	40 Yrs	Deputation/ Direct Recruitment / Contract/Prom otion

S/ N.	Post	Minimum Educational Qualification	Nature of Experience	Qualifying Service In case of Deputation/ Direct Recruitment/ Promotion	Qualifying Service In case of contractual appointment	Age limit for Direct Recruitment	Mode of Recruitment
11	Assistant Director (Tariff & Finance)	Post Graduate in Economics/ Mathematics with Specialization in operations Research/statistics	Working as a economist – statistician in state/central Government or Government recognized institute	For promotion 5 yrs satisfactory service in the pay scale of Rs. 9300-34800 with grade pay Rs. 4200	Holding Analogous post on a regular basis or with 5 Yrs experience in scale of 9300-34800 with grade pay of Rs. 4200/-	40 Yrs	Deputation/ Direct Recruitment / Promotion/ Contract
12	Accounts Officer	Post Graduate/ Graduate in commerce	Working as a Accounts officer / Account Manager in PSUs /State Government and knowledge of double entry account system.	—	Computer literacy and knowledge of accounts Software shall preferred. Holding analogous post on a regular basis or with 5 yrs experience in the scale of 9300-34800 with grade pay of Rs. 4200	40 Yrs	Deputation/ Contract Accounts Cadre Post
13	IT Manager	Graduate in Computer Engineering / Information Technology/ Electronics & Communication/ M.Sc. (Information Technology)	5 Years experience in hardware/ software/ maintenance	For promotion : 5 Years satisfactory service in the pay scale of Rs. 9300-34,800 with grade pay of Rs. 42,00	Holding Analogous post on a regular basis or with 5 Yrs experience in scale of 9300-34800 with grade pay of Rs. 4200/-	40 Yrs	Direct Recruitment/ Promotion/ Contract/ Deputation
14	Executive (Technical)	Graduate in power /Electrical engineering	—	—	—	30 Yrs	Deputation/ Direct Recruitment.
15	Executive (Admn & Accounts)	Graduate in Arts/Science/commerce / Statistics	—	—	—	30 Yrs	Deputation/ Direct Recruitment/ Contract
16	Jr. Assistant	Graduate in Arts/Science/commerce / Statistics	—	—	—	30 Yrs	Deputation/ Direct Recruitment/ Contract
17	IT – Executive	Graduate Degree in Electronics and Communication / Computer / Electrical engineering	—	—	Adequate knowledge and demonstrated capability in IT implementation, website management and electronic data management	30 Yrs	Deputation/ Direct Recruitment/ Contract
18	PA/ Steno	Must be computer literate, Proficient in using MS office, English shorthand speed 120 word per minute	—	P.A under Government Department /Reputed Private Organization/PSUs or any other organization in the central or state government or public sector undertaking for at least 10 yrs in the same pay scale.	Holding Analogous post on a regular basis or with 5 Yrs experience in scale of 9300-34800 with grade pay of Rs. 4200/-	30 Yrs	Direct Recruitment/ Deputation/ Contract

S/ N.	Post	Minimum Educational Qualification	Nature of Experience	Qualifying Service In case of Deputation/ Direct Recruitment/ Promotion	Qualifying Service In case of contractual appointment	Age limit for Direct Recruitme nt	Mode of Recruitment
19	Librarian	Graduate in Library Science from a recognized University or equivalent;	—	—	—	30 Yrs	Direct Recruitment/ Deputation/ Contract
20	Reception ist	Graduate in any discipline, proficiency in English, Hindi and Gujarati. Basic Knowledge of computer operation essential and must possess experience and ability in reception, care taking and EPBX intercom connection	Worked on front desk in any organisation	—	—	28 Yrs	Direct Recruitment/ Deputation/ Contract
21	Driver cum Attendant	10 + 2 Pass from recognised Board of School Education; Should possess light vehicle driving licence	Should possess sufficient knowledge about traffic rules, maintenance of vehicles and should be able to undertake minor repair works required for normal running of the vehicle	—	—	28 Yrs	Direct Recruitment/ Deputation/ Contract
22	Peon	S.S.C from recognized Board of School Education; Practical Knowledge of cycling	Must be able to read and write Gujarati and have good physique	—	—	28 Yrs	Direct Recruitment/ Deputation/ Contract

સરકારી મધ્યસ્થ મુદ્રણાલય, ગાંધીનગર.