



# **Karnataka State Road Transport Corporation**

**(CADRE AND RECRUITMENT)**

**REGULATIONS**

**1982**

**Amended as on: 28-11-2012**

**Karnataka State Road Transport Corporation  
Central offices Bangalore**

No. KST/CO/ ADM/Rules/ 97/1527/ 2898/82-83

Date : 1-1-1983

**CIRCULAR No. 500  
Issued by Rules Section**

**Sub: Karnataka State Road Transport Corporation (Cadre and  
Recruitment) Regulations, 1982 – implementation thereof.**

The Government of Karnataka vide Order No.HD 20 TRE 82 dated 28-12-1982, have accorded approval for the Karnataka State Road Transport Corporation (Cadre & Recruitment) Regulations, 1982.

The Corporation vide Resolution No. 5002 dated 31-12-1982 has resolved to bring the said KSRTC. (Cadre & Recruitment) Regulations, 1982 into force with effect from 1-1-1983.

A copy of the said Karnataka State Road Transport Corporation (Cadre & Recruitment) Regulations, 1982 is enclosed herewith for:

- (i) Notifying a copy on the Notice Board and
- (ii) Implementing the same with effect from 1-1-1983 as decided by the Corporation vide the above Resolution.

Change in designations in respect of certain existing categories are indicated in the statement enclosed to this Circular which shall be taken note of.

Consequent on the Road Transport Corporations (Amendment) Act, 1982 (pursuant to Government of Karnataka Notification No. HD 6 TRC 82 dated 30-12-1982) for the words “*General Manager*” the words “*Managing Director*” shall be substituted.

Receipt of this Circular may please be acknowledged and compliance reported.

Sd/-

**For Managing Director**

Encl: As above

Copy to :

The Departmental Heads in Central Offices, Bangalore.

The Regional Managers and Unit Heads.

The Presidents of two recognized Federations.

The Notice Board in Central Offices, Bangalore.

The Personal Secretary to the Chairman.

The Personal Secretary to the Vice-Chairman.

**Statement showing the changes in Designations in respect of certain Existing Categories.**

<b>Existing Designations</b>	<b>Changed Designation as per KSRTC (C&amp;R) Regulations, 1982</b>
1	2

**MECHANICAL ENGINEERING DEPARTMENT**

- |    |  |  |
|----|--|--|
| 1. | Dy. General Manager & Works Manager, Class I Sr.           | Works Manager, Class I Sr.                             |
| 2. | Head Artisan/Leading Class III Hand with trades, Class III | Head Artisan(with trades),                             |
| 3. | Mechanic Driver / Vehicle Examiner), Class III             | Artisan (Auto Mechanic and Vehicle Examiner, Class III |

**TRAFFIC DEPARTMENT**

- |    |   |                             |
|----|---|-----------------------------|
| 1. | Dy. General Manager Manager, Class I Commercial) / (Operations), Class I Senior | Deputy Chief Traffic Senior |
|----|---|-----------------------------|

**STORES AND PURCHASE DEPARTMENT**

- |    |  |                                    |
|----|--|------------------------------------|
| 1. | Stores / Purchase Officer Class I Junior   | Stores Officer, Class I Junior     |
| 2. | Assistant Stores / Purchase Officer, Class II  | Assistant Stores Officer, Class II |
| 3. | Stores / Purchase Superintendent / Stores/ Purchase Supervisor / Stock Verifier, Class III | Stores Superintendent, Class-III   |

**CIVIL ENGINEERING DEPARTMENT**

- |    |   |   |
|----|---|---|
| 1. | Dy. General Manager & Executive Engineer Class I Senior | Executive Engineer, Class I Senior          |
| 2. | Superintendent (Electrical) Class III                   | Supervisor (Electrical) Class III           |
| 3. | Assistant Electrical Supervisor, Class III              | Assistant Supervisor (Electrical) Class III |
| 4. | Technical Assistant, Class II                           | Assistant Ex-Engineer, Class II             |

## **ADMINISTRATION DEPARTMENT**

- |     |   |   |
|-----|---|---|
| 1.  | Dy. General Manager<br>(Adm) Class I Senior   | Deputy Chief Personnel Manager,<br>Class I Senior |
| 2.  | Personnel Officer / Labour<br>Welfare & Personnel Officer<br>Class I Junior                       | Administrative Officer, Class I<br>Junior         |
| 3.  | Assistant Administrative<br>Officer / Assistant Labour<br>Welfare & Personnel Officer<br>Class II | Assistant Administrative Officer,<br>Class II     |
| 4.  | Personal Assistant,<br>Class II   | Personal Secretary, Class II                      |
| 5.  | Stenographer – Selection<br>Grade / Senior<br>Stenographer 'A' Class III                          | Personal Assistant, Class III                     |
| 6.  | Senior Assistant, Class-III   | Deleted   |
| 7.  | Stenographer / Senior<br>Stenographer, Class III  | Senior Stenographer, Class III                    |
| 8.  | Junior Assistant (Senior<br>Cashier) / Time Keeper<br>Class III                                   | Assistant, Class III                              |
| 9.  | Clerk / Depot Clerk /<br>Cashier-cum-Clerk / Junior<br>Cashier / Comptist, Class III              | Junior Assistant, Class III                       |
| 10. | Writer / Mustering<br>Karkoon / Record Keeper,<br>Class III                                       | Deleted   |
| 11. | Sweeper / Wet Sweeper<br>Class IV   | Sweeper, Class IV                                 |
| 12. | Junior Assistant-cum-Typist   | Junior Assistant-cum-Data Entry<br>operator       |

## **STATISTICAL DEPARTMENT**

- |    |   |   |
|----|---|---|
| 1. | Divisional Statistician<br>Class II         | Divisional Statistician, (Junior)<br>Class II |
| 2. | Senior Assistant<br>(Statistical) Class III | Deleted                                       |

## **SECURITY AND VIGILANCE DEPARTMENT**

- |    |   |  |
|----|---|--|
| 1. | Chief Security Officer<br>(Departmental Head) | Chief Security & Vigilance Officer<br>(Major Head of Department) |
| 2. | Senior Security Inspector                     | Deleted  |
| 3. | Gate Keeper, Class IV                         | Security Head Guard, Class IV                                    |
| 4. | Watchman, Class IV                            | Security Guard, Class IV   |

## **LAW DEPARTMENT**

- |  |                        |         |
|--|------------------------|---------|
|  | Superintendent (Legal) | Deleted |
|--|------------------------|---------|

## **LABOUR AND WELFARE DEPARTMENT**

- |    |                       |                       |
|----|-----------------------|-----------------------|
| 1. | Compounder, Class III | Pharmacist, Class III |
| 2. | Attender, Class IV    | Deleted               |

## **ACCOUNTS DEPARTMENT**

- |    |   |                                      |
|----|---|--------------------------------------|
| 1. | Assistant Accounts<br>Officer / Divisional<br>Auditor, Class II               | Assistant Accounts Officer, Class II |
| 2. | Accounts Superintendent /<br>Divisional Accountant, Class III                 | Superintendent (Accounts), Class III |
| 3. | Accounts Supervisor /<br>Senior Accountant Inspector<br>of Accounts Class III | Supervisor (Accounts) Class III      |
| 4. | Accountant  | Deleted                              |

## **Printing Press**

- |    |   |   |
|----|---|---|
| 1. | Officer Printing &<br>Stationery, Class I Senior              | Controller of Printing, Class I Senior  |
| 2. | Assistant Printing Officer,<br>Class II                       | Assistant Controller of Printing<br>Class II  |
| 3. | Chargeman (Printing) /<br>Foreman (Printing) Class III        | Chargeman (Printing) Class III  |
| 4. | Leading Hand (Printing) /<br>Composing / Binding<br>Class III | Senior Compositor / Senior Machine<br>Operator/ Senior Binder/ Senior<br>Ticket Verifier, Class III |

- |    |  |  |
|----|--|--|
| 5. | Machineman (Printing)<br>Class III         | Machine Operator, Class III              |
| 6. | Assistant Machineman<br>Class III          | Assistant Machine Operator,<br>Class III |
| 7. | Checker / Packer, Class III                | Checker and Packer, Class III            |
| 8. | Helper (Printing) / Helper<br>'B' Class IV | Helper (Printing) Class IV               |

### **GENERAL CATEGORY**

- |    |   |  |
|----|---|--|
| 1. | Deputy General Manager<br>& Divisional Controller<br>Class I Senior                   | Divisional Controller, Class I Senior      |
| 2. | Secretary – Corporation<br>Board and Private Secretary<br>to Chairman, Class I Senior | Secretary – Corporation, Class I<br>Senior |
| 3. | Deputy Superintendent of<br>Police, Class II  | Deleted                                    |
| 4. | Depot Manager 'A'<br>Class II   | Depot Manager                              |
| 5. | Depot manager 'B'<br>Class III  | Deleted                                    |
| 6. | Depot Manager 'C'<br>Class III  | Deleted                                    |

## **Mechanical Engineering Department**

Helper "A (Class-IV)}

Helper "B" (Class-IV)}

Technical Assistant (Class-III)

## **Administration Department**

Junior Assistant–Cum-Typist  
(Class-III)

Junior Assistant-Cum-Data Entry  
Operator (Class-III)

### **Electronic Data Processing Department.**

Systems Manager (Class-I Senior)

### **Information Technology Department**

Dy. Chief Systems Manager  
(Class-I Senior)

Systems Analyst (Class-I Junior)

Systems Manager (Class-I Junior)

Senior Programmer (Class-III)

Assistant Systems Manager (Class-II)

Programmer (Class-III)

Systems Superintendent (Class-III)

Program Administrator (Class-III)

Systems Supervisor (Class-III)

## **Security and Vigilance Department**

**SECURITY GUARD (CLASS-IV)**

**SECURITY GUARD (CLASS-III)**

**Certain new posts inserted under Schedule 'A' amended as approved by the State Government vide letter No. AJE 30, A, A, E, A 2005 çÁÁAPÀ: 22.8.2007, and implemented vide circular No. 1364 çÁÁAPÀ: 1.9.2007.**

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### **ADMINISTRATION DEPARTMENT**

General Manager (Personnel)

**-sd-**

**Managing Department**

**PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA**

**Sub : Karnataka State Road Transport Corporation (Cadre and Recruitment) Regulations, 1982 Approval of-**

**Read: Correspondence ending with letter No. KST/CO/  
ADM/RULES : 97 : 1406 : 2371 : 82-83  
Dated 11-10-1982 from the General Manger,  
K.S.R.T.C., Bangalore.**

**Order No. HD 20 TRE 82 Bangalore Dated 28<sup>th</sup> Dec.1982**

Whereas the Karnataka State Road Transport Corporation in its Resolution No. 4851 dated 25-1-1982 and No. 4978 dated 27-9-1982 resolved to repeal the K.S.R.T.C. (Cadre and Recruitment) Regulations, 1968 and to introduce the K.S.R.T.C. (Cadre and Recruitment) Regulations, 1982.

AND WHEREAS the said corporation has requested for the necessary approval for the said K.S.R.T.C. (Cadre and Recruitment) Regulations, 1982 and to repeal the K.S.R.T.C.(Cadre and Recruitment) Regulations, 1968.

AND WHEREAS the proposed Cadre and Recruitment Regulations mentioned above have been considered by the State Government.

NOW, THEREFORE, in exercise of the powers conferred by Section 45 of the Road Transport Corporations Act, 1950(Central Act 64 of 1950), the Government of Karnataka hereby accord approval for the Karnataka State Road Transport Corporation (Cadre and Recruitment) Regulations, 1982. and to repeal the KSRTC (Cadre and Recruitment) Regulations, 1968.

A copy of the said Regulations approved by the Government is appended to this order

By Order and in the name of the Governor of Karnataka

-sd-

**Thulasi Ramaiah**

Under Secretary to Government, Home Department  
Vidhana Soudha, Bangalore

The Compiler, Karnataka Gazette, Bangalore for publication  
The General Manager, KSRTC, Bangalore  
The A.G., K., Bangalore  
The F.D. (Expr VI)  
Spare Copies



**Annexure to G.O. No. HD 20 TRE 82 dated 28<sup>th</sup> December 1982**  
**Karnataka State Road Transport Corporation**

**CADRE & RECRUITMENT REGULATIONS, 1982**

**Preamble**

In exercise of the powers conferred by Section 45 of the Road Transport Corporation Act, 1950 (Central Act 64 of 1950) and with the previous sanction of the Government of Karnataka, the Karnataka State Road Transport Corporation hereby makes the following Regulations namely:

**1. Title and Commencement**

1. These Regulations may be called THE KARNATAKA STATE ROAD TRANSPORT CORPORATION (CADRE AND RECRUITMENT) REGULATIONS 1982.
2. They shall come into force from such date as the Corporation may appoint.
3. They shall apply to all classes of service under the Corporation except to the extent otherwise expressly provided for under these Regulations.

**2. Definitions**

In these Regulations, unless the context otherwise requires

1. "APPLICATION FORM" means the form prescribed by Competent Authority for applying for appointment to direct recruitment posts.
2. "APPOINTING AUTHORITY" means the Authority specified by the Corporation by Resolution to make appointments to posts in the service of the Corporation in accordance with the methods of recruitment specified in these Regulations.
3. "SELECTED CANDIDATE" means a candidate whose name appears in a list of candidates selected for appointment to any service, class or category by the Selection Authority.
4. "APPOINTED ON PROBATION" or "APPOINTED ON OFFICIATING BASIS" means appointed on trial.
5. "ARMED FORCES OF THE UNION" means the Naval, Army and Air Forces of the Union.
6. "BACKWARD CLASS" means the class of persons classified as BACKWARD by the State Government from time to time.
7. "COMPETENT AUTHORITY" means the Corporation or any Authority authorised by the Corporation by a Resolution.

8. "CORPORATION" means the State Road Transport Corporation, established under the Road Transport Corporations Act 1950 (Central Act 64 of 1950) by Notification No. HD 3(1) RTC 57 Bangalore, dated 25<sup>th</sup> July 1961, the name of which has been altered as KARNATAKA STATE ROAD TRANSPORT CORPORATION By Order No. HD 11 TRC 74 Bangalore, dated 10th June 1974.
9. "DIRECT RECRUITMENT" means appointment otherwise than by promotion or transfer from any post in the service of the Corporation or by obtaining loan or service from the State / Central Government and other State Transport Undertakings.
10. "EMPLOYEE" means any person employed by the Corporation in accordance with these Regulations and includes those employees temporary or permanent who are in the employment of the Corporation on the date of introduction of these Regulations.
11. "EQUIVALENT QUALIFICATION" or "EQUIVALENT EXAMINATION" means a Qualification or Examination declared by the Competent Authority to be equivalent to the qualifications or examinations prescribed in respect of a post or Category of posts in these Regulations.
  - A. "EQUIVALENT POSTS" means
    - (i) In respect of a person already in service of the Corporation shall be as per the provisions defined under Regulation 17(1) of these Regulations.
    - (ii) In respect of a person taken on deputation, under the provisions of Regulation 3(2) (d) shall be a person possessing equivalent educational qualification or working in equivalent pay scale or performing similar duties and responsibilities.
12. "EX-SERVICEMEN" means a person, who has served in any rank (whether as a combatant or as a non-combatant) in the regular Army, Navy and Air Forces of the Union but does not include a person who has served in the Defense Security Corps, the General Reserve Engineering Force, the Lok Sahayak Sene and Para Military Forces and
  - (a) Who has retired from such services earning his pension, or
  - (b) Who has been released from such service on Medical Grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pensions, or
  - (c) Who has been released otherwise than on his own request from such service as a result of reduction in Establishment, or
  - (d) Who has been released from such service after completing the specific period of engagement otherwise than at his own request or by way of

dismissal or discharge on account of mis-conduct or in-efficiency and has been given a gratuity and includes personnel of the Territorial Army of the following categories, namely :

- (i) Pension holders for continuous embodied service
- (ii) Person with disability attributable to military service; and
- (iii) Gallantry award winners

**Explanation :**

The persons serving in the Armed Forces of the Union, who on the retirement from services would come under the category of “Ex-servicemen” may be permitted to apply for re-employment one year before the completion of the specified terms of engagement and avail themselves of all concessions available to Ex-Serviceman, but shall not be appointed in the Corporation until they are permitted to leave the uniform.

- 13. “PERMANENT POST” means a post created in the Corporation on a scale of pay without any limit of time.
- 14. “PROMOTION” means appointment of an employee to a higher class or service or to a higher category or scale of pay within the same class.
- 15. “REGULATION” means the Cadre and Recruitment Regulations made under Section 45 of the Road Transport Corporations Act 1950 (Central Act 64 of 1950).
- 16. “SCHEDULE” means the schedule to these Regulations.
- 17. “SCHEDULED CASTES AND SCHEDULED TRIBES” shall have the same meanings as are assigned to them by clause (24) and (25) respectively of Article 366 of the Constitution of India.
- 18. “SELECTION” means selection of a person for appointment to a post by the Selection Authority.
- 19. “SELECTION AUTHORITY” means the authority specified under these regulations.
- 20. “SELECTION POST” means a post which is shown as such in schedule “A” or which may be declared as such by a resolution of the corporation.
- 21. “TEMPORARY POST” means post created temporarily, in a time scale for a limited period.
- 22. “SERVICE” means service in the corporation and any other service which is entitled to be reckoned as service in the corporation.

23. "UNIT" means an operating Division, Regional Workshops, Civil Engineering Divisions, Security & Vigilance, Central Offices and Department of Printing and any other Establishments which may be declared as unit from time to time by the corporation.

### **3. Method of recruitment**

1. Appointment to a post in the Corporation shall be made by any of the following methods, namely,
  - a) By Promotion
  - b) By transfer of a person already in service of the Corporation from an equivalent cadre or class of post.
  - c) By obtaining on a loan of service of a person already in service of the Central or State Government or other State Transport Undertakings.
  - d) By direct recruitment
  - e) By contract on such terms and conditions as are mutually agreed to.
  - f) By recruitment from among the In-service candidates.
  - g) By Deputation of a person already in service in the State or Central Government or any undertakings owned or controlled by the State or Central Government or other State Transport Undertaking to fill up any direct recruitment vacancy of Class-III or Class-IV post.
- 2)
  - a) The method of recruitment to each post and the qualifications prescribed thereof shall be as shown in Schedule 'A' to these Regulations except for in-service candidates.
  - b) The method of recruitment for Inservice candidates and the qualifications thereof shall be as per the Karnataka State Road Transport Corporation (Inservice Recruitment) Scheme, 1997.

