

Jharkhand GTO Junior Manager (T) Cadre Rules, 2025

RULES FOR THE CONSTITUTION AND FUNCTIONS OF THE GTO JUNIOR MANAGER (T) OF JUSNL & JUUNL

Whereas in pursuance of the provisions of Section 131, 133 and other applicable provisions of the Electricity Act, 2003, the Government of Jharkhand notified "The Jharkhand State Electricity Reforms Transfer Scheme, 2013" vide notification no.18 dated 06.01.2014 for giving effect to the provisional transfer of properties, interests, rights, assets, liabilities, obligations, proceedings and personnel of Jharkhand State Electricity Board to the Transferees and for matters incidental thereto.

And whereas in exercise of powers conferred under sub-section (1) and (2) of Section 131, Section 133 and Section 134 and other applicable provisions of the Electricity Act, 2003, and in substitution of the earlier transfer scheme notified, the Government of Jharkhand, vide Notification No. 2917 dated. 20.11.15, notified the Jharkhand State Electricity Reforms Revised Transfer Scheme, 2015 for the purpose of transfer and vesting of properties, interests, rights, assets, liabilities, obligations, proceedings and personnel of Jharkhand State Electricity Board to the Transferees and for matters incidental thereto.

And whereas, under the transfer scheme the Generation-cum-Transmission Undertakings of the JSEB has been transferred to the Jharkhand Generating and Transmission Company.

And whereas, a separate organization charged with the function of generation and bulk transmission of power under the control and direction of the Bihar State Electricity Board was formed, namely "GENERATION-GUM-TRANSMISSION ORGANISATION";

And whereas engineers associated with the works of generation and bulk transmission of power has been grouped together to constitute what is known as the Jharkhand GTO Junior Manager (T) Cadre Rules, 2025.

And whereas, Para 6.7 of the revised transfer scheme entitles the Holding Company to frame regulations governing the terms and conditions of personnel transferred to the Transferee companies under the Scheme.

Now, therefore, in the exercise of the powers conferred by the Jharkhand State Electricity Reforms Revised Transfer Scheme, 2015, the Jharkhand Urja Vikas Nigam Ltd., being the Holding Company, in suppression of Bihar, State Electricity Board Junior Electrical Engineers (Generation-cum-Transmission Cadre) Regulations, 1976, as adopted by the erstwhile JSEB, do hereby make the following Rules-

1. **Short title, extent, and commencement –**

- (i) These shall be called **Jharkhand GTO Junior Manager (T) Cadre Rules, 2025**".
- (ii) These Rules shall apply to the Engineers of the JUSNL and JUUNL included in the Cadre and shall come into force with effect from the date of notification.

Provided, however, that upon the final transfer of cadre members to either the JUSNL cadre or the JUUNL cadre, the application and enforcement of these rules shall thereafter be effectuated independently for each of the respective companies.

2. **Definitions:** *Unless there is anything repugnant in the subject or context.*

- (a) "**Board**" means Jharkhand State Electricity Board constituted under section 62 of The Bihar Reorganization Act 2000 and functioning under the Electricity (Supply) Act, 1948 (54 of 1948).
- (b) "**Board of Directors**" means Board of Director of JUUNL / JUSNL.
- (c) "**Company**" means company incorporated under the Companies Act, 1956 / 2013.
- (d) "**Jharkhand Bijli Vitran Nigam Ltd**" or "**JBVNL**" means the Distribution Company, to which the Distribution Undertakings of the Board is transferred in accordance with this Scheme;
- (e) "**Jharkhand Urja Utpadan Nigam Ltd**" or "**JUUNL**" means the Generating Company to which the Generating Undertakings of the Board (excluding PTPS) is transferred in accordance with this Scheme;
- (f) "**Jharkhand Urja Sancharan Nigam Ltd**" or "**JUSNL**" means the Transmission Company to which the Transmission Undertakings of the Board is transferred in accordance with this Scheme;
- (g) "**Jharkhand Urja Vikas Nigam Ltd**" or "**JUVNL**" means the holding Company that will own all shares of Jharkhand Urja Utpadan Nigam Ltd, Jharkhand Urja Sancharan Nigam Ltd and Jharkhand Bijli Vitran Nigam Ltd;
- (h) "**Effective Date of the Transfer**" means the 6 day of January 2014, the date on which the provisional transfer scheme was first notified by the State Government;
- (i) "**State**" means the State of Jharkhand.
- (j) "**State Government**" means the Government of Jharkhand.

