

JBVNL Distribution Engineers Cadre Rules, 2025

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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 Distribution Undertakings of the Board has been transferred to the Jharkhand Bijli Vitran Nigam Ltd., which is the Distribution Company.

And whereas, the erstwhile Jharkhand State Electricity Board had been employing electrical, and electronics engineers manning posts on the side of supply and distribution of electrical energy to consumers in urban, industrial, and rural areas;

And whereas these engineers had been grouped together to constitute what is known as the General Cadre of Engineers.

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 Electrical Engineers" (General) Rules, 1976, as adopted by the erstwhile JSEB, do hereby make the following Rules-

1. *Short title, extent, and commencement:-* These Rules may be called the “**JBVNL Distribution Engineers Cadre Rules, 2025**”.

(ii) These Rules shall apply to the Engineers of the JBVNL included in the Cadre and shall come into force with effect from the date of notification.

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 Directors of JBVNL.
- (c) **"Cadre"** means Jharkhand State Electricity Board Electrical Engineers (General) Cadre, hereinafter being renamed as **JBVNL Distribution Engineers Cadre**.
- (d) **"Cadre Officer"** means a member of the **JBVNL Distribution Engineers** Service of the Nigam.
- (e) **"Chairman-cum Managing Director"** means the Chairman-cum-Managing Director of the JUVNL.
- (f) **"Company"** means company incorporated under the Companies Act, 1956 / 2013.
- (g) **"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;
- (h) **"Jharkhand Bijli Vitran Nigam Ltd"** or **"JBVNL"** means the Distribution Company to which the Distribution Undertakings of the Board is transferred in accordance with the Transfer Scheme;
- (i) **"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 the Transfer Scheme;
- (j) **"Jharkhand Urja Sancharan Nigam Ltd"** or **"JUSNL"** means the Transmission Company to which the Transmission Undertakings of the Board is transferred in accordance with the Transfer Scheme;
- (k) **"Holding Company"** means the "Jharkhand Urja Vikas Nigam Ltd" or "JUVNL" that will own all shares of Jharkhand Urja Utpadan Nigam Ltd, Jharkhand Urja Sancharan Nigam Ltd and Jharkhand Bijli Vitran Nigam Ltd; which are "Subsidiary Companies".
- (l) **"MD"** means the Managing Director of the Jharkhand Bijli Vitran Nigam Ltd.
- (m) **"Nigam"** means the Jharkhand Bijli Vitran Nigam Ltd.
- (n) **"State"** means the State of Jharkhand.
- (o) **"State Government"** means the Government of Jharkhand.
- (p) **"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.

(q) **"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.

(r) **"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;

3. Replacement of the Electricity Supply Engineers Cadre: – The cadre known as Jharkhand State Electricity Board Electrical Engineer’ (General) Cadre is hereby replaced by the **JBVNL Distribution Engineers Cadre** for manning the following activities and establishments of the Nigam.

- (i) Construction, operation, and maintenance of electrical lines and sub-stations necessary for distribution and supply of energy but excluding H.T. transmission lines and sub-stations of 132 KV and above.
- (ii) Supply of electrical energy to consumers.
- (iii) Operation and maintenance of power stations operated by the Area Offices or any electric supply undertaking under the Area Offices or the Nigam.
- (iv) Rural / Urban Electrification works, State / Central Government related Projects.
- (v) Preparation of drawings, designs, and plans for distribution and supply of electrical energy and rural electrification.
- (vi) Metering of energy consumption.
- (vii) Revenue collection.
- (viii) Any functions ancillary to (i) to (vi) above.

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

- (i) All engineers who were members of the Jharkhand State Electricity Board Electrical Engineer’ (General) Cadre on or before the effective date of transfer.
- (ii) All engineers who were recruited to the JBVNL Electrical Engineer’ (General) Cadre after the effective date of transfer.
- (iii) All Junior Engineers promoted to the rank of Assistant Electrical Engineer/ Manager(T) of the Distribution Engineer Cadre against the respective promotional quota before, on or after the effective date of transfer.

5. Present strength of the cadre:- (i) The Present strength of the Cadre shall be as follows:-

S.No.	Designation	Sanctioned Strength
1.	Executive Director	06
2.	Chief Engineers / General Manager (T)	41
3.	Superintending, Engineers / Dy. GM (T)	85
4.	Executive Engineers / Sr. Manager (T)	211
5.	Assistant Engineers / Manager (T)	537

Note :- The above-sanctioned posts or the posts, which may be sanctioned in the cadre in the future, shall always be cadre posts and shall be filled from amongst the members of the Cadre.