In respect of Class III Supervisory posts excluding the Superintends, shall be as per KSRTC (In-service recruitment) scheme 2009 as per G.O.No. . .AJE 22 ,A,AA,EÄ 2009 dated 19<sup>th</sup> May 2009. ,AAvEËÜÄ È ,ÄASEä 1399 çfÄAPA: 16-6-2009.
  - c) Omitted vide G.O. No. HTD-60 TRA-98 dated : 31-12-1998.
  - d) Where in the opinion of the Managing Director, it is found desirable to fill up any direct recruitment vacancy of Class-III or Class-IV posts, by deputation of a person already in the service of the Central or State Government or any undertaking owned or controlled by the State or Central Government or other State Transport Undertaking and holding an equivalent post, such

vacancy may be filled by deputation of such person on such pay, pay scale and allowance as may be determined by the Corporation but not exceeding the emoluments that he was receiving in his parent department or Undertaking, as the case may be”.

- 3) The Corporation shall prescribe by Resolution written and/or Trade Test to assess suitability for filing in posts by promotion.
- 4) Where suitable departmental candidates are not available for promotion to any of the posts specified in Schedule ‘A’ which are to be filled in by promotion such posts may be filled by direct recruitment or by obtaining loan of service.
- 5) Notwithstanding anything contained in Sub-Regulation (2) (3) and (4) above, the Competent Authority may adopt the method of recruitment under Sub-Regulation (1) (b).

**3A. Appointment of the employees of the cancelled permit holders whose Routes have been Nationalised by the Government.**

Notwithstanding anything Contained in Regulation-3, the Corporation or any Authority specified by the Corporation by a Resolution may appoint the employees of the cancelled permit holders whose routes have been nationalised by the Government and whose buses are not plying elsewhere by relaxing the age, qualifications, physical standards and experience, prescribed in these Regulations according to their suitability to any post specified in the Regulation subject to the following conditions.

- i) The number of workmen that shall become employees of the Corporation under this Sub-Regulation shall not exceed the following scale, the junior most being excluded.

Scale per vehicle

1) Driver	2.00
2) Supervisory Staff and Manager	0.1
3) Ministerial and Secretarial Staff	0.1
4) Technical staff including Foreman	0.8
5) Conductors	2.0

- ii) Appointments shall be on probation as prescribed in Regulation-11 and the selected persons are liable to be posted to work in any Unit or Division of the KSRTC.
- iii) The appointment shall be on the basis of detailed verification of the lists / records and other employment particulars.

- iv) The Corporation shall appoint all such eligible persons under a special category irrespective of their caste or reservation groups by obtaining special exemption from the Government for not following the prescribed classification for appointment.
- v) The services of such persons shall count from the date they report for duty in the Corporation and their service conditions shall be governed in accordance with the Rules and Regulations of the Corporation. They will be treated as direct recruits and their past services with the cancelled permit holders shall not be given any weightage for any benefits in the Corporation .

#### **4. Eligibility for Appointment and disqualifications for appointment**

- 1) Save as otherwise provided in the Schedule 'A' to these Regulations and applicable to any post prescribing higher age limit every candidate for appointment by direct recruitment must have attained the age of eighteen years and not attained the age of
  - a) Forty years in the case of a person belonging to any of the Scheduled Castes or Scheduled Tribes or Backward Tribes.
  - b) Thirty eight years in the case of a person belonging to any of the Backward Castes or Backward Communities.
  - c) Thirty five years in the case of any other person on the last date fixed for the receipt of application or on such other date as may be specified by the Appointing Authority.
  - d) In respect of Ex-Servicemen, by three years plus by the number of years of service rendered by him in Armed Forces of the Union subject to the condition the Ex-servicemen shall not have completed 45 years of age.
  - e) The age limit in respect of employees of the Corporation shall be relaxed by the number of years of service rendered in the Corporation subject to a maximum of Ten (10) years and subject to the condition that the employee shall not have completed 45 years of age after such relaxation.
- 2) Where maximum age limits other than age limits specified in Sub-Regulation (I) are fixed for recruitment for any post then unless the Regulations of recruitment provided for enhanced age limit in the case of a person belonging to Scheduled Castes, Scheduled Tribes, Backward Tribes, Backward Castes or Backward Communities, the maximum age limit shall be deemed to have been enhanced by five years in the case of a candidate belonging to any Scheduled Caste or Scheduled Tribe or Backward Tribe and by three years in the case of candidate belonging to any Backward Caste or Backward Community.

- 3) The date of birth of the applicant as furnished by him in the application shall be supported by the following documents in the following order:
- a) An authenticated copy extracted from the entries made in school or college records.
- OR
- b) An authorised extract of Municipal or Local Body records provided –
    - i) Such certificate or authenticated or authorised extract shall be produced before the Selection or Appointing Authority when required.
    - ii) Provided further that the S.S.L.C. Certificate shall invariably be produced in respect of all the candidates who have taken that examination.
- 4) No person who is not a citizen of India shall be eligible for employment in the Corporation.
- 5) No person who has more than one spouse living or who having a spouse living, marries without legally annulling the first marriage shall be eligible for appointment by direct recruitment to any post in the Corporation.
- 6) No person who has been convicted in an offence, involving moral turpitude by a Court of law or dismissed from service in this Corporation or Government, State or Central or any Local Bodies or any industrial or Commercial concerns or other State Transport Undertakings for offence or misconduct involving moral turpitude, or a selected candidate removed/ terminated for offence of misconduct while working as Badli in the Corporation shall be eligible for appointment.
- 7) No person who has secured less percentage of marks as may be stipulated by the Corporation from time to time in the examination prescribed as the minimum qualification required for appointment in the Regulations of recruitment to the respective cadre or post shall be eligible to apply.
- 8) No person who does not possess the minimum educational qualification prescribed for the post and who has not acquired a knowledge of Kannada as prescribed by the Corporation from time to time shall be eligible for appointment by direct recruitment to any post in the Corporation, This will not apply to:
- a) Ex-Servicemen and to their children who are residing in the State of Karnataka.
  - b) The children of Central Government Servants.
  - c) The State Government servants working outside the State.
  - d) Children of persons employed in Public Sector Undertakings.

- 9) Any person who has given false or wrong information in the application will be disqualified and if appointed and found at a later date that he has given false or wrong information, his services shall be terminated.
- 10) Canvassing in any form will disqualify the candidate for employment.

## 5. Physical Standards

- 1.\* The minimum physical standards for the candidates for direct recruitment (both male and female) for the posts in the departments of Security and Vigilance and Technical Assistant and Artisan under the Mechanical Engineering Department and for the posts including Driver, Driver-cum-Conductor but excluding Conductor, under Traffic Department shall be as follows :

	Male	Female
a) Height	163 cms	153 cms
b) Weight	55 Kgs.	50 Kgs.

2. - DELETED-

3. The minimum physical standards for the category of Conductors shall be as under:-

	MEN	WOMEN
Height	160 cms 5' 4"	150 cms 5'

Physical fitness:

4. For all other categories, physical fitness as certified by the District Surgeon or a Medical Officer of the Corporation.

\* Amended as approved by the Government vide its letter No. HTD-21 TRA-2001 Dated: 19-02-2002

## 6. Procedure for selection of candidates for Class - III and IV posts – (To be read with Regulation – 9 A.)

- (1) (a) Applications for appointment by direct recruitment of Class – III Statewide Posts shall be called for through, advertisement in the leading News Papers and by publication of the same on the Notice board of all the Unit offices of the Corporation in the State.

In respect of Class-III posts other than statewide cadre on the basis of percentage of total marks secured in the qualifying examination prescribed for the post.



- (b) The vacancies of Class –III Division wise posts and all Class-IV posts which are required to be filled up by direct recruitment shall be notified to the concerned District Employment Exchanges for sponsoring suitable and eligible candidates as well as on the Notice Board of the Unit office of the concerned Corporation.

If adequate number of candidates for recruitment as sponsored by the concerned Employment Exchange are not available, the Selection Authority may proceed with the selection process and publish the select list. Thereafter for the balance of remaining unfilled vacancy, applications may be called for by the Selection Authority through an advertisement in the leading News papers and by publication on the Notice Board of the Unit concerned of the Corporation to the extent of vacancies remained unfilled.

- (2) Application for appointment shall be as may be prescribed by the Corporation.
- (3) All copies of Certificates and testimonials as prescribed duly attested by the candidate shall be attached to the application and the originals thereof shall be produced when required.
- (4) Persons who are already in service shall send their applications through employers and an advance copy directly to the Authority concerned.
- (5) All applications received in response to the Advertisement shall be registered.

**A. Procedure for Selection of candidates for all Class – III posts (other than Drivers) and Class – IV posts of Helper ‘B’, Helper (printing) (other than Security Guard.)**

- (i) The Selection Authority shall prepare a list of names of candidates eligible for selection:
- (a) In respect of Class – III posts other than statewide cadre on the basis of the total marks secured in the qualifying examination prescribed for the post.
- (b) In respect of Class – III posts of statewide cadre on the basis of the total marks secured in the qualifying examination and the marks secured in any test as may be specified from time to time and conducted by the Selection Authority.

Provided that if specific degree is prescribed as qualification for any post referred to in this item, the marks secured in the qualifying examination shall be calculated proportionately equal to fifty marks and the marks secured in the test shall be calculated proportionately equal to fifty marks and where a degree in general is prescribed as qualification for any post referred to in this item the marks secured in the qualifying examination shall be calculated proportionately equal to

twenty five marks and marks secured in the test shall be calculated proportionately equal to seventy five marks

- (ii) - Deleted -
- (iii) Among the candidates whose names are included in the list under Sub Clause (i) Physical standards have to be verified by the officer as may be authorized by the Chairman of the Selection Authority as required under Regulation-5. The candidates who do not fulfill the prescribed Physical standards shall not be eligible for selection.
- (iv) Thereafter, the Selection Authority shall prepare the list of names of eligible candidates in the order of Merit in respect of each category of reservation, provided that where more than one candidate secures equal marks, the order of Merit in respect of such candidates shall be on the basis of their age, the person or persons older in age being placed higher in the order of merit.

**B. Procedure for Selection for the post of Driver, Class -III and Security Guard, Class-IV**

- (i) The candidates who satisfy the requirements for the post of Driver shall be called to appear before the Selection Authority or any other officer authorised by the Chairman of the Selection Authority for personal verification of physical standard prescribed under Regulation-5. The candidates who do not fulfill the prescribed Physical standards shall not be eligible for Trade Test.
- (ii) There shall be a Trade Test conducted twice through computerized system for assessing the candidate for a maximum of 50 marks. The tests shall be conducted by two officers independently each assessing the candidate for a maximum of 25 Marks. The Test shall be conducted separately by Class-I (Junior) Officer of any department to be nominated by the Chairman of the Selection Authority, from the list of examiners nominated by the Managing Director. The selection of the candidates shall be on the basis of merit as reflected by the marks secured in the Trade tests, provided that the candidates who secure less than 25 Marks out of the total of 50 marks, in the said Test are treated as failed in the Test and not eligible for selection.
- (iii) The Selection Authority shall prepare the list of candidates eligible for appointment as per the Government orders issued in this behalf and are in force from time to time, and if more than one candidate secures equal marks, the order of merit in respect of such candidates shall be on the basis of their age, the person or persons older in age being placed Higher in the order of Merit.

- (iv) The candidates who satisfy the requirements for the posts of Security Guard shall be called to appear before the Selection Authority or any other officer authorised by the Chairman of the Selection Authority for personal verification of physical standards prescribed under Regulation-5. The candidates who do not fulfill the prescribed physical standards shall not be eligible for further tests.
- (v) The candidates who come out successful under Sub-Clause (IV) above, have to undergo the following physical efficiency tests :-

<b>I. For Male Candidates Items</b>	<b>Qualifying Parameters</b>
(a) 400 meters running	Within 80 Seconds.
(b) Long Jump	Not less than 3.50 meters
(c) Shot put – 7.26 kgs of weight	Not less than 5.00 meters

<b>II. For Female Candidates Items</b>	<b>Qualifying Parameters</b>
(a) 200 meters running	Within 42 (Forty two) seconds.
(b) Long Jump	Not less than 3.00 meters
(c) Shot put – 4 kgs of weight	Not less than 4.5 meters

- (vi) (a) Candidates who attain the minimum qualifying parameters of physical efficiency tests mentioned above will be considered to have been physically qualified for the post of Security Guard.

(b) The select list will be prepared by the Selection Authority in the order of merit, from among the physically qualified candidates based on the marks obtained in the minimum education qualification prescribed for the post.

#### **BB. Procedure for Selection for the post of “Driver-cum-Conductor”**

- (i) Number of posts to be filled under the category of “Driver-cum-Conductor”, shall be separately worked out in respect of candidates holding HTV Driving Licence and LMV Driving Licence and shall be notified to the Employment Exchanges and shall also be advertised in terms of Regulation-6(1) and separate selection lists shall be prepared, in respect of candidates holding HTV Driving Licence and LMV Driving Licence :

- (ii) The Selection Authority shall prepare, in the order of merit, a list of candidates holding HTV Driving Licence, on the basis of marks secured in the Trade test as per Regulation-6(B)(ii), for the post and the rural weightage marks, wherever admissible, as per the policy of the State Government adopted in the Corporation from time to time.
- (iii) The Selection Authority shall prepare, in the order of merit, a list of candidates holding LMV Driving Licence, on the basis of marks secured in the qualifying examination specified for the post and the rural weightage marks, wherever admissible, as per the policy of the state Government adopted in the Corporation from time to time.
- (iv) The candidates holding LMV Driving Licence and selected under Clause-(iii) above shall be on training for a period of one year and they shall get HTV Driving Licence, PSV Badge, Conductor's Licence and Badge and shall also pass the Trade test conducted under Regulation – 6B(ii), before the completion of their one year training period, failing which they shall be ineligible for appointment and shall be liable to be discharged.
- (vi) The selected candidates belonging to the category of HTV Driving Licence holders, as well as the category of LMV Driving Licence holders, who fulfill the requirements specified in Clause (iv) above shall undergo the training specified in Regulation-12.

**BC Procedure for selection to class-III posts of Artisan, Assistant Artisan, Asst. Traffic Inspector and Technical Assistant and Class-IV posts of Helper (Printing)**

- i) The selection authority shall prepare a final selection list of candidates eligible for appointment on the basis of percentage of total marks secured in the qualifying examination plus the marks secured in the interview.
- ii) The marks prescribed for personal interview in respect of the post of Artisan, Assistant Artisan, Technical Assistant, Helper (Printing) and Assistant Traffic Inspector shall be 15.
- iii) Among the candidate whose names are included in the selection list under sub-clause (i) physical standards have to be verified by the officer as may be authorized by the Chairman of the Selection Authority as required under Regulation-5. The candidates who do not fulfill the prescribed physical standards shall not be eligible for selection.
- (iv) Thereafter, the Selection Authority shall prepare the list of names of eligible candidates in the order of Merit in respect of each category of reservation, provided that where more than one candidate secure equal marks, the order of merit in respect of such candidates shall be on the basis of their age, the persons older in age being placed higher in the order of Merit.”

**C. Procedure for Selection of candidates for Class-IV posts other than Helper-‘B’, Helper (printing) and Security Guard.**

The candidates who satisfy the requirement of Physical standards prescribed under Regulation-5, shall be selected on the basis of age, the person or persons older in age be placed higher in the order of Merit and Select List shall be finalised for Appointment.

**D.** The candidates who have been selected to various Class – III and IV posts shall be subjected to verification of Antecedents, Character and Conduct through the Government Machinery and those whose Antecedents are criminal and Anti-Social in nature are not entitled for Appointment and if appointed before verification or when fresh evidence of adverse nature comes to notice, will be liable to be removed from service.

**E.** The number of candidates to be called for interview shall be 1:5 in respect of all Class-III and IV posts.

**7. Procedure for selection of candidates for the posts of Class-II and above (To be read with Regulation-9A)**

1) Applications for appointment by direct recruitment shall be called for through advertisement in news papers and by publication on the Notice Board of the concerned office of the Corporation. The number of vacancies to be advertised in each advertisement by every Selection Authority shall be approved by the Managing Director.

2) APPLICATIONS for appointment shall be in such forms as are made available by the Corporation at places notified in the advertisement at such fee as may be prescribed from time to time.

Note : Applications other than those supplied by the Corporation shall be rejected.

3) All copies of certificates and testimonials duly attested by the candidate shall be attached to the application and the original thereof shall be produced at the time of interview or when required.

4) Persons who are already in service shall send their application through their employers and an advance copy directly to the authority concerned.

5) All application received in response to the advertisement shall be registered .

6) Screening of application / prescribing syllabus for Written / Trade Test shall be conducted by the Selection Authority or by such other officers as may be authorized by the Selection Authority . The written test or common aptitude test (CAT) may be conducted by the IIM/IISC/IIT, as the case may be, specified by the selection authority.

- 7) The applicants who satisfy the requirements may if necessary be required to attend Written Common Aptitude Test or such other tests as may be decided by the Selection Authority from time to time.

**8. Further procedure for selection for Class-II and above posts ( To be read with Regulation-9A)**

- 1) The Selection Authority shall prepare a list of candidates
  - a) On the basis of 50% of the weightage of marks obtained in the Common Aptitude Test or other Tests as may be specified and 50% of weightage of marks obtained in the minimum qualification prescribed for the posts, provided the qualification prescribed is a specific degree.
  - b) Where the qualification prescribed is a Degree in general ( any Degree), 75% weightage shall be assigned to the marks obtained in the Common Aptitude Test or other Tests and 25% weightage shall be for the marks obtained in the minimum qualification prescribed for the posts.
- 2) The interviews of required number of candidates will be held only for verification of credentials/ testimonials of the candidates.
- 3) If 2 or more candidates have secured equal percentage of total marks in either of the two categories referred to above in Sub- Regulation (1), the order of merit in respect of such candidates shall be decided on the age of candidates, the person older in age being placed higher in the order of merit.
- 4) Among the candidates whose names are included in the list referred to in Sub- Regulation (1) as far as may be such candidates as is equal to 1:2 times the number of vacancies notified may be called for interview and selection by the Selection Authority.

**9. Mode of Selection**

- 1) The Selection Authority shall after interviewing the candidates, select candidates found suitable for appointment and shall prepare a list of candidates so selected in the order of merit.
- 2) The list selected candidates so prepared shall be in keeping with the reservations prescribed for Scheduled Castes, Scheduled Tribes and other Backward Classes as may be decided by the Government from time to time.
- 3) The preparation of select list shall be in accordance with the mode of selection ( cycle of vacancies) prescribed by the Government from time to time.
- 4) The Selection Authority will prepare the select lists of candidates in the order of merit in each classification of Backward classes, Scheduled

Castes and Scheduled Tribes as prescribed by the Government from time to time.

Provided that candidates belonging to the above classes whose names figure in the list prepared in the category of general merit shall also figure in the merit list prepared as per the classification of Backward Classes, Scheduled Castes and Scheduled Tribes.