- (k) "**Terminal Benefits**" means the GPF (FW), GSS, Gratuity, Pension, Dearness Allowance, Leave Encashment and other applicable benefits including the right to have the appropriate revisions in the above benefits consistent with the practice that were prevalent in the Board.
- (l) "**Transferee**" means Jharkhand Urja Vikas Nigam Ltd, Jharkhand Urja Utpadan Nigam Ltd, Jharkhand Urja Sancharan Nigam Ltd, Jharkhand Bijli Vitran Nigam Ltd, as the case may be.
- (m) "**Undertaking (s)**" mean the functions, business and a block or blocks of properties, interest, rights, assets, liabilities, obligations, proceedings and personnel to the extent and in the manner specified as a part of the undertakings of the Board and such other properties, interests, rights, assets, liabilities, obligations and proceedings and wherever the context so admits shall include the Personnel as specified in this Scheme relevant to the functions;
- (n) "**Cadre**" means the Generation-cum-Transmission Cadre of Electrical, Mechanical; Electronics and Tele Communication Diploma Holders (Three Years Course) Junior Electrical Engineers of the Nigam being constituted under these rules, hereinafter being renamed as **Jharkhand GTO Junior Manager (T) Cadre Rules, 2025**".
- (o) "**Cadre Officer**" means an Electrical, Mechanical; Electronics and Tele Communication Diploma Holder (Three Years Course) Junior Electrical Engineers of the then Bihar State Electricity Board Generation-cum-Transmission Cadre, now to be constituted as **Jharkhand GTO Junior Manager (T) Cadre "** of the Nigam.
- (p) "**Chairman-cum Managing Director**" means the Chairman-cum-Managing Director of the JUVNL.
- (q) "**Nigam**" means the Jharkhand Utpadan / Sancharan Nigam Ltd.
- (r) "**MD**" means the Managing Director of the Jharkhand Urja Utpadan Nigam Limited / Jharkhand Urja Sancharan Nigam Limited.
- (s) "**Executive Director**" means the Executive Directors (T) of the Organisation as notified vide notified vide N.No: 1723 dated 07.08.2018 and subsequent orders;
- (t) "**General Manager**" means a General Manager (Tech) of the organisation as notified vide notified vide N.No: 1723 dated 07.08.2018 and subsequent orders;

- (u) “**Deputy General Manager**” means a Deputy General Manager (T) of the Organisation as notified vide notified vide N.No: 1723 dated 07.08.2018 and subsequent orders;
 - (v) “**Senior Manager**” means Senior Managers (T) of the Organisation as notified vide notified vide N.No: 1723 dated 07.08.2018 and subsequent orders.
 - (w) “**Manager**” means Manager (T) of the Organisation as notified vide notified vide N.No: 1723 dated 07.08.2018 and subsequent orders.
 - (x) “**Junior Manager**” means Junior Manager (T) of the Organisation as notified vide notified vide N.No: 1723 dated 07.08.2018 and subsequent orders.
 - (y) “**State**” means the State of Jharkhand.
3. ***Replacement of the JSEB GTO Junior Electrical Engineers Cadre*** – The cadre known as Jharkhand State Electricity Board Junior Electrical Engineer GTO Cadre” is hereby replaced by the **Generation-cum-Transmission Junior Electrical Engineer Cadre** for manning the following activities and establishments of the JUSNL and the JUUNL.

Activities and establishments of the JUSNL:

- I. Construction, operation and maintenance of extra-high-voltage transmission lines, grid sub-stations of 132 KV and above.
- II. Transmission of electricity from a generation utility or another transmission establishment to the distribution utility.
- III. Work connected with telecommunications, load dispatch, monitoring including operational research and evaluation.
- IV. Preparation of drawings, design and planning of electrical/mechanical works for extra-high-voltage transmission lines and grid sub-stations of 132 KV and above.
- V. Co-ordination with State Load Dispatch Center (SLDC) and Regional Load Dispatch Center (RLDC) for efficient load dispatch and balancing supply and demand.

VI. Operation and maintenance of State Load Dispatch Centre (SLDC)/ State Transmission Utility (STU), as the case may be.

VII. Obtaining necessary approvals from regulatory authorities and management of tariff application.

VIII. Any functions ancillary to (i) to (vii) above.

Activities and establishments of the JUUNL

I. Construction, operation and maintenance of thermal, hydel and renewable energy generating stations, tie-lines, sub-stations, and dedicated transmission lines connected therewith, in accordance with the provisions of the Electricity Act and the rules or regulations made thereunder.