6. Appointing Authority: Appointing Authority of the cadre post will be **MD**.

7. Manner of direct recruitment:-

- (i) The induction point for recruitment in the cadre shall be in the rank of Assistant Electrical Engineer/ Manager(T). The vacancies at the induction level shall be filled from the sources indicated below:

Source of Induction:

Directed Recruitment		Promotion	
Recruitment by open advertisement	Recruitment by internal advertisement	General Promotion of JEE/ Jr. Manager (T)	Promotion of Degree holder JEE/Jr. Manager(T)
50% of the total sanctioned strength	5% of the total sanctioned strength	35% of the total sanctioned strength	10% of the total sanctioned strength

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 promotional 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 Manager and above, as well as JEE / Jr. Manager (Tech.). Eligible employees must meet the qualifications outlined in Para 10(c) and must have completed 5 years of confirmed 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 "**JBVNL**" after finalisation of the cadre allocation/ final transfer of employees among the companies.

(ii) **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 B.E./ B.Tech in Electrical and Electronics stream.

(iii) **Method of Direct recruitment:** (i) The direct recruitment to the induction level of the cadre may be made through any of the following mode:

- a) **Through JPSC:** The Jharkhand Public Service Commission shall be the agency for selection process and sending its recommendations to the JUVNL/JBVNL for appointment to the post of Assistant Electrical Engineer / Manager(T) against direct recruitment through open advertisement quota, as this post is similar to the basic grade gazetted induction level post in the State Government for which the JPSC conducts the induction process.

Note: (i) For recruitment through the JPSC, 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 Public Service Commission (JPSC) shall independently execute all processes, from the issuance of the advertisement to the provision of the list of recommendations.

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

- c) **Through a private recruitment agency of repute:** In the exigencies, the Nigam/ JUVNL 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 Nigam/ JUVNL 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 Board of Directors (BoD).

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

- (ii) When recruitment is conducted under modes (b) and (c) as mentioned above, the Nigam/ JUVNL 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.
- (iii) A Selection Committee will be constituted by the Nigam with the approval of the BoD. This committee will comprise senior officials of the Nigam/ JUVNL or other subsidiaries companies, 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.
- (iv) 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.
- (v) The merit list or list of recommendations provided by the recruitment agency, along with the select panels prepared by the Selection Committee, shall be submitted to the Appointing Authority for 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.
- (vi) The panels prepared in accordance with sub-rule (vi) shall be valid for a period of one year from the date of their approval but the BoD may, under special circumstances, extend this period by a further period not exceeding one year.

8. 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 Nigam with approval of the BoD.

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

9. 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.

10. 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 21 years or more than the maximum age as decided by the State Government for recruitment to a gazetted civil post. 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 Degree of Electrical / Electronics Engineering or its equivalent from any AICTE approved recognised University or 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 degree to a Degree in Electrical / Electronics Engineering, the Nigam shall be guided by the principles laid down by the State Government. In case there is no such guidelines/ principles, it will be approved by the BoD under UGC/ AICTE guidelines.

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

11. Manner of recruitment by promotion from Junior Engineers:

- (i) There shall be two following modes of promotion to the cadre from amongst the Junior Manager (Tech.) / Junior Electrical Engineer:
 - a. General Promotion of JEE / Jr. Manager (T)
 - b. Promotion of Degree holder JEE / Jr. Manager (T)
- (ii) ***General Promotion of JEE / Jr. Manager (T):*** Thirty five percent of vacancies at the lowest level in the Cadre i.e. Assistant Electrical Engineer / Manager (Tech.) shall be filled by promotion from amongst the permanent Junior Electrical Engineers / Jr. Manager(Tech.) in the service of the Nigam.
- (iii) A Junior Electrical Engineers/ Jr. Manager (Tech.) in the service of the Nigam who has put in at least 8 years of service, or has completed the applicable kalawadhi, in distribution and supply or allied work shall be eligible for being considered for appointment in the service by promotion.
- (iv) ***Promotion of Degree holder JEE / Jr. Manager (T):*** Ten percent of vacancies at the lowest level in the Cadre i.e. Assistant Electrical Engineer / Manager (Tech.) shall be filled by promotion from amongst the permanent Junior Electrical Engineers / Jr. Manager(Tech.) in the service of the Nigam, who possesses the qualification mentioned in Para 10 (i) (c) and who has completed five years of service, on the date of consideration, as Junior Electrical Engineers / Jr. Manager(Tech.).
- (v) Every year in the month of March and / or as and when determined by the Appointing Authority, a specially constituted Committee by the BoD, known as the "Promotion Committee" shall meet and consider the records of Junior Electrical Engineers / Jr. Manager(Tech.) with the requisite experience and eligibility and prepare a panel in order of merit and vacancies against both the promotion quota during the period April to March shall be filled from this panel which shall be valid for one year. The promotion committee shall be composed of senior officials of the Nigam, with the General Manager (HR) heading the committee, Dy. General Manager (Human Resource/Administration) as the member

secretary, and an officer of considerable seniority from the SC/ST community representing the SC/ST community along with other members.