- 5) Appointment of these candidates shall be in the descending order of merit from out of the lists specified in Sub-Regulation-4 as per cycle of vacancies.
- 6) a) The List of selected candidates prepared by the Selection Authority shall be equal to the No. of existing vacancies plus a single additional list of candidates not included in the main list not exceeding ten percent of the total number of candidates included in the main list shall be prepared by the Selection Authority.  
b) First proviso shall be omitted.
  - 1) Provided further that the Selection Authority may for reasons to be recorded in writing quash the whole of the list or unoperated portion of the list as the case may be at any point of time.
  - 2) Provided further that the Corporation may by Resolution for reasons to be recorded quash the whole of the list or unoperated portion of any select lists prepared by various Selection Authorities as the case may be at any point of time.
- 7 (1) A waiting list of Ten percent of eligible candidates shall be prepared over and above the number of vacancies in the final selection list for direct recruitment candidates to all categories of posts by in accordance with the roster as per the Government Orders issued from time to time.  
(2) The waiting list so prepared shall be operated only to the extent of the vacancies in respect of which the candidates from the main list does not report for duty and the said waiting list shall cease to operate once all the notified vacancies are filled up.
- 9A.** Irrespective of the procedures prescribed above for direct recruitment of all categories of Class- IV, Class-III , Class – II and above posts, the procedure followed in the State Government regarding adding of weightage of marks / percentage of marks to the marks secured by the Rural candidates in the qualifying examination / Trade Test / Interview / Viva – Voce, as the case may be, will mutatis mutandis apply.

## **10. Procedure for Appointment**

- 1) All appointments by direct recruitment shall be made by the Appointing Authority from the lists of selected candidates as prescribed in Sub-Regulations 4 & 5 of Regulation 9. The inclusion of



a candidate's name in the lists of selected candidates for any post shall not confer on him any right to appointment to such post.

- 2) The appointment of candidate shall be subject to verification of his character and antecedents and the candidate forfeit his claim for appointment if the Appointing Authority considers that the antecedents and the character are not good and therefore considers to pass over the claim for employment.
- 3) The Appointing Authority shall, inform the Selected Candidate of the fact of his appointment by "REGISTERED POST ACKNOWLEDGEMENT DUE AT THE ADDRESS GIVEN IN THE APPLICATION" requiring him to report for duty within a specified time. If the candidate fails to join duties by the due date he will forfeit his right for appointment.

Provided that the Appointing Authority may in appropriate cases extend the time limit for a period not exceeding TWO MONTHS.

- 4) No candidate selected for appointment in accordance with the provisions of Regulations 6 and 7 shall be appointed to any post in the KSRTC unless he satisfies the Appointing Authority that he is physically fit to discharge the duties that he may be called upon to perform.
- 5) A selected candidates waiting for being appointed regularly in accordance with these Regulations may be appointed as a temporary employee before such regular appointment against a short term vacancy or as a substitute in place of regular employee under suspension pending enquiry or suspension as a measure of punishment or on leave for a period not less than one month but not exceeding 3 months.

A selected candidate is also liable to be engaged as a Badli worker on a day-to-day basis in any vacancy caused by the absence of any employee and he will be paid for the number of days he works as such either daily or once in a month.

- 6) In the case of recruitment by promotion
  - a) If it is to a post to be filled by promotion by selection, the appointment shall be by selection of a person on the basis of merit and suitability in all respects to discharge the duties of the post from among persons eligible for promotion.
  - b) If it is to a post other than that referred to in Sub-Regulation (a) of this Regulation, the appointment shall be by selection of a person on the basis of seniority-cum merit that is, seniority subject to fitness of the candidate to discharge the duties of the post, from among persons eligible for promotion ;
  - c) The Authority competent to promote shall be the Authority prescribed by the Corporation.



## **11. Probation**

- 1) Every candidate appointed against a permanent post shall be on probation for a period of two (2) years. This term may be extended at the discretion of the “Appointing Authority” for reasons to be recorded in writing by a further period not exceeding one (1) year. The period of probation shall not be further extended.
- 2) On satisfactory completion of the period of probation and his passing the prescribed tests if any, within the Period of Probation the candidate shall become eligible for confirmation.
- 3) If the candidate appointed on probation is not found suitable for the post, his services may at the discretion of the Appointing Authority, be terminated at any time within the period of probation. In case of an employee of the Corporation, who is appointed on probation on selection such termination shall mean reversion to the post held by him regularly prior to such appointment.
- 4) All appointments by promotions shall be on an officiating basis for a period of one year which may for reasons to be recorded in writing be extended by the Appointing Authority by a period not exceeding SIX MONTHS.
- 5) At the end of the period of officiation, the Appointing Authority shall consider the suitability of the person so promoted to hold the post to which he was promoted.
- 6) If the Appointing Authority considers that the work of the person so promoted during the period of officiation is satisfactory, it shall, as soon as possible, issue an order declaring the person to have satisfactorily completed the period of officiation and is confirmed in the promoted post. Such an order shall have effect from the date of completion of officiation .
- 7) If at the end of the period of officiation or the extended period of officiation under Sub-Regulation (4) of this Regulation as the case may be the Appointing Authority considers that the person is not suitable for the post to which he is promoted it shall, by order revert, the person to the post which he held prior to his promotion.
- 8) A person shall not be considered to have satisfactorily completed the period of officiation unless a specific order to that effect is made. Any delay in the issue of an order under Sub-Regulation (3) or Sub-Regulation (4) of this Regulation, shall not entitle the person to be deemed to have satisfactorily completed the period of officiation.
- 9) A person who has been declared to have satisfactorily completed his officiation under Sub-Regulation (4) shall be confirmed in the category for which he was promoted, at the earliest opportunity, provided that where the appointment is made by promotion to a temporary post in any service the person concerned shall be continued on an officiating basis in the temporary post.

## 12. Training

- 1) The candidate who is selected by the Selection Authority and whose name is placed in the select list of candidates is liable to be called upon to undergo such training on such terms and condition for such categories of post as may be prescribed by the Corporation before his appointment on probation.
- 2) Any candidate who fails to report for the training prescribed in Sub-Regulation (1) or who fails to SATISFACTORILY COMPLETE such Training will forfeit his claim for appointment to the post for which he is placed on the select list.

Provided that a candidate appointed from another post in the Corporation will be reverted to the post held by him prior to such selection and training.

## 13. Classification of posts

- (1) The categories of posts in the Corporation shall be classified as follows:

- a) Class I Selection Grade                      Major Heads of Department
- b) Class I Senior                                  Unit Heads and other/Minor Heads of Department
- c) Class I Junior
- d) Class II
- e) Class III
- f) Class IV

- (2) All posts other than Class-I and II and the Class IV Posts mentioned in Sub-Regulation 13(3) shall be Class III posts.

- (3) The following shall be Class IV posts

- a)    i)     Havildar
- ii)    Head Mali
- iii)   Helper (Printing)
- iv)    Any other posts carrying the pay scales of these posts
- b)    Peon / Sweeper / Mali,

Note - The posts mentioned in (b) above are interchangeable and the selections shall be common.

- (4) State-Wise and Division-Wise Posts :

(a) the following posts shall be state-wise posts :-

<b>Department</b>	<b>Posts</b>
Mechanical Engineering (Common categories) for both Mechanical Engineering Maintenance and Production	: Chargemen and above
Traffic	:Traffic Inspector and above
Stores and Purchase	:Store Keeper / Stock Verifier and above
Civil Engineering	:Draughtsman / Junior Engineer and above
Administration	:Supervisor / Senior Stenographer and above
Statistical	:Supervisor (Statistical) and above
Security and Vigilance	:Divisional Security Inspector and above
Accounts	:Supervisor (Accounts) and above

b) All posts other than those specified in Sub-Clause (a) above shall be Division wise posts.

c) Normally, the employees holding Division wise posts will be considered for promotion under these Regulations, in respect of promotional vacancies in the Division wise posts in their respective Divisions only. In respect of the employees who are transferred from one Division to another on Administrative grounds, the entire service rendered by them in the Division from which they are transferred shall count for seniority in the Division to which they are transferred. Such transfers shall be resorted to sparingly. The employees who are transferred to another Division on request shall take seniority in the post held by them on such transfer from the date on which they report in the Division to which they are transferred.

Note : "Division" means the Administrative Units of the Corporation functioning as such on all matters concerning establishment, viz., Operating Units, (including the Depots functioning under them) Central Offices including K.S.T. Press, Regional Workshops and Civil Engineering Divisions.

## 14. Selection Authorities for Direct Recruitment

### Class – of posts

- i) Class-I Senior and Junior The Selection Authority shall consist of Chairman, Vice Chairman, Managing Director, Director (Personnel) and the concerned Heads of Department. The Chairman of the Corporation shall be the Chairman of the Selection Authority.
- ii) Class –II The Selection Authority shall consists of Managing Director, Director ( Personnel ) and concerned Heads of Department. The Managing Director shall be the Chairman of the Selection Authority.
- iii) Class – III State wise posts (Supervisory posts) The Selection Authority for selection of candidates to various class-III State wise posts (Supervisory posts) shall be constituted by the Managing Director from time to time.
- iv) Other Class-III and Class-IV posts (Division wise posts) The Selection Authority for other Class-III and IV posts (Division wise posts) shall be constituted by the Managing Director with not less than 3 official Members from time to time for each Division. The Managing Director shall nominate one of the official Members as the Chairman of the Selection Authority.

- Note:
- i) The quorum for the Selection Authority at (i) shall be the Chairman and two members.
  - ii) The quorum for the Selection Authority at (ii) shall be the Chairman and one member.
  - iii) The quorum for the Selection Authority at (iii) and (iv) shall be the Chairman and two members.
  - iv) No act or proceedings of the Selection Authority shall be invalid by reason only of the existence of any vacancy in the Selection Authority or any defect in the constitution thereof.
  - v) The select list shall be signed by the Chairman and all the members of the Selection Authority provided that if any members of Selection Authority fails to affix his signature to the select list, the list signed by the Chairman and any two other members in respect of Class-I, Class-III and IV posts and the Chairman and any one members in respect of Class-II posts shall be deemed to be valid.

## **15. General Provisions**

Officers on deputation will draw pay in the scales applicable to them in their parent Department and will be eligible to draw allowances in accordance with the terms of deputation.

## **16. Reservation of appointment for posts earmarked for direct recruitment and reservation for persons belonging to Scheduled Castes and Scheduled Tribes in specified categories of promotional vacancies.**

- 1) The reservation of posts meant for direct recruitment for the persons belonging to the Scheduled Castes, Scheduled Tribes, Backward Classes and women shall be as per State Government Orders and Amendments thereto issued by Government from time to time, effective from the dates mentioned therein.
- 2) The reservation for persons belonging to Scheduled Castes and Schedules Tribes, under Article 16 (4) of the Constitution in specified categories of promotional Vacancies shall be as per Government Orders issued from time to time, effective from the dates mentioned therein.
- 3) The reservation of appointments for posts meant for Direct Recruitment in the categories of posts in Class III and IV for Ex-Servicemen and the Members of their families shall be;
  - a) i) The percentage of number of vacancies set apart for direct recruitment to any Class III or Class IV posts in the Corporation shall be reduced by ten percent or by such number as is equal to ten percent of the vacancies and the percentage or number so reduced shall be filled by direct recruitment from among Ex-Servicemen and Members of the families of persons who while serving in the Armed Forces of the Union were either killed or permanently disabled as may be found suitable for the post.
  - ii) For appointment to any vacancy reserved for Ex-Servicemen in cadres of posts falling under Class-IV, every Ex-Servicemen who has put in not less than three years Service in the Armed Forces of the Union shall be exempt from the minimum educational qualification if any prescribed in respect of such cadre or posts, and
  - iii) For appointment to any vacancy reserved for Ex-Servicemen in cadres of posts other than clerical posts, falling under Class – III.
- a) The minimum educational qualification, where such qualification prescribed is a pass in VIIth Standard or any lower examination may be relaxed in favour of Ex-Servicemen who have put in at least three years Service in the Armed Forces of the Union and who are otherwise considered fit and suitable for appointment to such cadre or posts ;

- b) Where the posts are to be filled partly by direct recruitment and partly by promotion or transfer and the minimum educational or technical qualification prescribed for appointment by direct recruitment is higher than that prescribed for promotion or transfer, an Ex-Servicemen shall be deemed to satisfy the prescribed educational or technical qualification if he-
  - (i) Satisfies the educational or technical qualification prescribed for promotion to the post, and
  - (ii) has identical experience of work in a similar discipline and for the same number of years in the Armed Forces of Union, as prescribed for the promotees.

**Explanation:** (a) for the purposes of this Regulation, in computing the period of three years service, there shall be added any period of service which an Ex-Serviceman has rendered while serving in a corresponding post or posts in a Civil Department, or a Public Sector Undertaking or an Autonomous Organization, whether under the Central Government or and State Government or in a Nationalised Bank to the period of service rendered in the Armed Forces of the Union.

**Explanation:** (b) In respect of posts where direct recruitment is prescribed as one of the methods of recruitment, the procedure followed in the State Government in setting apart the percentage or number of vacancies for direct recruitment of the candidates who are physically handicapped will mutatis-mutandis apply, in addition to the provisions under Sub-Regulation –(3) (a), provided that this shall not be applicable to direct recruitment to:

- (i) any Class I or Class II post ;
  - (ii) posts for which specific physical standards have been prescribed under Sub-Regulation (1) of Regulation –5
  - (iii) all posts in Mechanical and Stores and Purchase Department ; and
  - (iv) such other posts as the Corporation may by a Resolution prescribe.
- (c) If sufficient number of suitable persons belonging to categories mentioned in(a) and (b) are not available for filling the vacancies set apart for them, such vacancies shall be added and classification made as per Regulation 9(3) supra.

**Explanation**

- 1) For the purpose of Sub-Regulation (3) (a) "members of the family" means the wife or husband as the case may be, and children and step children wholly dependent on the person who served in the Armed Forces of the Union.

- 2) For the purpose of Sub-Regulation (3) (b) physically handicapped candidate means a person;
- (a) who suffers from ;
    - (i) total absence of sight ;or
    - (ii) Visual acuity not exceeding 6/60 or 20/200 (snellen) in the better eye with correcting lenses; or
    - (iii) Limitation of the field of vision subtending an angle of 20 degrees or worse.
  - (b) In whom the sense of hearing is non-functional for the ordinary purpose of life or who does not hear and understand sounds at all events with amplified speech or having hearing loss of more than 90 decibels in the better ear (profound impairment) or total loss of hearing in both ears, or
  - (c) Who has physical defect or deformity which causes an interference with the normal functioning of the bones, muscles and joints;

**Note** 1. The reservation percentage shall not be applicable in respect of appointments made on Contract basis.

2. The reservation percentage shall be applicable for temporary and local candidates.

### **17. (1) Appointment by Transfer**

Notwithstanding anything contained in these Regulation, the Corporation may authorise such officers as it deems fit to appoint a person already in service in the Corporation to any post by transfer of a person holding a similar post or a post in an equivalent category / post / cadre.

### **(2) Appointment by Contract**

Notwithstanding anything contained in these Regulation, in special circumstances, any post may be filled in by appointment on contract basis on such terms and conditions as may be specified by the Corporation from time to time.

### **18. Eligibility for Promotion**

The Corporation shall prescribe Departmental Examinations / Tests for promotion to various categories of posts where promotion is on the basis of seniority –cum-merit and no person shall be eligible for promotion to any of the posts specified in Scheduled 'A' unless he passes the Department Examination / Test so prescribed.

## **19. Temporary Appointment**

- (1) Where it is necessary in administrative interests to fill immediately a vacancy in a post reserved for direct recruitment and borne on the Cadre and Service and it is likely that there might be delay in making an appointment in accordance with these Regulations, the Appointing Authority may appoint a person otherwise than in accordance with these Regulations until a person is appointed in accordance with these Regulations or for a period of three months whichever is earlier and such a person shall be termed as a local candidate.
- (2) No appointment under Sub-Regulation (1) above, shall be made of a person who does not possess the qualifications prescribed for the said post.
- (3) A person appointed under Sub-Regulation (1) above, shall be replaced as soon as possible by a selected candidate. The local candidates shall not be entitled by reason only of such appointment to continue in the post or to any preferential claim to any future appointment to such posts or any other post or posts.

## **20. Reserve Powers**

- (1) Notwithstanding anything contained in these Regulation the Corporation reserves its power to relax the qualification / Qualifications prescribed for recruitment when candidates with suitable qualification are not available, as also the power to regularise the services of local candidates in deserving cases and to cure any defects in the procedure by a Resolution in the interest of Corporation.
- (2) Notwithstanding anything contained in these Regulations the Corporation reserves its power to create a post according to the need which does not find a place in the Scheduled 'A' prescribing such qualifications and mode of recruitment as it deems fit.
- (3) Notwithstanding anything contained in these Regulations, the Corporation or any other Authority empowered by it may provide suitable equivalent or lower job to an employee who, during the discharge of his duty is incapacitated to perform the duties attached to the post held by him :

Provided that while so providing an alternate job to a Driver in a Class-IV post, the Corporation or such Authority may in deserving cases and for reasons to be recorded in writing relax the educational qualification.

## **21. Repeal & Savings**

- (1) The Karnataka State Road Transport Corporation Cadre and Recruitment Regulations, 1968 are hereby repealed.

Provided that the said repeal shall not affect the previous operation of the said Regulations or anything duly done or suffered there under or



affect any right, liability or obligation, acquired, accrued or incurred under the said Regulations.

- (2) Any reference to any Regulation or order to the Regulation repealed by Sub-Regulation (1) shall be construed as a reference to these Regulations.
- (3) All proceeding commenced under the Regulations repealed by Sub-Regulation (1) and pending on the date of commencement of these Regulation shall be continued and disposed of in accordance with the provisions of these Regulations.

**SCHEDULE "A" ( REGULATION-3(2))**

**(Amended as approved by the State Government vide letter No.HTD 20 TRA 99 dt. 5-10-1999)**

<b>Method of Recruitment</b>	<b>Qualifications</b>
1	2

**MECHANICAL ENGINEERING DEPARTMENT**

**1. CATEGORY : GENERAL MANAGER (TECHNICAL)(CLASS-I SUPERTIME SCALE)**

By Promotion  
By selection

Must have rendered a service of not less than five (5) years as class-1 Selection Grade Officer in Mechanical Engineering Department / having lien in Mechanical Engineering Department.

OR

By Direct Recruitment  
Under Regulation-3(4)

a) A Post Graduate Degree in First Class in Automobile / Mechanical Engineering from a University established by Law .

b) Knowledge of maintenance and overhauling of Petrol and Diesel Vehicles.

c) Ability to frame workshop routine forms and knowledge of organising Auto-Stores and maintenance of Accounts.

d) A minimum of ten(10) years experience in a Managerial post in a Large transport or Industrial Undertaking.

e) Knowledge in computer Application is essential.

f) Must not be above 50 years of age.