II. Preparation of drawings, design and planning of electrical/mechanical works for thermal and hydel generating stations.

III. Supply of electricity to any licensee in accordance with the Electricity Act and the rules and regulations made thereunder or to a consumer, subject to the regulations made under sub-section (2) of section 42 of the Electricity Act.

IV. To co-ordinate with the Central Transmission Utility (CTU) or the State Transmission Utility (STU), as the case may be, for the transmission of the electricity generated by it.

4. *Composition of the cadre:-* The following shall be admitted to and shall be members of the cadre:-

i. All Junior Electrical Engineers (GTO) / Junior Managers (Tech) of the JUSNL or the JUUNL, who were members of the Jharkhand State Electricity Board Generation-cum-Transmission Cadre on or before the effective date of transfer.

ii. All Junior Electrical Engineers (GTO) / Junior Managers (Tech) of the JUSNL or the JUUNL, recruited after the effective date of transfer.

iii. All Electricians promoted / appointed to the post of Junior Manager (O&M) under 10% Quota.

- 5. Cadre strength:** - Initial strength of the cadre shall be 392 (Three Hundred Ninety Two) of which 06 (Six) posts shall be on the Generation (Utpadan) side and 386 (Three Hundred Eighty Six) posts on the Transmission (Sancharan) side. The Nigam may, however, from time to time change the strength of the Cadre according to the requirement.
- 6. Scale of Pay** - (a) The scale of pay for a member of the Cadre shall be Rs. PB 9300/- - 34800/-, GP 4600/- (in Sixth Pay Revision), PML- 12 (Seventh Pay Revision) or as may be revised from time to time by the Nigam/ JUVNL, as the case may be.
- (b) Junior Managers (T) of the cadre while posted in Thermal and Hydel Station and other Specific & Remote Location may be granted a special Pay by order of the Nigam/ JUVNL.
- 7. Appointing Authority:** Appointing Authority for recruitment of Officers on Cadre post:
- a) Until final allocation/transfer of the members of the cadre to JUUNL or JUSNL: **CMD, JUVNL**
- b) After final allocation/transfer of the members of the cadre to JUUNL or JUSNL: MD JUUNL/ JUSNL.
- 8. Manner of Direct recruitment:**
- i). Recruitment to the induction level of the cadre shall be made from the source indicated below:

Direct Recruitment through open advertisement	Direct Recruitment through internal advertisement (limited exam)	Promotion from the Electrician
70% of the sanctioned posts through Direct recruitment	10% posts through suitable Internal candidates	20% of the sanctioned post

Provided further that if the posts against the 10% internal recruitment quota remains vacant due to unavailability of eligible candidates for three consecutive recruitment years, those vacancy may be filled by promotion from eligible electricians.

The number of vacancies in the Cadre shall be calculated on an approximate basis in January of each year or as soon as possible, thereafter. If the allocation through indicated percentage results in fraction, it would be added to the internal recruitment quota.

Provided that the Board of Directors of the Nigam shall have the authority to adjust the specified allocations by increasing or decreasing them, or to reallocate a certain percentage from one source to another, either on a permanent basis or for a specific transaction.

Note: The quota for recruitment through internal advertisement is open to all regular employees of **JUVNL and its subsidiaries**, excluding those at the rank of Junior Manager and above. Eligible employees must meet the qualifications outlined in Para 10 (c) and must have completed 5 years of regular service. Applicants must be under the age of 50 as of October 1st in the year the advertisement is published.

Provided that the phrase “**JUVNL and its subsidiaries**” shall be substituted by the term “**JUSNL or JUUNL**” as the case may be, after finalisation of the cadre allocation/ final transfer of employees among the companies.

Examination and syllabus for recruitment at induction level

There shall be a two hour test, with 120 multiple choice questions carrying one mark each. There shall be negative marking of 0.25 marks for every wrong answer. The questions will be based on the syllabus of Diploma in Electrical, Electronics and Mechanicals stream.

ii). *Method of Direct recruitment:*

- a) **Through JSSC:** The Jharkhand Staff Selection Commission shall be the agency for the selection process and sending its recommendations to the JUVNL/ Nigam for appointment to the post of Junior Electrical Engineers against direct recruitment through open advertisement quota.

Note: (i) For recruitment through the JSSC, requisition after roster clearance as prescribed by the Department of Personnel, Government of Jharkhand shall be sent to it, through the JUVNL/ Nigam in the manner as prescribed from time to time.

(ii) In this mode, the Jharkhand Staff Selection Commission (JSSC) shall independently execute all processes, from the issuance of the advertisement to the provision of the list of recommendations.

