*KERALA STATE ELECTRICITY REGULATORY COMMISSION (TERMS AND CONDITIONS OF SERVICE OF OFFICERS AND OTHER EMPLOYEES) REGULATIONS, 2016

In exercise of the powers conferred by Section 91 read with Section 181 of the Electricity Act, 2003 (Central Act 36 of 2003) and all other powers enabling it in this behalf and with the approval of the Government of Kerala and after previous publication, the Kerala State Electricity Regulatory Commission hereby makes the following Regulations, namely:-

CHAPTER I

General

1. Short title and commencement.- (1) These Regulations may be called the Kerala State Electricity Regulatory Commission (Terms and Conditions of Service of Officers and other employees) Regulations, 2016.

(2) They shall come into force at once.

2. Application.- They shall apply to all the officers and other employees in the regular service of the Commission.

3. Definitions.-(1) In these Regulations, unless there is anything repugnant to the subject or context,-

(a) '**Act**' means the Electricity Act, 2003 (Central Act 36 of 2003), as amended from time to time;

(b) '**appellate authority**' means the authority designated under these regulations to hear and dispose of the appeals from the orders of the disciplinary authority;

(c) '**appointing authority**' means the authority empowered to appoint the officers and other employees of the Commission;

(d) '**appointment on deputation**' means the appointment of any officer or other employee of the Central Government or the State Government or Public Sector Undertaking or Autonomous body or of Local Self Government Institution to a post in the Commission;

(e) '**Central Government**' means the Government of India;

(f) '**Chairperson**' means the Chairperson of the Kerala State Electricity Regulatory Commission;

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*Published under Notification No. 875/Admn./2014/KSERC(i) dated 10.02.2016 in Kerala Gazette Extraordinary No. 373 dated 15.02.2016.

(g) '**Commission**' means the Kerala State Electricity Regulatory Commission consisting of its Chairperson and Members;

(h) '**direct recruitment**' means any appointment made directly to a post in the Commission;

(i) '**disciplinary authority**' means the officer authorised by the Commission to take disciplinary action against the officers and other employees of the Commission as given in schedule III of these regulations;

(j) '**Member**' means a member of the Commission;

(k) '**officers and other employees of the Commission**' means the Secretary, officers and other employees in the office of the Commission, in the office of the Electricity Ombudsman and in such other offices if any, under the administrative and supervisory control of the Commission;

(l) '**period of service**' means the period of regular service rendered by an officer or other employee of the Commission in a sanctioned post in accordance with these Regulations and includes periods spent on duty as well as on eligible leave excluding leave without allowance except on medical grounds;

(m) '**post**' means any post created with the approval of the State Government, carrying a definite scale of pay;

(n) '**recruitment**' means the selection of candidates for appointment to the sanctioned posts in the Commission as per the advice of the Kerala Public Service Commission;

(o) '**Secretary**' means the Secretary of the Commission and includes any other officer of the Commission who is authorized by the Commission to perform the duties and functions of the Secretary under these Regulations;

(p) '**State Government**' means the Government of Kerala;

(q) '**year**' means a Gregorian calendar year.

(2) Words or expressions used in these Regulations, but not specifically defined, unless the context otherwise requires, shall have the same meanings as are respectively assigned to them in the Act or in the Kerala Service Rules or in the Kerala State and Subordinate Service Rules or in the relevant rules and orders issued by the Government of Kerala as are adopted or made applicable to the Officers and other employees of the Commission.

CHAPTER II

Composition of cadre and methods of appointment

4. Composition of the cadre.- The cadre of officers and other employees of the Commission shall consist of the categories of posts specified in Schedule-I which may be revised by the Commission by notification issued in this regard, with the approval of the State Government.

5. Cadre strength.- (1) The number of posts in each cadre shall be the number of posts sanctioned by the State Government as indicated in Schedule – I.

(2)The officers and staff, who were deemed to have been appointed in the regular service of the Commission under sub-regulation (2) of Regulation 4 of the Kerala State Electricity Regulatory Commission (Terms and Conditions of Service of Secretary, Officers and other employees) Regulations, 2009, shall be regular employees under these Regulations.

(3) The Commission may increase the number of posts in each cadre, with the approval of the State Government, from time to time.

6. General conditions regarding eligibility for appointment.– The general conditions regarding eligibility for appointments in government service as prescribed in the Kerala State and Subordinate Service Rules, shall be applicable for the appointment of officers and other employees in the Commission.