**2. CATEGORY :- CHIEF MECHANICAL ENGINEER ( CLASS-I SELECTION GRADE)**

By promotion by Selection

a) Must have rendered a service of not less than three (3) years as Mechanical Engineer/ Works Manager

or Unit Head with lien in Mechanical Engineering Department

b) Must Possess a Degree in Automobile/ Mechanical Engineering from a University established by Law.

OR

By Direct Recruitment Under Regulation-3(4)

a) A Post Graduate Degree in Automobile / Mechanical Engineering from a University established by Law.

b) Knowledge of maintenance and overhauling of Petrol / Diesel Vehicles.

c) Ability to frame workshop routine forms and knowledge of organizing Auto-Stores and maintenance of Accounts.

d) A minimum of ten(10) years experience in a responsible post in a Large transport or Industrial Undertaking.

e) Knowledge in computer Application is essential.

f) Must not be above 45 years of age.

**CATEGORY: CHIEF MECHANICAL ENGINEER (PRODUCTION)-ABOLISHED -**

**3. CATEGORY :- WORKS MANAGER/MECHANICAL ENGINEER ( CLASS-I SENIOR)**

By Promotion on basis of Seniority-cum-Merit

a) Must have rendered a service of not less than three (3) years as class-I Junior Officer in Mechanical Engineering Department or with lien in Mechanical Engineering Department.

b) A Degree in Mechanical / Automobile Engineering from a University established by Law.

OR

By Direct Recruitment under Regulation-3(4)

a) A Post Graduate Degree in Mechanical / Automobile Engineering from a University established by Law.

b) Knowledge of maintenance and overhauling of Petrol and Diesel Vehicles.

c) Ability to frame workshop Routine forms and knowledge of organising Auto-Stores and maintenance of Accounts.

d) A minimum of seven(7) years experience in a responsible post in a Large Transport or Industrial Undertaking or workshop.

e) Knowledge in computer Application is essential.

f) Must not be above 45 years of age.

**4. CATEGORY :- DIVISIONAL MECHANICAL ENGINEER / DEPUTY WORKS MANAGER ( CLASS -I JUNIOR)**

By Promotion on basis of Seniority-cum-Merit

a) Must have rendered a service of not less than three (3) years as class-II officer in Mechanical Engineering Department or with lien in Mechanical Engineering Department.

OR

By Direct Recruitment under Regulation-3(4)

a) A Degree in First Class in Automobile / Mechanical Engineering from a University established by Law.

b) Experience of not less than five (5) years in Repairs and Maintenance of Motor vehicles and must have knowledge of M.V. Act and Rules and Labour Legislations.

c) Must Possess a valid H.T.V. Licence or obtain one within the period of probation.

d) Knowledge in computer Application is essential.

e) Must not be above 40 years of age.

## 5. CATEGORY :- ASSISTANT MECHANICAL ENGINEER ( CLASS-II)

1) First vacancy of every two vacancies By promotion on the basis of Seniority-cum-Merit from the cadre of Assistant Work Superintendent

For promotion under Clause-I :-

a) A degree from a University established by law or a Diploma from a recognised Institution in Mechanical / Automobile/ Electrical / Electronics Engineering.

b) Must have rendered a service of not less than three (3) years as Assistant Works Superintendent or a combined service of six (6) years as Assistant Works Superintendent and Chargeman.

AND

2) Every second vacancy by promotion from the cadre of Assistant Works Superintendent.

For Promotion under clause (2):-

a) Must possess a Degree in Automobile / Mechanical Engineering from a University established by Law or equivalent qualification.

b) Must have put in a combined service of seven(7) years in the cadres of Chargeman and Assistant Works Superintendent.

OR

For Direct Recruitment:-

By Direct Recruitment

a) Must possess a Degree in Automobile/ Mechanical Engineering from a University established by Law. and

b) Must possess a valid HTV License or must obtain one within the period of probation failing which the appointment stands canceled.

**6. CATEGORY :- ASSISTANT WORKS SUPERINTENDENT (Class-III).**

By promotion on the basis of Seniority-cum-Merit

a) Must have rendered a service of not less than three (3) years as Chargeman .

OR

By Direct Recruitment Under Regulation-3(4)

a) A Degree in Automobile / Mechanical Engineering from a University established by Law .

b) Must Possess a valid H.T.V. Licence or obtain one within the period of probation.

**7. CATEGORY :- CHARGEMAN (CLASS-III)**

Two out of every three vacancies by promotion on the basis of Seniority-cum-Merit from the cadre of Artisan

Must have put in a service of not less than five years as Artisan

AND

Every third vacancy by Direct Recruitment

a) Must be holder of a Diploma in Mechanical /Automobile Engineering / from a recognised institution.

b) Must possess a valid current H.T.V. Licence.

**8. CATEGORY :- HEAD ARTISAN (CLASS-III) omitted**

**9. CATEGORY :- ARTISAN (CLASS-III)**

(Auto Mechanic / Auto Machinist/Auto Body Builder/Auto Welder/ Auto Painter/Electrician)

Two out of every three vacancies By promotion on the basis of Seniority – cum - Merit from the cadre of Assistant Artisan.

(1) Must have experience

a) In Tyre Fitting/ Vulcanizing / Auto Mechanic for Auto Mechanic; or

(ii) Turner/Bench Fitting /Machinist/ Moulding for Auto Machinist; or

(iii)Body Fitting/Sheet Metal Worker/Upholstry (Tailoring/Glass cutting /Blacksmithy/Carpentry for Auto Body Builder; or

(iv) Welding/Tin smithy for Auto Welder;  
or

(v) Painting for Auto Painter; or  
(vi) AC Electrical/Auto Electrical/  
Electronics / Refrigeration & Air  
conditioning for Auto Electrician.

2)(a) Must have put in a service of not less than three (3) years as Assistant Artisan in the respective trade or a combined service of six (6) years as Assistant Artisan in the respective trade and Technical Assistant.

(b) Must possess a valid current H.T.V.license.

AND

Every third vacancy  
by Direct Recruitment

a) Must be holder of three years course in Diploma from a Recognised institution in Mechanical/Automobile/Welding & Sheet Metal Technology Engineering for

- (i) Auto Machine
- (ii) Auto machinist
- (iii) Auto Body Builder
- (iv) Auto Welder
- (v) Auto Painter posts: or

b) Must be holder of three years course in Diploma from a Recognized institution in Electrical/Electrical & Electronics/ Mechatronics Engineering/ Refrigeration and Air Conditioning for Auto Electrician; and

c) Must possess a valid current H.T.V. license or obtain one before completion of the period of probation.”

**CATEGORY:- ARTISAN (CLASS-III) – Instrument Mechanic - Abolished –**

**10. CATEGORY :- ASSISTANT ARTISAN (CLASS-III)**

(Auto Mechanic / AutoMachinist / AutoBody Builder / Auto Welder / AutoPainter / Electrician)

“By promotion from the cadre of Technical Assistant on the basis of Seniority-cum-Merit.

**For Promotion:-(1)**

(i) must have experience in tyre Fitting/Vulcanizing for Auto Mechanic or

(ii)Turner/Bench Fitting/ Machinist/  
Moulding for Auto Machinist; or

(iii) Body Fitting/Sheet Metal Worker/  
Upholstery (Tailoring)/Glass  
Cutting/Black smithy/Carpentry for  
Auto Body Builder: or

(iv) Welding/Tinsmithy for Auto Welder:  
or

(v) Painting for Auto Painter: or

(vi) AC Electrical/Auto  
Electrical/Electronics/Refrigeration &  
Air Conditioning/Mechatronics for Auto  
Electrician:

and

(2) Must have put in a service of not less  
than five (5) years in the cadre of  
Technical Assistant.”

#### **11. CATEGORY:- TECHNICAL ASSISTANT \* (CLASS-III)**

##### **By Direct Recruitment**

Must have passed two years certificate in  
ITC/ITI/NAC in Mechanic (Motor Vehicle)  
/Diesel Mechanic/ Auto Electrician /  
Welder/ Sheet Metal Worker / Electronic  
-Mechanic/Upholstery/Draftsman  
(Mechanical) /Fitter /Machinist /Tyre  
Fitting/Vulcanizing/painting/  
Refrigeration and Air Conditioning  
/Turner as well as course certificate in  
production and Manufacture /Automobile  
/ Electrical/ Electronics /Fabrication  
(Fitting & Welding), from an institution  
recognized by the Technical Board/or the  
Government or possess equivalent  
qualification.

**12. CATEGORY :- HELPER “A” (CLASS-IV** substituted as Technical  
Assistant. Class-III.

**13 CATEGORY :- HELPER “B” (CLASS-IV)** Omitted.



## **TRAFFIC DEPARTMENT**

### **1. CATEGORY :- GENERAL MANAGER (TRAFFIC) (CLASS-I SUPERTIME SCALE)**

By promotion  
By Selection

Must have rendered a service of not less than five (5) years as class-I (Selection Grade) Officer in Traffic Department or with lien in Traffic Department

OR

By Direct Recruitment  
under Regulation 3(4)

a) A Post Graduate Degree in First Class in Transport Management or Master of Business Administration in first class with specialization in Transport Management.

b) Must have the knowledge of framing Time Tables, Fare Tables, Duty Rosters, Motor Vehicles Act and Labour Laws related to Transport Sector.

c) Must have experience of not less than ten (10) years in Senior Management Cadre in Traffic Department of a large Road Transport Undertaking.

d) Knowledge in Computer Applications is essential

e) Must not be above 50 years of age.

### **2. CATEGORY :- CHIEF TRAFFIC MANAGER (CLASS-I SELECTION GRADE)**

By promotion  
By Selection

Must have rendered a service of not less than three (3) years as class-I (Senior) Officer in Traffic Department or with lien in Traffic Department

OR

By Direct Recruitment  
under Regulation 3(4)

a) Post Graduate Degree in Traffic Management from a University established by Law.

OR

MBA in First class with specialization in Transport Management from a University established by Law.

b) Must have the knowledge of framing Time Tables, Fare Tables, Duty Rosters, Motor Vehicles Act and Labour Laws related to Transport Sector.

c) Must have experience of not less than ten (10) years in Senior Management Cadre in Traffic Department of large Road Transport Undertaking.

d) Knowledge in Computer Applications is essential

e) Must not be above 45 years of age.

### **3. CATEGORY :- DEPUTY CHIEF TRAFFIC MANAGER (CLASS-1 SENIOR)**

By promotion on the basis of Seniority-cum-Merit

Must have rendered a service of not less than three (3) years as class-I Junior Officer in Traffic Department or with lien in Traffic Department

OR

By Direct Recruitment Regulation 3(4)

a) A Post Graduate Degree in under Transport Management from a University established by Law.

OR

MBA with specialization in Transport Management from a University established by Law.

b) Must have the knowledge of framing Time Tables, Fare Tables, Duty Rosters, Motor Vehicles Act and Labour Laws related to Transport Sector.

c) Must have experience of not less than seven (7) years in Senior Management Cadre in Traffic Department of a large Road Transport Undertaking.

d) Knowledge in Computer Applications is essential.

e) Must not be above 45 years of age.

#### **4. CATEGORY:- DIVISIONAL TRAFFIC OFFICER (CLASS-1 JUNIOR)**

By promotion on the basis of Seniority-cum-Merit

a) Must have rendered a service of not less than three (3) years as class-II Officer in Traffic Department or with lien in Traffic Department

OR

By Direct Recruitment under Regulation 3(4)

a) A Degree in First class from a University established by Law or equivalent qualification with a Diploma in Transport Management.

OR

MBA with specialization in Transport Management from a University established by Law.

b) Must have the knowledge of framing Time Tables, Fare Tables, Duty Rosters, Motor Vehicles Act and Labour Laws related to Transport Sector.

c) Must have experience of not less than five (5) years in Senior Management Cadre in Traffic Department of a large Road Transport Undertaking.

d) Knowledge in Computer Applications is essential

e) Must not be above 40 years of age.

#### **5. CATEGORY:- ASSISTANT TRAFFIC MANAGER (CLASS-II)**

First vacancy of every two vacancies by promotion on the basis of seniority-cum-Merit

a) A Degree from a University established by Law or equivalent qualification.

b) Must have rendered a service of not less than three (3) years as Assistant Traffic Superintendent or a combined service of six(6) years as Assistant Traffic Superintendent and Traffic Inspector

AND

Every Second vacancy by Direct Recruitment

a) A Post graduation in MBA in Transportation / Marketing / MSW-specialization in Personnel Management & Industrial relations/BE in Mechanical/ Automobile Engineering from a University established by law.

b) Must possess a valid HTV License or must obtain one within the period of probation failing which the appointment stands canceled.

#### **6. CATEGORY:- ASSISTANT TRAFFIC SUPERINTENDENT(CLASS-III)**

By promotion on the basis of seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Traffic Inspector or a combined service of six(6) years as Traffic Inspector and Assistant Traffic Inspector

OR

By Direct Recruitment under Regulation-3(4)

A Degree from a University established by Law or equivalent qualification.

#### **7. CATEGORY:- TRAFFIC INSPECTOR (CLASS-III)**

Two out of every three vacancies by promotion on the basis of seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Assistant Traffic Inspector or a combined service of six(6) years as Assistant Traffic Inspector and Traffic controller

AND

Every Third vacancy By Direct Recruitment

Must possess a second Class Bachelor Degree in Arts/ Science/Commerce/ BCA/ BBM three years course from a University established by law.

Computer Knowledge is essential.

**The word equivalent qualification is deleted.**

#### **8. CATEGORY:- ASSISTANT TRAFFIC INSPECTOR (CLASS-III)**

Two out of every three vacancies by promotion on the basis of Seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Traffic Controller or a combined service of six (6) years as Traffic Controller and Conductor.

AND

Every Third vacancy by  
Direct Recruitment

A Pass in pre-University examination  
in First Class.

**The word equivalent qualification is  
deleted.**

**9. CATEGORY:- TRAFFIC CONTROLLER (CLASS-III)**

By Promotion on the basis of  
Seniority-cum-Merit

Must have rendered a service of not less  
than three (3) years as Conductor.

OR

By Direct Recruitment  
under Regulation-3(4)

A pass in Pre-University Course or  
equivalent examination.

**10. CATEGORY:- CONDUCTOR (CLASS-III)**

By Direct Recruitment 33.33%  
of Vacancies to be filled in from  
among the candidates who have  
passed Job Oriented Course  
remaining 66.67% of vacancies  
to be filled in from among  
the candidates, who have  
passed PUC or equivalent  
examination.

(a) A Pass in PUC or equivalent  
examination in respect of 66.67%  
Direct recruitment and a pass in  
Job oriented Course, in respect of  
33.33% of Direct recruitment.

(b) Must possess a valid M.V.  
Conductor's License and Badge as on  
the last date fixed for receipt of  
applications.

(c) Must possess the Physical  
Standards prescribed in the Regulation-  
5 and Annexure- A of these Regulations.

**11. CATEGORY:- SENIOR DRIVER (CLASS-III)**

For Promotion:

By promotion from the cadre of  
Driver and Driver-Cum-Conductor.

Must have put in a service not less than  
twenty five years in Cadre of Driver,  
Driver-cum-conductor as the case may be.

Note: a) Twenty five percent of the total strength of the cadre of Driver and  
Driver -Cum-Conductor shall form the cadre strength of the post of  
Senior Driver (Class-III) in a given year.

b) 220 days of minimum attendance per year for the remaining period of  
10 years of service after obtaining higher grade scale by serving 15  
years, to consider for promotion to the post of Senior Driver.

**11A. CATEGORY:- DRIVER (CLASS-III)**

By Direct Recruitment

a) Must have passed SSLC.

b) Must be in possession of 2 years

HTV licence to drive Heavy passenger/  
Goods Vehicles and Badge in Karnataka  
as on the last date fixed for receipt of  
application.

(c) Must possess the Physical  
Standards prescribed in the Regulation-  
5 and Annexure-B of these Regulations.

(d) Must have attained the age of  
Twenty Four (24) years and must not  
have attained the age of Thirty Five (35)  
years.

## **12. CATEGORY:- DRIVER -CUM- CONDUCTOR (CLASS-III)**

By Direct Recruitment

(i) Must be in possession of 2 years  
HTV licence to drive Heavy Motor  
Passenger / Goods Transport  
vehicles and must possess valid Motor  
Vehicles Conductor's License and Badge  
as on the last date fixed for receipt of  
applications.

(ii) Must have passed SSLC or  
equivalent qualification.

(iii) Must possess Physical Standards  
prescribed under Regulation-5 and  
Annexure "B" of these Regulations.

(iv) Must have attained the age of  
Twenty Four (24) years and must not  
have attained the age of Thirty Five (35)  
years.

OR

a) Must possess valid license to  
drive Light Motor Vehicles in Karnataka  
at least for a period of Two (2) years.

b) Must have passed SSLC or  
equivalent qualification.

c) Must obtain HTV Driving License,  
PSV Badge, Conductor's License and  
Badge before completion of the one year  
Training Period referred to in Clause (iv)  
of Regulation-6BB.

d) Must possess physical standards prescribed under Regulation-5 and Annexure "B" of these Regulations.

e) Must have attained the age of Twenty One (21) years and must not have attained Thirty Four (34) years of age.

**NOTE :-** The Pay-Scale and Selection Grade Scale of the "Driver-Cum-Conductor" shall be that of the post of the Driver. The Driver-cum-Conductor will be paid a special allowance when deployed to discharge the duties of "Driver-cum-Conductor" each day and his conditions of deployment shall be as specified by the Managing Director, Karnataka State Road Transport Corporation, Central Offices, Bangalore, from time to time. Further, he may be deployed as "Driver-cum-Conductor" or Driver as per the requirements of the Corporation.

### **STORES AND PURCHASE DEPARTMENT**

#### **1. CATEGORY :- CONTROLLER OF STORES AND PURCHASE (CLASS-I SELECTION GRADE)**

By Promotion  
By Selection

a) A Degree from a University established by Law or equivalent qualification.

b) Must have rendered a service of not less than three(3) years as class-I Senior Officer in stores and purchases Department or with lien in stores and purchase Department.

OR

By Direct recruitment  
Under Regulation-3(4)

a) A post graduate Degree in Material Management from a University established by Law.

b) Must have experience of not less than ten(10) years in a responsible capacity in handling Automobile Stores in a large public or private Undertaking.

c) Knowledge in Computer Application is essential.

d) Must not be above 45 years of age.