- a) **Through other Government / PSU agencies:** The JUVNL/ Nigam may also consider getting the recruitment process done at the induction level of this cadre through any Government / PSU agency of repute having experience.
- b) **Through a private recruitment agency of repute:** In the exigencies, the JUVNL/ Nigam may also consider getting the recruitment process done at the

induction level of this cadre through any private agency of repute having vast experience.

Provided that, during recruitment via a Government/PSU agency or a private agency, the JUVNL/ Nigam may outsource either the entire process—from advertisement to the provision of recommendations—or only conduction of the examination and merit list compilation, as determined by the Managing Director.

Provided further that the recruitment through internal advertisement (limited exam) shall be undertaken by the mode (b) and (c) above.

- (iii) When recruitment is conducted under modes (b) and (c) as mentioned above, the JUVNL/ Nigam or the recruiting agency, as the case may be, shall publish advertisements in prominent newspapers, detailing the number of vacancies, age requirements, qualifications, preferences, and reservations for underprivileged categories in accordance with State Government policies and directives. The advertisement will clearly specify the application deadline.
- (iv) After receipt of applications, the whole procedure for Recruitment shall be carried out in pursuance of the Guidelines issued by the JUVNL/ Nigam from time to time.
- (v) A Selection Committee will be constituted by the MD (CMD till final division of cadre) with approval of BoD. This committee will comprise senior officials of the JUVNL/ Nigam, with the General Manager (Human Resource/Administration) serving as the member secretary, and an officer of considerable seniority from the SC/ST community representing the SC/ST community.
- (vi) On the basis of the merit list / list of recommendations, the Committee shall prepare, select panels in order of merit respectively for Unreserved, Scheduled Caste, Scheduled Tribe and other reserved candidates, taking into account the number of vacancies available for each of these categories.
- (vii) The merit list or list of recommendations provided by the recruitment agency, along with the panels prepared by the Selection Committee, shall be submitted to the Appointing Authority for final approval. Appointment letters for candidates from these lists, based on the number of vacancies available for both general and reserved quotas, shall be issued according to the approval of the Appointing Authority.

- (viii) The panels prepared in accordance with sub-rule (vi) shall be valid for a period of one year from the date of their preparation but the BoD may, under special circumstances, extend this period by a further period not exceeding six months.

9. Probationary period: All direct recruits to the Cadre shall be on probation for a period of three years from the date of their appointment, after which they shall be confirmed if their record of service is satisfactory and they pass the confirmatory examination which shall be held once a year. The service of an appointee, whose record of service is not satisfactory and who does not pass the confirmatory examination, will not be eligible for consideration for any further promotion.

The syllabus and procedure of such confirmatory examination shall be notified by the JUVNL/Nigam with approval of the BoD.

Provided, however, that members of the Cadre who have completed four years of service as Junior Electrical Engineers / Jr. Manager(Tech.) before the commencement of these rules may be confirmed as Junior Electrical Engineers / Jr. Manager(Tech.) without passing the confirmatory examination subject to good records of service.

10. Service Bond: Direct recruits through open advertisement may be required to execute a service bond of a suitable amount, as determined by the BoD, for a minimum period of three years. In the event of resignation within the service bond period, the direct recruit shall be obligated to pay the service bond amount and serve a notice period of one month. Should the recruit fail to serve the notice period, he shall be required to pay an amount equivalent to his one-month salary in lieu of notice.

11. Qualifications for direct recruitment

(i) Minimum qualifications for direct recruitment to a Cadre post shall be as follows:-

- a. Citizenship. Indian.
- b. Age- A candidate shall not be less than 18 years or more than the maximum age as notified by the State Government for recruitment to a post of diploma engineers. The relaxation in maximum age to the different categories will also be applicable as per the State's policy. Provided that for eligible employees of JUVNL and subsidiary Cos., the maximum age shall be 50 years.

Note: for determination of the age, the 1st of October of the year in which applications are invited shall be the cut-off date.

- c. Educational qualification: Must have a full time Three Years Diploma in Electrical / Electronics/ Mechanical Engineering or its equivalent from any AICTE/ State recognised Institution with minimum marks as below:

UR	ST	SC	Backward Classes (Annex. I & II)	EWS
60%	50%	50%	55%	60%

Provided that for determining the equivalence of a Three Years Diploma in Electrical / Electronics/ Mechanical, the Nigam shall be guided by the principles laid down by the State Government. If there is no such guidelines, it will be approved by the BoD under AICTE guidelines.