7. *Methods of appointments and qualifications*.- The methods of appointments and qualifications in respect of each category of officers and other employees of the Commission shall be as specified in Schedule – II, which may be revised by the Commission by notification issued in this regard, with the approval of the State Government.

***8. Appointing authorities*.-** (1) The appointment of the officers and other employees of the Commission by direct recruitment shall be made by the appointing authorities as specified in Schedule –III, which may be revised by the Commission by notification issued in this regard, with the approval of the State Government.

(2) The appointment of the officers and other employees of the Commission by promotion shall be done by the appointing authorities as specified in Schedule - III in accordance with the conditions and procedures specified in regulation 17.

(3) The appointment of the officers and other employees of the Commission by deputation shall be done by the appointing authorities as specified in Schedule - III after getting necessary clearance or no objection certificate from the concerned authorities in the parent department or institution, as the case may be.

(4) Temporary appointment to the posts specified in Schedule - I shall be made by the

appointing authorities as specified in Schedule - III in accordance with Rule 9 of the Kerala State and Subordinate Service Rules, as amended from time to time, *mutatis mutandis*.

***9. Modification in cadre strength, method of appointment or qualifications*.-**Any modification in the cadre strength, method of appointment or qualifications shall be made only with the approval of the State Government.

CHAPTER III

Procedure for appointment

***10.Direct Recruitment*.-** (1) Direct recruitment of the candidate for the appointment as an officer or other employee of the Commission shall be made through Kerala Public Service Commission:

Provided that the Commission may, in the exigencies of service, select and appoint any officer or other employee by direct recruitment till necessary law is enacted by the Kerala Legislative Assembly under Article 321 of the Constitution of India enabling recruitment as respects the service of the Commission, through the Kerala Public Service Commission:

Provided further that the Commission may, in the exigencies of service, engage any officer or other employee on contract basis for limited periods.

(2) Relaxation in age limit admissible to the members of the Scheduled Caste and Scheduled Tribe and to such other eligible candidates as admissible in appointments under the State Government from time to time shall be applicable to the appointments in the Commission.

(3) The Rules and Orders on communal reservation in appointments, issued by the State Government from time to time shall be applicable to the appointments in the Commission.

(4) The Commission may, in the exigencies of service, fill up by direct recruitment any post earmarked for appointment by promotion, if suitable candidates with necessary qualifications and experience are not available for appointment by promotion till necessary law is enacted by the Kerala Legislative Assembly under Article 321 of the Constitution of India enabling recruitment to the Commission through the Kerala Public Service Commission.

(5) The Commission may, in the exigencies of service and on the advice of the Kerala Public Service Commission, fill up by direct recruitment any post earmarked for appointment by promotion if suitable candidates with necessary qualifications and experience are not available for appointment by promotion.

***11. Appointment on deputation*.-** (1) The appointment of the officers and other employees to the

Commission by deputation of officers from the Central Government or the State Government or Public Sector Undertaking or Autonomous body or Local Self Government Institution shall be done in exigencies of service, by the appointing authorities after getting necessary clearance or no objection certificate from the concerned authorities in the parent department in the Central or State Government or in the parent institutions, as the case may be.

(2) The terms and conditions of such appointment on deputation under sub-regulation (1) shall be governed by the relevant provisions in the Kerala Service Rules and the Kerala State and Subordinate Service Rules, *mutatis mutandis*.

(3) Notwithstanding the sanctioned period of deputation, the Commission shall have the authority to repatriate any officer or other employee serving on deputation basis at any time before expiry of the term of deputation, if the service of such employee is found not required by the Commission or if the performance of such employee is found unsatisfactory:

Provided that prior intimation regarding the repatriation shall be given to the lending organization and to the officer or other employee concerned.

12. Appointment by absorption of officers on deputation.-(1) The Commission may, in exigencies of service, absorb and appoint to the regular service of the Commission, an officer appointed on deputation to the Commission, provided prior consent is obtained from the incumbent and the appointing authority of the incumbent in the Central Government or the State Government or Public Sector Undertaking or Autonomous body or Local Self Government Institution, as the case may be, and every such appointment shall be treated as direct recruitment.

(2) The service conditions and other benefits of such officer or other employee absorbed and appointed under sub-regulation (1) shall not be inferior to the service conditions and other benefits applicable to them in their parent department in the Central or State Government or Public Sector Undertaking or Autonomous body or Local Self Government Institution, as the case may be.

(3) The period of service of such officers and other employees in the Commission, who are absorbed from the Central Government or the State Government and appointed under sub-regulation (1) above shall be treated as continuous with their service in parent department for all service benefits.