**2. CATEGORY :- DEPUTY CONTROLLER OF STORES AND PURCHASES  
(CLASS-I SENIOR)**

By promotion on the basis  
of Seniority-cum-Merit

a) Must have rendered a service of not less than three(3) years as class-I junior officer in stores and purchases Department or with lien in stores and purchase Department.

b) A Degree from a University established by Law or equivalent qualification.

OR

By Direct recruitment  
Under Regulation-3(4)

a) A post graduate Degree in Material Management from a University established by Law.

b) Must have experience of not less than seven (7) years in a responsible capacity in handling Automobile Stores in a large public or private Undertaking.

c) Knowledge in Computer Application is essential.

d) Must not be above 45 years of age.

**CATEGORY :- STOCK VERIFICATION OFFICER (CLASS-I SENIOR)-  
ABOLISHED :-**

**3. CATEGORY :- STORES OFFICER (CLASS-I JUNIOR)**

By Promotion on the basis  
of Seniority-cum-merit.

Must have rendered a service of not less than three(3) years as class-II officer in stores and purchases Department or with lien in stores and purchase Department.

OR

By Direct recruitment  
Under Regulation-3(4)

a) A degree in Material Management or a Degree in Automobile / Mechanical Engineering in First Class from a University established by Law with a Diploma in Material Management.

b) Must have experience of not less than five (5) years in a responsible capacity in handling



Automobile Stores in a large Public or Private Undertaking.

c) Knowledge in Computer Application is essential.

d) Must not be above 40 years of age.

#### **4. CATEGORY : ASSISTANT STORES OFFICER (CLASS-II)**

First vacancy out of every two vacancies by promotion on the basis of seniority-cum-Merit

a) A Degree from a University established by Law or a Diploma in Material Management.

b) Must have rendered a service of not less than three (3) years as Stores Superintendent or a combined service of not less than six(6) years as Store Superintendent and Store Keeper.

AND

Every Second vacancy by Direct Recruitment

Any graduate with post graduate Diploma in Material Management/ MBA in Material Management or BE in Automobile Engineering.

**The word equivalent qualification is deleted.**

#### **5. CATEGORY :- STORES SUPERINTENDENT (CLASS-III)**

By promotion on the basis of seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Store Keeper or a combined service of six(6) years as Store Keeper and Assistant Store Keeper.

OR

By Direct recruitment Under Regulation-3(4)

A Degree from a University established by Law or equivalent qualification.

#### **6. CATEGORY :- STORE KEEPER (CLASS-III)**

Two out of every three vacancies by promotion on the basis of seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Assistant Store Keeper or a combined service of six(6) years as Assistant Store Keeper and Junior Assistant / Typist / Junior Assistant-cum-Typist / Junior Assistant-cum- Data entry operator.

AND

third vacancy by  
Direct Recruitment

Must possess a Second Class Bachelor Degree in Arts/Science/Commerce/BCA three years course from a University established by Law Computer knowledge is essential.

**The word equivalent qualification is deleted.**

**7. CATEGORY : ASSISTANT STORE KEEPER (CLASS-III)**

Two out of every three vacancies by promotion on the basis of Seniority-cum-Merit.

Must have rendered services of not less than three (3) years as Junior Assistant / Typist / Junior Assistant-cum-Typist/Junior Assistant-cum- Data entry operator.

AND

Third vacancy by  
Direct Recruitment

A Pass in three years Diploma in Mechanical/ Automobile.

**The word equivalent qualification is deleted.**

**CIVIL ENGINEERING DEPARTMENT**

**1. CATEGORY :- CHIEF CIVIL ENGINEER (CLASS-1 SELECTION GRADE)**

By promotion  
By selection

Must have rendered a service of not less than five(5) years as Executive Engineer

OR

By deputation of an officer of an equivalent grade from State or Central Government or State Public Undertakings.

a) A post Graduate Degree in First Class in civil Engineering from a University established by Law.

OR

By Direct Recruitment

b) Must have experience of not less than ten(10) years in Civil Engineering matters in a State or Central or Public undertaking / Reputed Private Firm.

c) Knowledge in Computer Application is essential.

d) Must not be above 45 years of age.

## **2. CATEGORY :- EXECUTIVE ENGINEER (CLASS-1 SENIOR)**

By promotion on the basis of Seniority-cum-Merit

a) A Degree in Civil Engineering from a University established by Law.

b) Must have rendered a service of not less than five(5) years as class-I Junior Officer in Civil Engineering Department or with lien in civil Engineering Department

OR

By direct Recruitment Under Regulation-3(4)

a) A post Graduate Degree in civil Engineering from a University established by Law.

b) Must have experience of not less than seven(7) years in Civil Engineering matters in a large State or Central or Public undertaking / Reputed Private Firm.

c) Knowledge in Computer Application is essential.

d) Must not be above 45 years of age.

## **3. CATEGORY:- ASSISTANT EXECUTIVE ENGINEER (CIVIL) (CLASS-I JUNIOR)**

By promotion on the basis of Seniority-cum-Merit

Must have rendered a service of not less than three(3) years as Assistant Engineer(civil).

OR

By direct Recruitment Under Regulation-3(4)

a) A Degree in First Class in civil Engineering from a University established by Law.

b) Must have experience of not less than five(5) years in Civil Engineering matters in a State or Central or Public undertaking / Reputed Private Firm.

c) Knowledge in Computer Application is essential.

d) Must not be above 40 years of age.

**4. CATEGORY: - ASSISTANT EXECUTIVE ENGINEER (ELECTRICAL)  
(CLASS-I JUNIOR)**

By promotion on the basis of Seniority-cum-Merit

a) Must have rendered a service of not less than three(3) years as Assistant Engineer(Electrical).

OR

By direct Recruitment Under Regulation-3(4)

a) A Degree in First Class in Electrical Engineering from a University established by Law.

b) Must have experience of not less than five(5) years in Electrical Engineering matters in a State or Central or Public undertaking / Reputed Private Firm.

c) Knowledge in Computer Application is essential.

d) Must not be above 40 years of age.

**5. CATEGORY :- ASSISTANT ENGINEER (CIVIL) (CLASS-II)**

First out of every two vacancies by promotion on the basis of seniority-cum-Merit

a) A Degree in Civil Engineering from a University established by Law or a Diploma in Civil Engineering from a recognised institution.

b) Must have rendered a service of not less than three (3) years as Junior Engineer (civil)(special grade) or a combined service of six(6) years as Junior Engineer(civil)(special grade) and Junior Engineer(civil).

AND

Every second vacancy by Direct Recruitment

Must have a Degree in Civil Engineering from a University established by Law / AMIE (Civil)

**6. CATEGORY :- ASSISTANT ENGINEER (ELECTRICAL) (CLASS-II)**

First out of every two vacancies by promotion on the basis of

a) A degree in Electrical Engineering from a University established by Law or seniority-cum-Merit a Diploma in Electrical Engineering from a recognised Institution.

b) Must have rendered a service of not less than three (3) years as Junior

Engineer (Electrical) (special grade) or a combined service of six(6) years as Junior Engineer(Electrical)(special grade) and Junior Engineer(Electric.

AND

Every second vacancy by Direct Recruitment

Must have a Degree in Electrical Engineering from a University established by Law / AMIE (Electrical).

**7. CATEGORY :- JUNIOR ENGINEER (CIVIL) (SPECIAL GRADE) (CLASS-III)**

By promotion on the basis of Seniority-cum-Merit

Must have rendered a service of not less than three(3) years as Junior Engineer (Civil)/Draughtsman or a combined service of six(6) years as Junior Engineer (Civil)/Draughtsman and Assistant Draughtsman.

OR

By Direct Recruitment Under Regulation-3(4)

A Diploma in Civil Engineering from recognized Institution.

**8. CATEGORY :- JUNIOR ENGINEER (CIVIL) (CLASS-III)**

Two out of every three vacancy shall be filled by promotion from the cadre of Assistant Draughts man.

Must have put in a service of not less than three (3) years in the cadre of Assistant Draughtsman

Every third vacancy Direct Recruitment

Must be holder of a Diploma in By Civil Engineering from recognized Institution.

**9. CATEGORY :- DRAUGHTSMAN (CLASS-III)**

(No recruitment in this category)

**10. CATEGORY :- ASSISTANT DRAUGHTSMAN (CLASS-III)**

(No recruitment in this category)

**11. CATEGORY :- JUNIOR ENGINEER (ELECTRICAL) (SPECIAL GRADE) (CLASS-III)**

By promotion on the basis of Seniority-cum-Merit

Must have rendered a service of not less than three(3) years as Junior Engineer (Electrical)

OR

By Direct Recruitment Under Regulation-3(4)

A Diploma in Electrical Engineering from recognized Institution.

**12. CATEGORY :- JUNIOR ENGINEER (ELECTRICAL) (CLASS-III):-**

By Direct Recruitment

Must have a Diploma in Electrical Engineering from recognized Institution.

**CATEGORY :- ELECTRICIAN (WIREMAN) (CLASS-III) – ABOLISHED –**

**13. CATEGORY :- CARE TAKER-CUM-COOK (CLASS-IV)**

By Direct Recruitment

Must have passed VII Standard

**ADMINISTRATION DEPARTMENT**

**1. CATEGORY :- DIRECTOR (PERSONNEL)**

By deputation of an IAS Officer, Super time Scale from Government of Karnataka

**1A. CATEGORY :- GENERAL MANAGER (PERSONNEL)**

By deputation of a KAS Officer, in the cadre of senior scale/selection grade scale from Government of Karnataka.

Or

By Promotion by Selection from the cadre Of Chief Personnel Manager (Class-I Selection Grade)

For Promotion: Must have put in a Service of not less than five years as Class-I Selection Grade Officer in Administration Department or with lien in Administration of KSRTC.

OR

By deputation of KAS Senior Scale/ Selection Grade Officer from the Government of Karnataka.

**2. CATEGORY:- CHIEF PERSONNEL MANAGER (CLASS-I SELECTION GRADE):-**

By Promotion  
by Selection

Must have rendered a service of not less than three (3) years as class-I Senior Officer in Administration Department or with lien in Administration Department.

OR

By deputation from State Government

OR

By Direct Recruitment  
Under Regulation-3(4)

a) A Post Graduate in Personnel Management from a University established by Law.

b) A minimum of ten(10) years experience in a Managerial capacity in personnel matters.

c) Knowledge in Computer Application is essential.

d) Must not be above 45 years of age.

**3. CATEGORY :- DEPUTY CHIEF PERSONNEL MANAGER (CLASS-I SENIOR)**

By Promotion on the basis  
of Seniority-cum-merit

Must have a rendered a service of not less than three (3) years as class-I junior Officer in Administration Department or with lien in Administration Department.

OR

By Direct Recruitment  
Under Regulation-3(4)

a) A Post Graduate Degree in Personnel Management from a University established by Law or equivalent qualification.

b) A minimum of seven(7) years experience in a Managerial capacity in personnel matters.

c) Knowledge in Computer Application is essential.

d) Must not be above 45 years of age.

**4. CATEGORY :- ADMINISTRATIVE OFFICER (CLASS-I JUNIOR)**

By Promotion on the  
Basis Of Seniority-cum-merit

Must have rendered a service of not less than three (3) years as class-II Officer in Administration Department or with lien in Administration Department.

OR

By Direct Recruitment  
Under Regulation-3(4)

a) A Degree in First Class from a University established by Law or equivalent qualification.

b) A minimum of five(5) years experience in a Managerial capacity in personnel matters.

c) Knowledge in Computer Application is essential.

d) Must not be above 40 years of age.

**5. CATEGORY :- ASSISTANT ADMINISTRATIVE OFFICER (CLASS-II)**

First vacancy of every two  
Vacancies by promotion on the  
of seniority-cum-merit

a) A Degree of a University established by Law or equivalent basis qualification.

b) Must have rendered not less than three (3) years service as Superintendent (EST) or a combined service of six (6) years as Superintendent (EST) and Supervisor (EST).

AND

Every second vacancy  
by Direct Recruitment.

A Master Degree in Social Work / Business Administration with Specialization in Personnel Management /Human Relations.

**6. CATEGORY :- SUPERINTENDENT (CLASS-III)**

By promotion on the  
Basis of seniority-cum-merit

Must have rendered a service of not less than three (3) years as Supervisor (EST) or a combined service of six (6) years as Supervisor (EST) and Assistant.

OR

By Direct Recruitment  
Under Regulation-3(4)

A Degree of a University established by Law or equivalent qualification.



## **7. CATEGORY :- SUPERVISOR (CLASS-III)**

Two of every three Vacancies by promotion on the basis of seniority-cum-merit

Must have rendered a service of not less than three (3) years service as Assistant or a combined service of six (6) years as Assistant and Junior Assistant /Typist/ Junior Assistant-cum- Typist/Junior Assistant-cum- Data entry operator.

AND

Every third vacancy By Direct Recruitment

Must possess a Second Class Bachelor Degree in Arts/ Science/Commerce/ BCA three years course, with Diploma in Personnel Management and Industrial Relations from a University established by law.

Computer knowledge is essential.

**The word equivalent qualification is deleted.**

## **8. CATEGORY :- ASSISTANT (CLASS-III)**

By promotion on the basis of Seniority-cum-Merit

Must have rendered a service of not less than three (3) years junior Assistant / Typist / Junior Assistant-cum- Typist /Junior Assistant-cum- Data entry operator.

OR

By Direct Recruitment under Regulation-3(4)

A Degree from a University established by Law or equivalent qualification.

## **9. CATEGORY :- JUNIOR ASSISTANT -CUM- DATA ENTRY OPERATER (CLASS -III)**

Every first of ten vacancies by promotion of Helper(Office), Havildar, Sweeper or Mali

a) Pass in SSLC or equivalent qualification.

b) Must have rendered a service of not less than three (3) years as Helper (Office) or Havildar, Sweeper or Mali.

c) Must have passed 1 year Diploma in Computer Application or a Certificate Course in Computer conducted by recognised institute VIZ., C-DOC, KEONICS, CMC, or CIC Course conducted by IGNOU or must acquire

the same within the period of one (1) year from the date of promotion.

AND

Remaining nine vacancy  
by Direct Recruitment

a) Pass in PUC in Arts or Commerce  
or Science.

b) Must have passed 1 year Diploma  
in Computer Application or a Certificate  
Course in Computer both in English &  
Kannada conducted by recognised  
institute VIZ., C-DOC, KEONICS, CMC,  
or CIC Course conducted by IGNOU.

**10. CATEGORY :- HAVILDAR (CLASS-IV)**

By promotion

Must have rendered a service of not less  
than three (3) years as Helper (Office).

OR

By Direct Recruitment  
under Regulation-3 (4)

Must have passed SSLC or equivalent  
qualification

**11. CATEGORY :- HELPER (OFFICE) (CLASS-IV).**

By Direct Recruitment

Must have passed VII Standard or  
equivalent qualification.

**12. CATEGORY :- SWEEPER (CLASS-IV)**

By Direct Recruitment

a) Must have passed in VII Standard or  
equivalent qualification.

b) Must have good Physique and must  
be capable of performing the duties of  
wet Sweeper.

**13. CATEGORY :- HEAD MALI (CLASS-IV)**

By promotion

Must have rendered a service of not  
less than three (3) years as Mali.

**14. CATEGORY :- MALI ( CLASS-IV)**

By Direct Recruitment

a) A pass in VII Standard or  
equivalent qualification.

b) Must have Physical Standards as  
prescribed under Regulation-5

**15. CATEGORY :- SENIOR PERSONAL SECRETARY (CLASS-1 JUNIOR)**

By promotion on the basis of Seniority-cum-Merit

Must have rendered a service of not less than five(5) years as Personal Secretary, class-II.

OR

By Direct Recruitment Under Regulation-3(4).

a) A Degree in First class from a University established by Law or equivalent qualification.

b) Must have passed proficiency test in English & Kannada shorthand and Senior Typewriting in Kannada and English conducted by the State Government or examinations recognized as equivalent by the state Government.

c) Must have experience of not less than five(5) years in a large Public sector Undertaking / Transport Undertaking / State Government.

d) Knowledge in Computer Application is essential.

e) Must not be above 40 years of age.

**16. CATEGORY :- PERSONAL SECRETARY (CLASS-II)**

By promotion on the basis of Seniority-cum-Merit

a) Must have rendered a service of not less than three (3) years as Personal Assistant or a combined service of six(6) years as personal Assistant & Senior Stenographer.

b) Must have passed Senior Shorthand and Senior Typewriting in Kannada and English.

OR

By Direct Recruitment Under Regulation-3(4).

a) A Degree from a University established by Law or equivalent qualification.

b) Must have passed proficiency test in English & Kannada Shorthand and Senior Typewriting in Kannada and English or qualification recognized as equivalent by the state Government.

c) Knowledge in Computer Application is essential.

**17. CATEGORY: - PERSONAL ASSISTANT (CLASS-III)**

By promotion on the basis  
Of Seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Senior Stenographer or a combined service of six(6) years as Senior Stenographer & Junior Stenographer.

OR

By Direct Recruitment  
Under Regulation-3(4).

a) A Degree from a University Established by Law or equivalent qualification.

b) Must have passed Senior Typewriting and Senior Shorthand examination in Kannada or a Diploma in Secretarial Practice with Shorthand and Typewriting in Kannada conducted by the State Government or examinations recognised as equivalent by the state Government.

c) Knowledge in Computer Application with emphasis in word processing is essential.

**18. CATEGORY :- SENIOR STENOGRAPHER ( CLASS-III)**

By promotion on the basis  
of Seniority-cum-Merit

a) Must have rendered a service of not less than Three (3) years as Junior Stenographer or a combined service of six(6) years as Junior Stenographer & Junior Assistant/ Typist/ Junior Assistant-cum- Typist Junior Assistant-cum- Data entry operator.

b) Must have passed Senior Typewriting and Senior shorthand examinations in Kannada or a Diploma in Secretarial Practice with Shorthand and Typewriting in Kannada conducted by the State Government or examinations recognized as equivalent by the State Government.

OR

By Direct Recruitment  
Under Regulation-3(4).

a) A Degree from a University Established by Law or equivalent qualification.

b) Must have passed Senior Typewriting and Senior Shorthand examinations in Kannada or a Diploma in Secretarial Practice with Shorthand and Typewriting in Kannada conducted by the State Government or examinations recognised as equivalent by the State Government.

c) Knowledge in Computer Application with emphasis in word processing is essential.

**19. CATEGORY :- JUNIOR STENOGRAPHER ( CLASS-III)**

Two out every three vacancies by promotion on the basis of Seniority-cum-Merit.

a) Must have passed Junior Shorthand in Kannada and Senior Typewriting in Kannada or a Diploma in Secretarial Practice with Shorthand and Typewriting in Kannada examinations conducted by the State Government or examinations recognised as equivalent by the State Government.

b) Must have rendered a service of not less than three (3) years as Junior Assistant/ Typist / Junior Assistant-cum- Typist/ Junior Assistant-cum-Data entry operator.