- (vi) A Junior Electrical Engineers/ Jr. Manager (Tech.) on promotion to the Cadre must pass the confirmatory examination referred to in Rule 8. if he fails to pass the examination, he shall not be eligible for further promotion in the cadre.

No Junior Electrical Engineers/ Jr. Manager (Tech.) shall be confirmed after promotion to the Cadre unless he passes the confirmatory examination.

Provided that this provision shall be applicable on those being appointed after notification of these cadre rules.

12. Scales of pay for members of the service: 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 7th pay commission) of the different grades of the cadre is as hereunder:

Sl. No.	Name of Posts	PB and GP (6th Pay)	PML (7th Pay)
1.	Executive Director (Technical)	PB-37400-67000, GP-10,000/	22
2.	General Manager (Tech.)/ General Manager-cum-Chief Engineer	PB-37400-67000, GP-9,000/	21
3.	Dy. General Manager/ Electrical Superintending Engineer	PB-37400-67000, GP-8,700/	19
4.	Sr. Manager (Tech.)/ Electrical Executive Engineer	PB-15600-39100, GP-6600/	17
5.	Manager (Tech.)/Assistant Electrical Engineer	PB-9300-34800, GP-5600/	14

*PB- Pay Band; * GP- Grade Pay; *PML- Pay matrix Level

13. Special pay: (i) The Nigam may sanction special pay from time to time to the incumbents of particular posts in the Cadre which, in the opinion of the Nigam, involve work of exceptionally arduous or difficult nature.

(ii) The Nigam, at its own discretion, may allow such other facilities to members of the Cadre as may be reasonable and justified.

14. Promotion: (i) For the purpose of considering promotions from one grade to another of the cadre, the MD after the approval of Board of Directors (BoD) shall constitute as many Promotion Committees as it deems necessary for different ranks. Each 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 further, that for the purpose of promotion from the rank of Electrical Superintending Engineer/ Dy.GM (T) to GM/ GM-cum-Chief Engineer the MD may co-opt one or two outside members of suitable rank either serving under the State Government or the Central Government, in the Promotion Committee.

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.

(ii) (a) Promotion to the rank of Senior Manager (Technical)/Electrical Executive Engineer from Manager (Technical)/Assistant Electrical Engineer shall be based on seniority-cum-fitness, subject to the completion of the minimum kalawadhi or the relaxed kalawadhi as notified by the Nigam from time to time.

(b) Promotion to the rank of Dy. General Manager/Electrical Superintending Engineer from the rank of Senior Manager (Technical)/Electrical Executive Engineer shall be on the basis of merit-cum-seniority and suitability subject to the completion of the minimum kalawadhi or the relaxed kalawadhi as determined by the Board of Directors (BoD) from time to time.

(c) Promotion to the rank of General Manager(T)/GM-cum-Chief Engineer from Dy. General Manager/Electrical Superintending Engineer shall be on the basis of merit- cum-seniority and suitability subject to the completion of the minimum kalawadhi or the relaxed kalawadhi as determined by the Board of Directors (BoD) from time to time.

(d) Promotion to the rank of Executive Director (Technical) from General Manager(T)/GM-cum-Chief Engineer shall be on the basis of merit- cum-seniority and suitability subject to the completion of the minimum kalawadhi or the relaxed kalawadhi as determined by the Board of Directors (BoD) from time to time.

(e) Apart from other conditions, for promotion good ACR and submission of up-to-date property return will be mandatory.

(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 (i) 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 no member of the service shall be eligible for promotion to the rank of Dy. General Manager/Electrical Superintending Engineer and above unless he possesses the qualification prescribed in Rule 10 (i) (c).

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 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.

15. *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) Direct recruits shall rank junior to promotees of the same calendar year.
- (iii) 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.
- (iv) If in a year promotion of the Jr. Manager (T)/ Junior Electrical Engineer from both the quota i.e. general promotion quota and the degree quota is made their inter-se seniority shall be determined as per their original gradation list.

16. *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.

17. 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 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 Managing Director 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