1. Good Character: - A candidate should bear a good moral character.

12. Scales of pay for members of the service: (i) The scales of pay of a member of the service when occupying different posts in the service shall be as determined by the Nigam from time to time. Presently, the scale of pay (as per 6th and 7th pay commission) of the members of the cadre is as hereunder:

Sl. No.	Name of Posts	PB and GP (6th Pay)	PML (7th Pay)
1.	Junior Electrical Engineer	PB-9300-34,800, GP-4600/-	12

13. **Promotion:** (i) Promotion of Junior Electrical Engineer shall be to the rank of Assistant Electrical Engineer on the basis of seniority-cum-fitness, subject to the completion of the minimum kalawadhi or the relaxed kalawadhi as notified by the Board of Directors (BoD) from time to time.

(ii) For the purpose of considering promotions from one grade to another of the cadre, the MD of the Nigam with approval of Board of Directors (BoD) shall constitute a Promotion Committee. The Promotion Committee shall include at least one officer of considerable seniority from the Scheduled Castes (SC) or Scheduled Tribes (ST) community to ensure representation of such communities.

Provided that any Promotion Committee already constituted as on the commencement date of these Rules, which complies with the requirements set forth therein, shall be deemed to be a Promotion Committee constituted under these Rules.

(iii) In every promotion within the cadre, the reservation policy of the State Government, along with the guidelines issued under such policy, shall be adhered to and complied with, *mutatis mutandis*.

(iv) The Promotion Committee constituted under sub- rule (ii) above shall prepare panels for promotion after taking into account merit, seniority, fitness, suitability, as the case may be which shall be placed before the Appointing Authority for approval and the Appointing Authority, with such modifications or changes as it may consider necessary, may approve the panels, which shall be operated for a period of one year from the date of approval of the Appointing Authority.

Provided that after promotion to the post of Assistant Electrical Engineer/Manager (Tech.), the term of the service of such promoted members of this cadre shall be governed by the Generation-cum-Transmission Engineers Cadre Rules, 2025.

Sealed envelope procedure: Provided further that if the promotion committee finds that departmental proceedings/criminal proceedings is/are pending against a cadre officer, it shall provide its recommendation in a sealed envelope and keep a post reserved for him subject to outcome of such departmental or criminal proceeding. After final decision on such departmental proceeding or criminal proceeding, the recommendation kept in a sealed envelope shall be opened and placed before the Appointing Authority. If the delinquent member of the cadre has been discharged from the charges, the Appointing Authority may order to grant him promotion on the post kept reserved for him, otherwise, if a punishment of such nature has been imposed on him in such proceeding that may make him unfit for promotion, the Appointing Authority may order to release the post reserved and promotion to the next fit candidate from the panel may be given.

14. *Inter se seniority:* Inter-se seniority of the officers of the Cadre shall be fixed in the following manner:

(i) Inter-se seniority of the direct recruits shall be their rank in the original merit list of the selection process.

(ii) Inter-se seniority of the direct recruits recruited against open advertisement quota and the internal advertisement quota shall be decided as per their date of entry into the cadre.

15. *Disciplinary Authority and Rules:* the JUVNL disciplinary rules, 2025 shall be applicable on the members of the cadre for determination of disciplinary authority, appellate authority and the procedures pertaining to the disciplinary matters.

16. General and interpretation.- i); Any standing orders or any rules made or any directions issued by the erstwhile Board governing the General Cadre of Engineers, if covered by these rules, shall become non-effective after enforcement of these Rules.

(ii) Notwithstanding anything said in these Rules, by action taken by the Nigam/ JUVNL before the enforcement of these Rules in pursuance of any standing orders, Rules or directions in force regarding the management of the General Cadre of Engineers shall not be invalidated on the ground of enforcement of these Rules.

(iii) In case any dispute arises as to the interpretation of these Rules, the decision of the CMD/ Managing Director, as the case may be, shall be final.

Sd/-
GM (P&GA), JUVNL

(Gautam Kumar Das)
Sr. Manager (HR)
Member Secretary

Company Secretary, JUVNL
Special Invited Member

Company Secretary, JUSNL
Special Invited Member

Company Secretary, JBVNL
Special Invited Member

Company Secretary, JUUNL
Special Invited Member

General Manager (HR)
JUUNL
Member

General Manager (HR)
JUSNL
Member

General Manager (HR)
JBVNL
Member

Director (Commercial)
JBVNL
Member

Director (HR)
JUVNL
Special Invited Member

Managing Director
JUUNL
Chairman