AND

Every third vacancy by Direct Recruitment

a) A pass in PUC or equivalent Qualification.

b) A pass in Junior Shorthand in Kannada & a pass in Senior Typewriting examination in Kannada or Diploma in Secretarial Practice with Shorthand & Typewriting in Kannada conducted by the State Government or examinations recognized as equivalent by the State Government.

c) Knowledge in Computer Application with emphasis in word processing is essential.

**20. CATEGORY :- TYPIST ( CLASS-III)**

By Direct Recruitment  
( No further recruitment in this category)

## **STATISTICAL DEPARTMENT**

### **1. CATEGORY: - CHIEF PLANNING AND STATISTICAL OFFICER (CLASS-I SELECTION GRADE)**

By Promotion  
By Selection

Must have rendered a service of not less than three(3) years as class-I Senior Officer in Statistical Department or with lien in statistical Department.

OR

By Direct recruitment  
under Regulation-3(4)

a) A Master Degree in Statistics/  
Economics in First Class from a  
University established by Law.

b) Must have rendered a service of  
not less than ten(10) years in  
Government Department or Commercial  
Undertakings with experience in  
Statistical Methods.

c) Knowledge in Computer  
Application is essential.

d) Must not be above 45 years of  
age.

### **2. CATEGORY: - CHIEF STATISTICIAN (CLASS-I SENIOR)**

By Promotion on the basis of  
Seniority-cum-Merit

Must have rendered a service of not less than three(3) years as class-I Junior Officer in Statistical Department or with lien in statistical Department.

OR

By Direct recruitment  
under Regulation-3(4)

a) A Master Degree in Statistics /  
Economics from a University  
established by Law.

b) Minimum of Seven(7) years  
experience in Modern Statistical  
methods in private / Public  
Undertaking/Government Department.

c) Knowledge in Computer  
Application is essential.

d) Must not be above 45 years of age.

### **3. CATEGORY :- STATISTICAL OFFICER (CLASS-I JUNIOR)**

By Promotion on the basis of  
Seniority-cum-Merit

Must have rendered a service of not less than three(3) years as class-II Officer in Statistical Department or with lien in statistical Department.

OR

By Direct recruitment  
under Regulation-3(4)

a) A Master Degree in Statistics/  
Economics In First Class from a  
University established by Law.

b) Minimum of five (5) years  
experience in Modern Statistical method  
in Private/Public undertaking /  
Government Department.

c) Knowledge in Computer  
Application is essential.

d) Must not be above 40 years of  
age.

**4. CATEGORY :- ASSISTANT STATISTICAL OFFICER (CLASS-II)**

First out of every two vacancies  
by promotion on the basis of  
Seniority-cum-Merit.

a) A Degree in Statistics or  
Economics from a University  
established by law.

b) Must have rendered a service of not  
less than three(3) years as  
Superintendent (Statistical) or a  
combined service of six(6) years as  
Superintendent (Statistical) and  
Supervisor(Statistical).

AND

Every second vacancy by  
Direct Recruitment.

a) A Master Degree in Statistics

**5. CATEGORY : SUPERINTENDENT (STATISTICAL) (CLASS-III)**

By promotion on the basis of  
Seniority-cum-Merit.

Must have rendered a service of not less  
than three (3) years as Supervisor  
(Statistical) or a combined service of  
six(6) years as Supervisor(Statistical)  
and Statistical Assistant.

OR

By Direct Recruitment  
Under Regulation-3(4)

a) A Degree in Statistics or  
Economics from a University  
established by law.

b) Knowledge in Computer  
Application is essential.

## **6. CATEGORY :- SUPERVISOR (STATISTICAL) (CLASS-III)**

Two out every three vacancies by promotion on the basis of Seniority-cum-Merit.

Must have rendered a service of not less than three (3) years as Statistical Assistant or combined service of six(6) years as Statistical Assistant and junior Assistant/ Typist / Junior Assistant-cum- Typist /Junior Assistant-cum-Data entry operator.

OR

Third vacancy by Direct Recruitment

a) A Second Class Bachelor degree in Statistics or BCA. or BSC Computer Science three years course.

b) Knowledge in Computer Application is essential.

## **7. CATEGORY:- STATISTICAL ASSISTANT (CLASS-III)**

Two out of every three vacancies by promotion on the basis of Seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Junior Assistant /Typist / Junior Assistant- Cum- Data entry operator.-

AND

Third vacancy by Direct Recruitment

a) A Bachelor degree in Statistics or BCA. or BSC Computer Science three years course.

b) Knowledge in Computer Application is essential.

## **SECURITY AND VIGILANCE DEPARTMENT**

### **1. CATEGORY :- DIRECTOR(SEcurity AND VIGILANCE) DIRECTOR GRADE**

By appointment by the Government of Karnataka

### **2. CATEGORY :- CHIEF SECURITY AND VIGILANCE OFFICER (CLASS-I SENIOR)**

By promotion on the basis of Seniority-cum-Merit

Must have rendered a service of not less than five (5) years as class - I junior Officer in Security and Vigilance Department or with lien in Security and Vigilance Department

OR

By deputation of a Superintendent of Police from Government of Karnataka



**3. CATEGORY :- DEPUTY CHIEF SECURITY -cum- VIGILANCE OFFICER  
(CLASS-I JUNIOR)**

By promotion on the basis  
of Seniority-cum-Merit

Must have rendered a service of not less than three(3) years as class-II Officer in Security and Vigilance Department or with lien in security and Vigilance Department.

OR

By Direct Recruitment  
Under Regulation-3(4)

a) A Degree in First class from a University established by Law or equivalent qualification or an Ex-Serviceman of the rank not below Major or equivalent grade in Navy or Air Force.

b) Must have served in a Senior Supervisory capacity in Security Department of large Undertaking for not less than five(5) years.

c) Knowledge in Computer Application is essential.

d) Must not be above 40 years of age.

**4. CATEGORY :- SECURITY CUM VIGILANCE OFFICER (CLASS-II)**

First vacancy out of every two vacancies by promotion on the basis of Seniority-cum-Merit.

a) A Degree from a University established by Law or equivalent Qualification.

b) Must have rendered a Service of not less than three(3) years as Divisional Security Inspector or a combined service of six (6) years as Divisional Security Inspector and assistant Security Inspector

AND

Every second vacancy  
by Direct Recruitment

Post Graduate in Criminology Psychology or MSW- must have studied Criminology as one of the subjects or an Ex-Serviceman. Of the rank not below Captain or equivalent grade in Navy/Army or Air Force.

OR

By deputation from State Police  
Department

## 5. CATEGORY :- DIVISIONAL SECURITY INSPECTOR (CLASS-III)

Two out of every three vacancies by promotion on the basis of Seniority-cum-Merit.

a) Must have rendered a Service of not less than three (3) years as Assistant Security Inspector or combined service of six (6) years as Assistant Security Inspector and Watch and Ward Inspector

AND

Third vacancy by Direct Recruitment

Must possess a Second Class Bachelor Degree in Arts /Science/ Commerce three years Course/from a University established by law. **or** Junior Commissioned Officer who has passed the Army First Class Certificate with a service of Two (2) years and equivalent Rank in Navy/Air Force.

**The word equivalent qualification is deleted.**

## 6. CATEGORY :- ASSISTANT SECURITY INSPECTOR (CLASS-III)

By promotion from the cadre of Watch and ward inspector (Class-III) on the basis of seniority-Cum-merit.

For promotion from the cadre of Watch and Ward Inspector (Class-III):- must have put in a service of not less than three years in the cadre of watch and ward inspector (Class-III) or a combined service of not less than six (6) years as watch and ward inspector and security Havildar (Class-III) as the case may be.

After the promotion of all watch and ward inspector (Class-III), by promotion from cadre of Security Havaldar (Class-III)

For promotion from the cadre of Security Havaldar:- must have put in a service of not less than five years in the cadre of Security Havaldar (Class-III)

If no eligible person in the cadre of Security Havaldar (Class-III) is available for promotion, by Direct Recruitment

Must be holder of a Degree from a University established by law in India or possess equivalent qualification or must be a non commissioned Officer with Class-I Army Certificate of equivalent rank in Navy/Air Force.

**7. CATEGORY :- SECURITY HAVILDAR (CLASS-III)**

By promotion from the cadre of Security Guard (class III) on the basis of Seniority-cum- Merit Must have put in a service of not less than three(3) years in the cadre of Security Guard (class III).

**8. CATEGORY :- SECURITY GUARD (CLASS-III)**

By Direct Recruitment

a) Must have passed PUC or must be an Ex-service personnel with Second class Army Certificate or equivalent grade in Navy/Air Force.

b) Must possess Physical Standards as per existing Regulation 5&6 B(iv to vi).

**9. CATEGORY :- SECURITY HEAD GUARD ((CLASS-IV) omitted.**

**10. CATEGORY : WATCH AND WARD INSPECTOR (CLASS-III)—OMITTED.**

**LAW DEPARTMENT**

**1. CATEGORY :- CHIEF LAW OFFICER (CLASS-I )SELECTION GRADE**

By Promotion  
by Selection

Must have rendered a service of not less than three(3) years as Class-I Senior Officer in Law Department or With lien in Law Department.

OR

By Deputation of a District judge from the Government of Karnataka

a) A post Graduate Degree in Law from a University established by Law.

OR

By Direct Recruitment  
Under Regulation-3(4)

b) Minimum ten (10) years practice as an Advocate Or a Law Officer of a Commercial concern. Must have knowledge of Motor vehicles Act, Labour and Industrial Laws.

c) Knowledge in Computer Application is essential.

d) Must not be above 45 years of age.

## **2. CATEGORY:- DEPUTY CHIEF LAW OFFICER (CLASS-I SENIOR)**

By Promotion on the basis  
Seniority-cum-Merit

Must have rendered a service of not of less than three (3) years as Class-I Junior Officer in Law Department or with lien in Law Department.

OR

By Direct Recruitment  
Under Regulation-3(4)

a) A Post Graduate Degree in Law from a University established by Law.

b) Minimum seven (7) years practice as an Advocate or a Law Officer of a Commercial concern. Must have knowledge of Motor vehicles Act, Labour and Industrial Laws.

c) Knowledge in Computer Application is essential.

d) Must not be above 45 years of age.

## **3. CATEGORY :- LAW OFFICER (CLASS-I JUNIOR)**

By Promotion on the basis  
of Seniority-cum-Merit

Must have rendered a service of not less than three(3) years as Class-II Officer in Law Department or with lien in Law Department.

OR

By Direct Recruitment  
under Regulation-3(4)

a) A Degree in Law in First Class from a University established by Law.

b) Minimum five (5) years practice as an Advocate or a Law Officer of a Commercial concern. Must have knowledge of Motor vehicles Act, Labour and Industrial Law.

c) Knowledge in Computer Application is essential.

d) Must not be above 40 years of age.

## **4. CATEGORY :- ASSISTANT LAW OFFICER (CLASS-II)**

By Direct Recruitment

a) A Degree in Law from a University established by Law.

b) Must have practiced as an Advocate for not less than two (2) years.

## **LABOUR AND WELFARE DEPARTMENT**

### **1. CATEGORY :- CHIEF LABOUR AND WELFARE OFFICER (CLASS-I SENIOR)**

By Promotion on the basis  
Seniority-cum-Merit

Must have rendered a service of not of less than three (3) years as Class-I Junior Officer in Labour Department or with lien in Labour Department.

OR

By Direct Recruitment  
Under Regulation-3(4)

a) A post Graduation in Social Work (MSW) from a University Established by Law with specialization in Industrial Relations or Personnel Management or Labour Welfare.

b) Must have experience of not less than seven (7) years in labour matters in a Major State/Public Undertaking.

c) Knowledge in Computer Application is essential.

d) Must not be above 45 years of age.

### **2. CATEGORY :DEPUTY CHIEF LABOUR WELFARE OFFICER (CLASS-I JUNIOR)**

By Promotion on the basis  
of Seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Class-II Officer in Labour and Welfare Department or with lien in Labour & Welfare Department.

OR

By Direct Recruitment  
Under Regulation-3(4)

a) A post Graduation in Social Work (MSW) from a University established by Law with specialization in Industrial Relations or Personnel Management or Labour Welfare.

b) Experience of not less than five (5) years in Labour Department or in handling Labour matters in any major industrial Undertakings.

c) Knowledge in Computer Application is essential.

d) Must not be above 40 years of age.

### **3. CATEGORY :- LABOUR WELFARE OFFICER (CLASS-II)**

By Direct Recruitment

a) A post Graduation in Social Work (MSW) from a University established by Law with specialization in Industrial Relations / Personnel Management / Labour Welfare.

## **ACCOUNTS DEPARTMENT**

### **1. CATEGORY :- CHIEF ACCOUNTS OFFICER CUM FINANCIAL ADVISER (CLASS-I SUPERTIME SCALE)**

By appointment by the State Government in terms of Section-14 of the Road Transport Corporation Act, 1950

### **3. CATEGORY:- CHIEF ACCOUNTS OFFICER (CLASS-I SELECTION GRADE)**

By Promotion  
By Selection

Must have rendered a service of not less than three (3) years as Class-I Senior Officer in Account Department or with lien in Accounts Department.

OR

By Direct Recruitment  
Under Regulation-3(4)

a) A post Graduate Degree in Commerce or MBA in Finance from a University established by Law or Chartered Accountancy or Associationship of Indian Institute of Cost and Works Accounts.

b) Experience of not less than ten (10) years in Financial Management in a Commercial Undertaking.

c) Knowledge in Computer Application is essential.

d) Must not be above 45 years of age.

### **4. CATEGORY :- DEPUTY CHIEF ACCOUNTS OFFICER (CLASS-I) SENIOR**

By Promotion on the basis of Seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Class-I Junior Officer in Accounts Department or with lien in Accounts Department.

OR

By Direct Recruitment a)  
Under Regulation-3(4)

a) A post Graduate Degree in Commerce or MBA in Finance from a University established by Law or Chartered Accountancy or Associationship of Indian Institute of Cost and Works Accounts.

b) Experience of not less than seven (7) years in Supervisory capacity in Financial Management in Commercial Undertaking.

c) Knowledge in Computer Application is essential.

d) Must not be above 45 years of age.

#### **5. CATEGORY: - ACCOUNTS OFFICER (CLASS-I JUNIOR)**

By Promotion on the basis  
of Seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Class-II Officer in Accounts Department or with lien in Accounts Department.

OR

By Direct Recruitment  
Under Regulation-3(4)

a) A Degree in Commerce or a Bachelor of Business Management or equivalent qualification in first class or equivalent qualification in Finance /Commerce from a University established by Law.

b) Experience of not less than five (5) years in Financial Management in a Commercial Undertaking.

c) Knowledge in Computer Application is essential.

d) Must not be above 40 years of age.

#### **6. CATEGORY :- ASSISTANT ACCOUNTS OFFICER (CLASS-II)**

First vacancy out of every  
Two vacancies by promotion  
On the basis of  
Seniority-cum-Merit

A Degree from a University established by Law or equivalent qualification with not less than three (3) years service as Superintendent (Accounts) or a combined service of six (6) years as Superintendent (Accounts) and Supervisor (Accounts).

AND  
Every second vacancy  
by Direct Recruitment

A Master Degree in Commerce/B.com  
with MBA in Finance from a University  
established by Law.

**6. CATEGORY :- SUPERINTENDENT (ACCOUNTS) CLASS-III**

By Promotion on the basis  
of Seniority-cum-Merit

Must have rendered a service of not less  
three (3) years as Supervisor (Accounts)  
or a combined service of not less than  
six (6) years as Supervisor (Accounts)  
and Assistant Accountant.

OR

By Direct Recruitment  
Under Regulation-3(4)

A Degree in Commerce / Finance or  
BBM from a University established by Law.

**7. CATEGORY :- SUPERVISOR (ACCOUNTS) (CLASS-III)**

Two out of every three Vacancies  
by promotion on the basis  
Seniority-cum-Merit less

Must have rendered a service of not  
Than three (3) years as Assistant of  
Accountant or a combined service of  
six (6) years as Assistant and Junior  
Assistant/Typist /Junior Assistant-  
cum-Typist/Junior Assistant-cum- Data  
entry operator.

OR

Every Third vacancy  
Direct Recruitment

A Second Class Bachelor by Degree in  
Commerce three years course from a  
University established by Law.

Computer Knowledge is essential

**8. CATEGORY :- ASSISTANT ACCOUNTANT (CLASS-III)**

Two out every three vacancies  
by promotion on the basis  
of Seniority-cum-Merit.

Must have rendered a service of not less  
than three (3) years as Junior Assistant  
/ Typist / Junior Assistant-cum-Typist  
/ Junior Assistant – cum - Data entry  
operator.

AND

Third vacancy  
by Direct Recruitment

A Bachelor Degree in Commerce three  
years course from a University  
established by Law.

Computer Knowledge is essential.

**The word equivalent degree is  
deleted.**



## **MEDICAL DEPARTMENT**

### **1. CATEGORY :- CHIEF MEDICAL OFFICER (CLASS-I SELECTION GRADE)**

By Promotion  
By Selection

Must have rendered a service of not less than five (5) years as Senior Medical Officer (class-I Senior) in the Corporation.

OR

By deputation from the  
Government of Karnataka

### **2. CATEGORY :- SENIOR MEDICAL OFFICER (CLASS-I SENIOR )**

By Promotion on the basis  
of Seniority-cum-Merit

Must have rendered a service of not less than five (5) years as Medical Officer (class-I Junior).

### **3. CATEGORY :- MEDICAL OFFICER (CLASS-I JUNIOR)**

By Direct Recruitment

a) Must have Passed MBBS Examination from University established by Law.

b) Must be a Registered Medical Practitioner for not less than three (3) Years.

c) Knowledge in Computer Application is essential.

d) Must not be above 40 years of age.

OR

By deputation from the State Government

### **4. CATEGORY :- STAEF NURSE (CLASS-III)**

By Direct Recruitment

a) A pass in SSLC or equivalent qualification.

b) Must possess a Certificate in General Nursing Course of not less than three (3) years duration

c) Must possess a Certificate in Midwifery Course of not less than six (6) months duration.

OR

By deputation from the  
State Government

**5. CATEGORY :- PHARMACIST (CLASS-III)**

By Direct Recruitment

- a) Must have passed SSLC Examination or equivalent qualification.
- b) Must be a holder of Diploma in Pharmacy, granted by a Institution recognized by Government of Karnataka or equivalent qualification.
- c) Must have experience of not less than three (3) years which should be supported by a certificate.

OR

By deputation from the State Government

**6. CATEGORY :- X-RAY TECHNICIAN (CLASS-III)**

By Direct Recruitment

- a) A pass in SSLC equivalent qualification.
- b) Must possess a Certificate for having completed twelve (12) months Departmental X-Ray Technician training course conducted by the Government of Karnataka

OR

Must possess a Certificate for having completed two (2) years Pre-University Diploma in Vocational X-Ray Technician course awarded by the State Council for Vocational Education in Karnataka.

- c) Must have experience of not less than three (3) years in the field which should be supported by a Certificate.

OR

By deputation from the State Government

**7. CATEGORY :- JUNIOR LABORATORY TECHNICIAN (CLASS-III)**

By Direct Recruitment

- a) A pass in PUC with Chemistry as one of the subjects or equivalent Qualification.

b) Must possess a Certificate for having successfully undergone twelve (12) months Laboratory Technician Training in any Institution recognized by the Government of Karnataka.

OR

By deputation from the State Government

**8. CATEGORY :- ATTENDER / DRESSER (CLASS-IV)**

By Direct Recruitment

a) Must be Physically fit for the post as Certified by the District Surgeon or a Medical Officer of the Corporation.

b) Pass in Seventh Standard.

**HUMAN RESOURCES DEVELOPMENT DEPARTMENT**

**1. CATEGORY :- CHIEF MANAGER, HUMAN RESOURCES DEVELOPMENT DEPARTMENT (CLASS-I SELECTION GRADE )**

By transfer from among class-I selection Grade Officers

**2. CATEGORY :- PRINCIPAL (CLASS -I SENIOR )**

By transfer from among class-I senior Officers

**3. CATEGORY :- TRAINING MANAGER (CLASS-I JUNIOR)**

By transfer from among class-I Junior Officers

**4. CATEGORY :- ASSISTANT TRAINING MANAGER (CLASS-II)**

By transfer from among class-II Officers

**5. CATEGORY :- INSTRUCTOR (CLASS-III)**

By transfer from the category of class-III Supervisory employees from various Departments of the Corporation.

**DEPARTMENT OF PRINTING**

**1. CATEGORY :-CONTROLLER OF PRINTING & STATONERY (CLASS-I SENIOR)**

By promotion on the basis of Seniority-cum-Merit

a) Must have rendered a service of not less than three(3) years as class-I Junior officer in Printing Department or with lien in Printing Department.

b) A Degree in printing Technology from a University established by Law.

OR

By Deputation

From the Directorate of Printing and Stationery, Government of Karnataka from the cadre not below the rank of Deputy Director of Printing and Stationery.

OR

By Direct Recruitment Under Regulation-3(4 )

a) A Degree in Printing Technology in First class from a University established by Law.

b) Must have experience of not less than seven (7) years in senior supervisory capacity in a reputed printing press.

c) Knowledge in Computer Application is essential.

d) Must not be above 45 years of age.

## **2. CATEGORY :- DEPUTY CONTROLLER OF PRINTING (CLASS-I JUNIOR)**

By promotion on the basis of Seniority-cum-Merit

Must have rendered a service of not less than three(3) years as class-II officer in printing Department or with lien in printing Department.

OR

By Direct Recruitment Under Regulation-3(4)

a) A Degree in Printing Technology in First class from a University established by Law.

b) Must have experience of not less than five(5) years in senior supervisory capacity in a reputed printing press.

c) Knowledge in Computer Application is essential.

d) Must not be above 40 years of age.

## **3. CATEGORY :- ASSISTANT CONTROLLER OF PRINTING (CLASS-II)**

First vacancy out of every two vacancies by promotion basis of Seniority-cum-Merit

a) A Degree in printing technology on the from a University established by Law or a Diploma in Printing Technology from a recognised Institution.

b) Must have rendered a service of not less than three(3) years as Chargeman(printing) or a combined service of six years as Chargeman (printing) and Head Artisan (printing).

AND

Every second vacancy  
By Direct Recruitment

B.E. in Printing Technology from a  
University established by Law.

**4. CATEGORY :- CHARGEMAN (PRINTING) ( CLASS-III)**

Two out of every three  
vacancies by promotion on the  
basis of Seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Head Artisan (printing) or a combined service of six(6) years as Head Artisan (printing) and Artisan(printing) in respective trades.

AND

Third vacancy  
By Direct Recruitment

A Diploma in Printing Technology from  
a Recognised Institution

**5.CATEGORY :- HEAD ARTISAN (PRINTING) (CLASS-III) (COMPOSITOR/  
MACHINE OPERATOR/BINDER/TICKET VERIFIER)**

By promotion on the  
basis of Seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Artisan (printing) or a combined service of not less than six(6) years as Artisan (printing) and Assistant Artisan(printing) in respective trades.

OR

By Direct Recruitment  
Under Regulation-3(4)

a) A Diploma in Printing Technology from a recognised Institution for Head Artisan(Printing) (Compositor/ Machine Operator/Ticket Verifier).

b) A Diploma in Binding from a recognised Institution for head Artisan (Printing)(Binder).

**6.CATEGORY :-ARTISAN ( PRINTING) (CLASS-III) (COMPOSITOR/TICKET  
VERIFIER/ MACHINE OPERATOR/BINDER)**

Two out of every three  
Vacancies by promotion on the  
basis of Seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Assistant Artisan (printing) in respective trades or a combined service of not less than six years as Assistant Artisan (printing) in the respective trades and Helper (Printing).

AND

Third vacancy  
By Direct Recruitment

A Diploma in Printing Technology from a recognised Institution for Artisan (Printing)(Compositor/Ticket verifier/ Machine Operator)

A Diploma in Binding from a Recognized Institution for Artisan (Printing)(Binder).

**7. CATEGORY :- ASSISTANT ARTISAN (PRINTING) (CLASS-III)  
(ASSISTANT COMPOSITOR/ASSISTANT MACHINE OPERATOR/  
ASSISTANT TICKET VERIFIER/ASSISTANT BINDER)**

By promotion on the basis  
of Seniority-cum-Merit

Must have rendered a service of not less than three (3) years as Helper (Printing)

OR

By Direct Recruitment  
under Regulation-3(4)

a) A pass in SSLC or equivalent qualification

b) A certificate from I T C /I T I or National Apprentice Training Certificate in Printing Technology or a Job Oriented Diploma in Printing Technology conducted by the Department of Vocational Education, Government of Karnataka.

**8. CATEGORY :- HELPER (PRINTING) (CLASS-IV)**

By Direct Recruitment

a) A pass in SSLC or equivalent qualification.

b) A certificate from ITC/ITI or National Apprentice Training Certificate in Printing Technology.

OR

A Job Oriented Diploma in Printing Technology conducted by the Department of Vocational Education, Government of Karnataka or equivalent qualification.

## **INFORMATION TECHNOLOGY DEPARTMENT**

### **1. CATEGORY :- CHIEF SYSTEMS MANAGER (CLASS-I SELECTION GRADE)**

By promotion  
By selection

- a) Must have rendered a service of not less than three(3) years as class-I senior Officer in IT Department or with lien in IT Department.
- b) Must have a Degree with a Post Graduate Diploma in Computer Science / Application from a recognised Institution or acquire the same within one(1) year from the date of promotion.

OR

By Direct Recruitment  
Under Regulation-3(4)

- a) A Master Degree in Computer Application/ Science from a University established by Law or equivalent qualification.
- b)
  - i) Must have atleast Ten(10) years experience in Systems and Programming function in a large establishment.
  - ii) Thorough knowledge in Systems Study, Systems Analysis, System Design, Programming and Implementation.
  - iii) Should have good working knowledge on Software like in DBMS and RDBMS with special reference to FOXPRO, WINDOWS NT PLAT FORM.
  - iv) knowledge of communication Technologies like V-SAT, Leased Line, Connections desirable.
  - v) Knowledge of Management of a network of more than 100 systems desirable.
  - vi) Should have good knowledge of atleast two Programming Languages in use.

c) Must not be above 45 years of age.

OR

By Deputation from Central / State Government or Public Sector Undertakings.

**2. CATEGORY :- DEPUTY CHIEF SYSTEMS MANAGER (CLASS-I SENIOR)**

By promotion on the basis seniority-cum-Merit

a) Must have rendered a of service of not less than three(3) years as class-I Junior Officer in IT Department or with lien in IT Department.

b) Must have a Degree with a Diploma in Computer Science / Application from a recognised Institution or acquire the same within one(1) year from the date of promotion.

OR

By Direct Recruitment Under Regulation-3(4)

a) A Master Degree in Computer Application / Science from a University established by Law or equivalent qualification.

b) i) Must have atleast Seven(7) years experience in Systems and Programming function in a large establishment.

ii) Thorough knowledge in Systems Study, Systems Analysis, System Design, Programming and Implementation.

iii) Should have working knowledge on ORACLE/RDBMS /UNIX/WINDOWS etc,

iv) knowledge of communication Technologies like V-SAT, Leased Line, Connections preferable.

v) Should be able to manage a Network of more than 100 systems.

vi) Should have good knowledge of atleast two Programming Languages in use.



- c) Must not be above 45 years of age.

### **3. CATEGORY :- SYSTEMS MANAGER (CLASS-I JUNIOR)**

By promotion on the basis  
Of seniority-cum-Merit

a) Must have rendered a service of not less than three(3) years as class-II Officer in IT Department or with lien in IT Department.

b) Must possess a Degree with a Diploma in Computer Science / Application from a recognised Institution or acquire the same within one(1) year from the date of promotion.

OR

By Direct Recruitment  
Under Regulation-3(4)

a) A Master Degree in Computer Application/Science from University established by Law or equivalent qualification.

b) i) Should have good working knowledge on software like ORACLE / WINDOWS / UNIX etc.

ii) Should have good knowledge of at least two Programming Languages in use.

iii) Good communication skill to interact with internal users of Department and External Agencies.

- c) Must not be above 40 years of age.

### **4. CATEGORY :- ASSISTANT SYSTEMS MANAGER (CLASS-II)**

First vacancy of every Two vacancies by Promotion on the basis of Seniority-cum-Merit

a) Must have rendered a service of not less than three (3) years as Programmer or a combined service of six(6) years as Programmer and Programme Administrator.

b) Must have a Degree with a Diploma in Computer Science / Application from a recognised Institution or acquire the same within one(1) year from the date of promotion.

AND

Every second vacancy  
Direct Recruitment.

A Master Degree in Computer by  
Application Or B.E. in Computer  
Science/ BE in Information Science  
from a University established by Law.

**5. CATEGORY :- SYSTEMS SUPERINTENDENT (CLASS-III)**

By promotion on the basis  
Of seniority-cum-Merit

a) Must have rendered a service  
of not less than three(3) years as  
Programme Administrator or a  
combined service of six (6) years as  
Programme Administrator and  
Computer Operator / Senior Data Entry  
Operator.

b) Must possess a Diploma in  
Computer Application from a recognised  
Institution or must acquire the same  
within the period of one(1) year from the  
date of promotion.

OR

By Direct Recruitment  
Under Regulation-3(4)

a) Must possess a Degree in  
Computer Science /Application from  
University established by Law or  
equivalent qualification.

**6. CATEGORY :- SYSTEMS SUPERVISOR (CLASS-III)**

Two out of every three  
vacancies by Promotion on the

a) Must have rendered a service of  
not less than three(3) basis of Seniority-  
cum-Merit years as Computer  
Operator / Senior Data Entry Operator.

b) Must possess a Diploma in  
Computer Science / Application from a  
recognised institution or acquire the  
same within the period of one(1) year  
from the date of promotion.

AND

Every third vacancy  
by Direct Recruitment

A Degree in Computer Science /  
Application from a University  
established by Law or equivalent  
qualification.

NOTE : From the date the existing Computer Operators / Senior Data Entry  
Operators are promoted, all the vacancies under this Category will be filled  
in only by Direct Recruitment.

**7. CATEGORY :- COMPUTER OPERATOR (CLASS-III)**

No further recruitment in this category

**8. CATEGORY :- SENIOR DATA ENTRY OPERATOR (CLASS-III)**

No further recruitment in this category

**GENERAL CATEGORIES**

**1. CATEGORY :- SENIOR DIVISIONAL CONTROLLER  
(CLASS-1 SELECTION GRADE)**

By Promotion  
By selection

Must have rendered a service of not less than five(5) years as Divisional Controller / class-I Senior Officer.

OR

By transfer from the cadre of class-I Selection Grade Officers

**2. CATEGORY:- DIVISIONAL CONTROLLER (CLASS-1 SENIOR)**

By promotion on the basis of Seniority-cum-Merit established

a) A Degree from a University by Law or equivalent qualification.

b) Must have rendered a service of not less than three(3) years from the date the officer was appointed as Class-I junior Officer.

OR

By transfer from cadre of Class-I Senior Officers

**3. CATEGORY :- SECRETARY, CORPORATION (CLASS-1 SENIOR)**

By transfer from among Class-I Senior Officers

**4. CATEGORY :- ESTATE OFFICER**

By deputation from the State Government

Of and above the rank of Tahasildar

**5. CATEGORY :- CHIEF PUBLIC RELATIONS OFFICER (CLASS-1 SENIOR)**

By deputation

From among Class-I senior scale Officers from the Department of

OR

By transfer from the cadre of Class-I Senior Officers of the Corporation

**6. CATEGORY :- SPORTS OFFICER (CLASS-I JUNIOR)**

By transfer from category of Class-I Junior Officers.

**7. CATEGORY:- PUBLIC RELATIONS OFFICER (CLASS-II)**

By Deputation

From among class-II Scale Officers from the department of information and Publicity of Government of Karnataka.

OR

By transfer from the cadre of class-II Officers.

**8. CATEGORY :- DEPOT MANAGER (CLASS-I JUNIOR)**

(For Depot with 75 Schedules and above and as may be notified by the Management from time to time)

By transfer from the category of class-I junior Officers of Traffic Or Mechanical Department

Must have rendered a service of not less than three(3) years as ATM/AME and must have been in service as DTO/DME

**9. CATEGORY:- ASSISTANT DEPOT MANAGER (CLASS-II)**

(For Depot with 75 Schedules and above and as may be notified by the Management from time to time)

By transfer from the category of class-II Officers of Traffic or Mechanical and other Departments related with the Functioning of Depots as may Be decided by the Management From time to time.

Must have rendered a service of not less than three(3) years as ATS/ AWS or equivalent posts of other Departments and must have been in service as class-II Officer.

**10. CATEGORY :- DEPOT MANAGER (CLASS-II)**

By transfer from the category Of class-II Officers from Traffic Or Mechanical Department

Must have rendered a service of not less than three(3) years as ATS/AWS and must have been in service as Assistant Traffic Manager / Assistant Mechanical Engineer

**11. CATEGORY :- SPECIAL OFFICER (REHABILITATION) (CLASS-II)**

By transfer from the category of Class-II Officers.

## **SCHEDULE 'B'**

### **Karnataka State Road Transport Corporation**

Physical fitness of the Candidate Selected by direct recruitment to posts in the K.S.R.T.C. (Standards laid down to satisfy).

1. A Candidate selected by direct recruitment for appointment to any post in the KSRTC should satisfy the physical standards prescribed in Annexure- I to this order duly signed by a Medical Officer not below the rank of a District Surgeon. In the case of women employees of the KSRTC , the certificate may be signed by a Lady Medical Officer not below the rank of a District Surgeon.

Note: All Drivers of the Corporation and all other employees authorized to drive KSRTC Vehicles shall undergo medical examination once in every three years after attaining 40 years of age.

2. Ex-T.B. Patients declared non infective and medically fit for KSRTC service by a T.B. specialist or a medical authority authorized by Corporation will not be required, on re-employment to undergo fresh medical examination if they had been medically examined on their first appointment. They will however have to undergo the medical examination before confirmation.

## **ANNEXURE- 'B'**

### **Regulation relating to the Physical Examination of Candidates recruited to posts in the K.S.R.T.C. Services.**

These Regulations are published for the convenience of candidates and in order to enable them to ascertain the probability of their coming up to the required physical standards. But it must be clearly understood that the KSRTC reserve to themselves absolute discretion to reject as unfit any candidate whom they may consider, on the report of the Medical Officer to be physically disqualified and that their discretion is in no respect limited by these regulations. These regulations are intended merely for the guidance of Medical Examiners and are not meant to restrict their discretion in any way.

1. To be passed as fit for appointment, a candidates must be in good mental and bodily health and free from any Physical defect likely to interfere with the efficient performances of the duties on his appointment.
2. In the matter of the correlation of age, height and chest girth of candidates of Indian (including Anglo-Indian) race, it is left to the Medical Officer to use whatever correlation figures are considered most suitable as guide in the examination of the candidates.

3. The candidates height will be measured as follows-

He will remove his shoes and be placed against the standard with his feet together and weight thrown on the heels and not on the toes or other sides of the feet. He will stand erect without rigidity and with the heels, calves, buttocks and shoulders touching the standard; the chin will be depressed to bring the Vertex of the head level under the horizontal bar and the height will be recorded in centimeters and parts of centimeters to halves.

4. The candidate's chest will be measured as follows-

He will be made to stand erect with his feet together, and to raise his arms over his head. The tape will be so adjusted round the chest that its upper edge touches the interior angles of the shoulder blades behind and lies in the same horizontal plane when the tape is taken around the chest. The arms will then be lowered to hand loosely by the side and care will be taken that the shoulders are not thrown upwards or backwards so as to displace the tape. The candidates will then be directed to take a deep inspiration several times and maximum expansion of the chest will be carefully noted and the minimum and maximum will then be recorded in centimeters, 84-89', 86-93.5 etc. In recording the measurements fractions of less than half centimeters should not be noted.

5. The candidate will also be weighed and his weight recorded in kilogram's; fractions of half a kilograms should not be noted.
6. The candidates eye sight will be tested in accordance with the following rule. The result of each test will be recorded.

i) General

The candidate's eyes will be submitted to a general examination directed to the detection of any disease or abnormality. The candidate will be rejected if he suffers from any squint or morbid conditions of eyes, eyelids or contiguous structure of such a sort as to render or likely at a future date to render him unfit for services.

ii) Visual Acuity

The examination for determining the acuteness of vision includes two tests, one for distant the other for near vision. Each eye will be examined separately .

There shall be no limit for minimum naked eye vision but the naked eye vision of the candidates shall, however be recorded by the Medical officer or other Medical Authority in every case, as it will furnish the basic information in regard to the condition of the eye.

The standards for distant and near vision with or without glasses shall be as follows

Distant vision		Near vision.	
Better eye	Worse eye	Better eye	Worse eye
6/9	6/9	0.6	0.8
6/6 or	6/12		

**Note**

- (1) Total amount of Myopia (including the cylinder) shall not exceed 4.00 D. Total amount of hypermetropia ( Including the cylinder) shall not exceed + 4.00D.
- (2) Fundus examination – Wherever possible fundus examination will be carried out at the discretion of the Medical Officer and results recorded.
- 3) Colour Vision –
  - i) The testing of colour vision shall be essential in respect of all services.
  - ii) Satisfactory colour vision constitutes recognition with ease and without hesitation of signal red, signal green and

white colours. The use of Ishihara's plates, shown in good light and suitable lantern like Edrige Green's shall be considered quite dependable for testing colour vision. While either of the two tests may ordinarily be considered sufficient in respect of the services concerned with road rail and air traffic, it is essential to carry out the lantern test. In doubtful cases, where a candidate fails to qualify when tested by only one of the two tests, both the tests should be employed.

- 4) Field of vision – The field of vision shall be tested in respect of all services by the confrontation method, where such test gives unsatisfactory or doubtful results the field of vision should be determined on the perimeter.
- 5) Night Blindness – Night Blindness need not be tested as routine but only in special cases. No standard test for the testing night blindness or dark adaptation is prescribed. The Medical Officer should be given the discretion to improvise such rough test e.g., recording of visual acuity with reduced illumination or by making the candidate recognize various objects in a darkened room after he / she has been there for 20 to 30 minutes. Candidates' own statements should not always be relied upon but they should be given the due consideration.
- 6) Ocular condition other than visual acuity –
  - (a) Any Organic disease or progressive refractive error which is likely to result in lowering the visual acuity should be considered as a disqualification.
  - (b) Trachoma – Trachoma, unless, complicated shall not ordinarily be a cause for disqualification.
  - (c) Squint – For services of drivers, where the presence of binocular vision is essential, squint even if the visual acuity is of the prescribed standard should be considered as disqualification. For the other services the presence of squint should not be considered as a disqualification if the visual acuity is of the prescribed standard.
  - (d) One eyed persons – The employment of one eyed individuals for the post of drivers is prohibited.
- 7) Blood pressure – The Medical Officer will use his discretion regarding Blood Pressure. A rough method of calculating normal maximum systolic pressure is as follows :
  - (i) With young subjects –15-25 years of age the average is about 100 plus the age.
  - (ii) With subjects over 25 years of age the general rule of 110 plus half the age seems quite satisfactory.

N.B. – As a general rule any systolic pressure over 140 and diastolic over 90 should be regarded as suspicious and the



candidates should be hospitalised by the Medical Officer before giving their final opinion regarding the candidates' fitness or otherwise. The hospitalisation report should indicate whether the rise in blood pressure is of a transient nature due to the excitement etc, or whether it is due to any organic disease. In all such cases, X-Ray and Electrocardiographic examination of heart and blood urea clearance test should also be done as a routine. The final decision as to the fitness or otherwise of a candidate will however, rest with the Medical Officer only.

- (8) The urine (passed in the presence of the examiner) should be examined and the results recorded. Where a Medical Officer finds sugar presents in a candidates urine by the usual chemical tests he will proceed with the examination with all its other aspects and will also specifically note any signs or symptoms suggestive of diabetics; If, except for the glycosuria, the Officer finds the candidate conforms to the standard of medical fitness required, he may pass the candidate fit subject to the glycosuria being non-diabetic and the Officer will refer the case to a specialist in Medicine who has hospital and laboratory facilities at his disposal. The Medical specialist will carry out whatever examination, clinical and laboratory, he considers necessary including a standard blood sugar tolerance test and will submit his opinion to the Medical Officer upon which the Medical Officer will base his final opinion 'fit or unfit'. The candidate will not be required to appear in person before the Officer on the second occasion. To exclude the effects of medication it may be necessary to retain a candidate for several days in hospital under strict supervision.
- (9) The following additional points should be observed –
- a) That the candidates hearing in each ear is good and that there is no sign of disease of the ear. In case it is defective the candidate should be examined by the ear specialists, provided that if the defect in hearing is remediable by operation or by use of hearing aid. A candidate cannot be declared unfit on that account provided he / she has not progressive disease in the ear.
  - b) That his/her speech is without impediment;
  - c) That his/her teeth, are in good order and that he/she is provided with dentures where necessary for effective mastication (well filled teeth will be considered as sound).
  - d) That the chest is well formed and his chest expansion sufficient and that his heart and lungs sound;
  - e) That there is no evidence of any abdominal disease.
  - f) That he is not reptured.

- g) That he does not suffer from hydrocele, a severe degree of varicocele, varicose veins or piles.
  - h) That his limbs, hands and feet are well formed and developed and that there is free and perfect motion of all his joints.
  - i) That he does not suffer from any inveterate skin disease.
  - j) That there is no congenital malformation or defect.
  - k) That he does not bear traces of acute or chronic disease pointing to an impaired constitution.
  - l) That he bears marks of efficient vaccination ; and
  - m) That he is free from communicable disease.
- (10) 1) radiographic examination of the chest should be done as a routine in all cases for detecting any abnormality of the heart and lungs, which may not be apparent by ordinary physical examination.
- 2) When any defect is found it must be noted in the certificate and the medical examiner should state his opinion whether or not it is likely to interfere with the efficient performance of the duties which will be required of the candidate.

**Note:** Candidates are warned that there is no right of appeal from a Medical officer, special or standing, appointed to determine their fitness for the above services. If however KSRTC are satisfied on the evidence produced before them of possibility of an error of judgment in the decision of the Medical Officer it is open to the Corporation to allow an appeal to a Medical Board. Such evidence should be submitted within one month of the date of the communication in which the decision of the Medical Officer is communicated to the candidate. Otherwise no request for an appeal to a Medical Board, will be considered.

If any Medical Certificate is produced by a candidate as a piece of evidence about the possibility of an error of Judgment in decision of the Medical Officer the Certificate will not be taken into consideration unless it contains a note by the Medical Practitioner concerned to the effect that it has been given full knowledge of the fact that the candidate has already been rejected as unfit for service by the Medical Officer.

## **MEDICAL OFFICER'S REPORT**

The following intimation is made for the guidance of the Medical Examination:-

1. The standard of physical fitness to be adopted should make due allowance for the age and length of service of the candidate concerned.
2. No person will be deemed qualified for admission to the KSRTC Service who shall not satisfy Corporation, or the Appointing Authority, as the case may be, that he has no disease, constitutional affection, or bodily infirmity unfitting him, or likely to unfit him for that service.
3. It should be understood that the question of fitness involves the future as well as the present and that one of the main objects of medical examinations is to secure continuous effective service and in case of candidates for permanent appointment to prevent early payments in case of premature death. It is at the same time to be noted that the question is one of the likelihood of continuous effective service, and that rejection of a candidate need not be advised on account of the presence of a defect which is only a small proportion of cases is found to interfere with continuous effective service.
4. A lady doctor will examine the lady candidates for appointment.
5. The report of the Medical Officer should be treated as confidential.

### **Form of Report**

- a) Candidate's statement and declaration.

The candidate must make the statement required below, prior to his Medical Examination and must sign the Declaration appended thereto. His attention is specially directed to the warning contained in the Note Below

---

1. State your name in full ( in block letters)

---

2. State your age and birthplace

---

3. (a) Have you ever had small- pox, intermittent or any other fever enlargement or suppuration of glands, spitting of blood, asthma, heart disease, long disease fainting attacks, rheumatism appendicitis?  
Or

(b) any other disease or accident requiring confinement to bed and medical or surgical treatment ?

---

4. When were you last vaccinated?

---

5. Have you or any of your near relations been afflicted with consumption scrofula, gout asthma, fits epilepsy or insanity?

---

6. Have you suffered from any form of nervousness due to over work or any other cause?

---

7. Furnish the following particulars concerning your family.

---

<i>Father's age if living and state of health</i>	<i>Father's age at death and cause of death</i>	<i>No. of brothers living, their ages and state of health</i>	<i>No. of brothers their ages at death and cause of death</i>
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<i>Mother's age if living and state of health</i>	<i>Mother's age at death and cause of death</i>	<i>No. of sisters living, their ages and state of health</i>	<i>No. of sisters dead their ages and cause of death</i>
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I declare all the above answers to be, to the best of my belief, true and correct.

Signed in my presence

Candidate's Signature.....

Signature of the Medical Officer

Note : The candidate will be held responsible for the accuracy of the above statement. By willfully suppressing any information he

will incur the risk of losing the appointment and if appointed of forfeiting all claims to Superannuation or Gratuity.

b) Report of Medical Officer on (name of candidate) Physical Examination.

1. General Development : Good\_\_\_\_\_

Fair\_\_\_\_\_ Poor\_\_\_\_\_

Nutrition : Thin\_\_\_\_\_

Average\_\_\_\_\_ Obese\_\_\_\_\_

Height (without shoes)\_\_\_\_\_

Weight\_\_\_\_\_

Best Weight\_\_\_\_\_ When\_\_\_\_\_

Any recent change in weight ?.....

.....

Temperature .....

Girth of chest

- 1) (After full inspiration)
- 2) (After full expiration )
2. Skin : Any obvious disease .....
3. Eyes :
- a) Any disease.....
- b) Night blindness .....
- c) Defect in colour vision.....
- d) Field of vision.....
- e) Visual acuity.....

---

Acuity of vision	Naked eye	With Glasses
	Strength of Glass	Sph. Cyl.Axix
<hr/>		
Distant vision		R.E.
		L.E
Near vision		R.E.
		L.E.

- 
4. Ears: Inspection .....Hearing : Right Ear.....  
Left Ear.....
5. Glands ..... Thyroid .....
6. Condition of teeth.....
7. Respiratory System : Does Physical examination reveal anything abnormal in the respiratory organs ? .....  
If yes, explain fully.....
8. Circulatory System:
- a) Heart : Any organic lesions ?..... Rate  
Standing .....  
After hopping 25 times  
2. minutes after hoping.....
- b) Blood Pressure : Systolic.....Diastolic.....
9. Abdomen : Girth..... Tenderness.....  
Hernia .....
- a)Palpable : Liver..... Spleen.....kidneys.....  
Tumours.....
- b)Haemorrhoids.....Fistula.....
10. Nervous System ; Indication of nervous or mental  
Disabilities .....
11. Loco-Motor System: Any Abnormality.....
12. Genito urinary system : Any evidence of Hydrocele. Varicocele etc.
- Urine Analysis:**
- a) Physical Appearance.....

- b) Sp.Gr.....
- c) Albumen.....
- d) Sugar.....
- e) Casts.....
- f) Cells.....

Report of X-Ray Examination of chest

- 14. Is there anything in the health of the candidate likely to render him unfit for the efficient discharge of his duties in the service for which he is a candidate?
- 15. (i) State the post for which the candidate has been examined :-  
 (ii) Has he been found qualified in all respects for the efficient and continuous discharge of his duties.

Note :The Medical Officer should record his finding under one of the following three categories:

- (i) Fit
- (ii) Unfit on account of.....
- (iii) Temporary Unfit on account of.....

Place :.....

Date:.....

Medical Officer

**ANNEXURE 1**

**Form for Medical Certificate of Fitness**

I hereby certify that, have examined Shri /' Smt.  
..... a candidate for employment in the  
..... KSRTC, and cannot discover that he/she has any  
disease (Communicable or otherwise).

Constitutional weakness or bodily infirmity except..... do not  
consider this a disqualification for employment in the Karnataka State Road  
Transport Corporation.

-sd-  
(Thulasi Ramaiah)  
Under Secretary to  
Government,  
Home Department



## **KARNATAKA STATE ROAD TRANSPORT CORPORATION**

### **(INSERVICE RECRUITMENT FOR CLASS-II OFFICERS POSTS) SCHEME-1997**

#### **I. Date of commencement :**

This scheme shall come into force from the date the same is notified on the Notice Board of the Central Offices, KSRTC, Bangalore.

#### **II. Application of the Scheme :**

This Scheme will apply to all the Permanent employees of the Corporation subject to the conditions prescribed.

#### **III. Eligibility Criteria :**

- (i) Only employees who have completed a minimum of five (5) years of service (including the period of probation) in the Corporation will be eligible to apply under this quota. They should be below 45 years of age.
- (ii) The candidates should possess the minimum educational qualification prescribed for the direct recruitment posts as specified in Schedule 'A' of the KSRTC (Cadre and Recruitment) Regulations, 1982, with not less than 45% of marks in the qualifying examination computed as an average for all the years / semesters. However –
  - (a) Wherever in the said Schedule 'A' of the KSRTC (Cadre and Recruitment) Regulations, 1982, the prescribed educational qualification speaks of a post graduate degree, such qualifications shall be relaxed for Inservice candidates as a degree.
  - (b) Wherever in the said Schedule 'A' of the KSRTC (Cadre and Recruitment) Regulations, 1982, the prescribed educational qualification speaks of special diplomas such additional qualifications shall be relaxed for Inservice candidates.
  - (c) Wherever in the said Schedule 'A' of the KSRTC (Cadre and Recruitment) Regulations, 1982, speaks of experience as a necessary qualification for a particular post, the same shall be relaxed for Inservice Candidates.
- (iii) The employees who apply for these posts, under this Scheme, should not have been imposed with penalties specified under the KSRTC servants(Conduct and Discipline) Regulations, 1971, as mentioned below :

**(a) 18A (iii) to (vii)**

- (iii) Withholding of Increments of wages or pay.
- (iv) Withholding of promotion.
- (v) Recovery towards pecuniary loss due to negligence, breach of orders or unauthorized absence.-**Deleted vide Notification No. ,ÁjE 36 ,Á,ÀA,ÉÃ 2011**  
**çÁÁAPÀ:**  
**05-11-2012. ,ÄvÉÆÛÃ-É ,ÀASÉå: 1477 çÁÁAPÀ:**  
**28.11.2012.**
- (vi) Reduction to a lower stage in time-scale with or without cumulative effect.
- (vii) Suspension for a period of not exceeding 60 days. In the past five(5) years.

**(b) 18A (viii)**

Reduction to a lower time-scale grade/post or service which shall be a bar to the promotion for a specific period or permanently in the entire services.

**IV Procedure for Inservice Recruitment.**

- (1) 20% quota will be carved out of the Direct recruitment quota meant for Class-II categories only, for inservice candidates wherever the direct recruitment quota is 50% or above in method of filling up of these posts as prescribed in the Karnataka State Road Transport Corporation(Cadre and Recruitment) Regulations, 1982, i.e., out of the number of posts that would be advertised for direct recruitment, in the above said categories, 20% of posts shall be carved out for inservice Recruitment quota.
- (2) The reservation of posts for various Groups like Schedule Castes. Schedule Tribes, OBC and Women for Inservice recruitment also will be as per the State Government policy and adopted in the corporation from time to time.
- (3) Weightage of marks means for candidates who have done their schooling in Rural areas will be assigned to the candidates applying for the posts under this scheme, as eligible and applicable.
- (4) (a) The eligible Inservice candidates applying for class-II posts have to appear for the Common Aptitude Test(CAT) and they will be called for the Viva-voce in the ratio of 1:4

after the Common Aptitude Test, based on the marks taken in Common Aptitude Test and qualifying examination.

(b) The weightage of marks for the In-service candidates shall be as under :

- i) Qualifying Examination : 25%
- ii) Common Aptitude Test : 50%
- iii) Viva-voce : 25%

- (5) If sufficient number of Department candidates are not available for filling up of the posts under this scheme, at the time of recruitment, such number of posts unfilled will revert back to the direct recruitment quota and the same will be filled in from among the candidates from the open market. Such unfilled posts shall not be carried forward as backlog for Inservice recruitment.
- (6) The selection Authority for the Inservice candidates will be the same as specified under Regulation-14 of the Karnataka State Road Transport Corporation(Cadre and Recruitment) Regulations 1982,

## **KARNATAKA STATE ROAD TRANSPORT CORPORATION**

### **(INSERVICE RECRUITMENT FOR CLASS-III SUPERVISORY POSTS) SCHEME-2009**

#### **1. Title and commencement :**

- 1) This scheme may be called the KSRTC In-Service Recruitment for class-III supervisory posts scheme-2009.
- (2) It shall come into force at once.

#### **2. Applicability:**

This scheme shall apply to all permanent employees of all the Road Transport Corporation in the State.

#### **3. Eligibility :**

- (1) Employees who have completed not less than five (5) years of service (including the period of probation) in the cadre in the Corporation, shall be eligible to apply under this scheme.
- (2) age shall be below 45 years.
- (3) must have the physical standards prescribed under regulation 5 in respect of Class-III Supervisory posts meant for Direct Recruitment.
- (4) The candidate shall possess the educational qualification prescribed for the direct recruitment posts, as specified in Schedule 'A' with not less than 40% of marks in the qualifying examination, computed as an average for all the years/semesters. If schedule 'A' prescribes experience as a necessary qualification, for a particular post, such experience shall not be necessary for in-service candidates.
- (5) The employees who apply under this scheme, should not have been imposed with penalties specified under regulations 18 (A) (iii) to(iv) \* and (vi) to (vii) in the past five years and under regulation 18(A) (viii) till the last date of application under this scheme.

#### **4. Procedure :-**

- (1) Out of every 10 vacancies, in the cadre of Supervisor (Class-III) in all the departments of the Corporation meant for direct recruitment every 10<sup>th</sup> vacancy in each of the cadre, will be earmarked for in-service recruitment.

- (2) The reservation of posts for various categories like scheduled castes, scheduled tribes, OBC, women and in respect of Rural candidates for in-service recruitment also shall be as per State Government Policy and adopted in the Corporation from time to time.
- (3) (a) The eligible In-service candidate applying for the posts of Supervisory posts (Class-III) have to appear for Common Aptitude Test (CAT).
- (b) The selection in respect of Class-III posts of state wide cadre shall be on the basis of the total marks secured in the qualifying examination and the marks secured in any test as may be specified from time to time and conducted by the Selection Authority.

Provided that if specific degree is prescribed as qualification for any posts refer to, the marks secured in the qualifying examination shall be calculated proportionately equal to fifty marks and the marks secured in the test shall be calculated proportionately equal to fifty marks and where a degree in general is prescribed as qualifying examination shall be calculated proportionately equal to twenty five marks and marks secured in the test shall be calculated proportionately equal to seventy five marks.

- 4) If sufficient number of in-service candidates are not available for filling up of the posts under this scheme, at the time of recruitment, such number of posts un-filled shall be taken to the direct recruitment quota and the same shall be filled as if direct recruitment vacancies. Such un-filled posts shall not be carried forward as backlog for in-service recruitment.
- 5) The selection Authority for the In-service candidates shall be the same as specified under Regulation-14”.

\* 18A(v) recovery towards pecuniary loss due to negligence, breach of orders or unauthorized absence- Deleted vide Notification No. **ÁjE 36, Á,ÁA,ÉÃ 2011 ç£ÁAPÀ: 05-11-2012. ,ÄvÉÆÛÄ`É ,ÀSÉå: 1477 ç£ÁAPÀ: 28.11.2012.**