(4) The officers and other employees appointed under sub-regulation (1) above shall be responsible, to repay the loans, advances and other sums due or to perform the obligations undertaken by them to the Central Government or the State Government or Public Sector Undertaking or Autonomous body or Local Self Government Institution, as the case may be, on the date of joining in the service of the Commission.

13. Regularisation in service.- (1) The appointment by direct recruitment shall be initially on provisional basis and such provisional appointment shall be regularized following the procedure prescribed in the Kerala State and Subordinate Services Rules.

(2) The Commission may verify the character and antecedents of selected candidates before or after making such appointment in a manner as may be deemed fit.

(3) If the report on the verification conducted under sub-regulation (2) above, indicates that the candidate is not fit for appointment in the service of the Commission; the offer of appointment or the appointment is liable to be cancelled.

(4) The appointing authority shall give notice to such candidate directing him to show cause why the appointment or the offer of appointment shall not be cancelled and shall give reasonable opportunity of being heard.

(5) If the reply given by the candidate is not satisfactory, the offer of appointment or the appointment given to such candidate shall be cancelled and he shall not be entitled to any compensation or monetary benefit on this account.

14. Probation and declaration of probation.- (1) The officers and other employees of the Commission who are appointed by direct recruitment shall be on probation for a period of two years on duty with in a continuous period of three years.

(2)The officers and other employees of the Commission who are appointed by promotion shall be on probation for a period of one year on duty with in a continuous period of two years.

(3)The officers and other employees of the Commission who are appointed by absorption while on deputation under regulation 12 shall be on probation for a period of one year on duty with in a continuous period of two years from the date of such absorption.

(4)The other terms and conditions relating to probation and declaration of probation shall be as per the provisions of the Kerala State and Subordinate Service Rules,*mutatis mutandis.*

15. Confirmation.- (1) The officers and other employees of the Commission who are on probation shall be confirmed in the regular service of the Commission only on successful completion of probation and on passing the departmental test as specified in regulation 16.

(2) The other terms and conditions of confirmation in service shall be as per the provisions of the Kerala State and Subordinate Service Rules, *mutatis mutandis*.

16. Departmental test.- The officers and other employees of the Commission shall pass the departmental tests as specified in the Schedule-IV, which may be revised by the Commission by notification issued in this regard, with the approval of the State Government.

CHAPTER IV

Promotion and Seniority

17. Promotion.- (1)The appointments to the posts of which the method of appointment has been specified as promotion in Schedule-II shall be made by promotion from among the officers and other employees in the feeder category as mentioned in Schedule-V subject to the following conditions,-

(a) the officers and other employees shall be considered for promotion only after confirmation as per regulation 15;

(b) the officers and other employees shall be considered for promotion only if they possess the required qualifications and length of service as specified in Schedule-II;

(c) the promotion shall be effected following the procedure prescribed in Rule 28 of the Kerala State and Subordinate Service Rules, *mutatis mutandis*.

(2) Appointments on contract or appointment by deputation may be resorted to, for the posts of which method of appointment has been specified as promotion, only if qualified officers and other employees who fulfill the eligibility criteria are not available in the feeder category.

18. Seniority.- The seniority of the officers and other employees of the Commission shall be determined in accordance with the relevant provisions in the Kerala State and Subordinate Service Rules, *mutatis mutandis*.

CHAPTER V

Pay, Allowances and other Service Benefits

19. Pay and Allowances.- (1) The officers and other employees of the Commission shall be eligible for the pay in the pay scales specified for each post in the Schedule-I to these regulations.

(2) The officers and other employees of the Commission shall be eligible for the allowances admissible to the officers of the State Government in the corresponding pay scales.

(3) The pay and allowances of the officers and other employees of the Commission shall be revised as and when they are revised by the State Government and in accordance with such revision.

20. Time bound grade promotion.- The officers and other employees in the regular service of the Commission shall be eligible for the benefits of the scheme for time bound higher grade

promotion as admissible to the State Government employees in accordance with the pay revision orders issued by the State Government from time to time.

21. Leave.-The officers and other employees of the Commission shall be eligible for the leave as are admissible to the officers of the State Government under the provisions of the Kerala Service Rules.

22. Travelling allowance.- The officers and other employees of the Commission shall be eligible for travelling allowance as are applicable to the officers in the corresponding pay scales in the State Government.

23.Medical reimbursement.-The officers and other employees in the regular service of the Commission shall be eligible for reimbursement of their medical expenses as admissible in accordance with the terms and conditions of the medical insurance scheme introduced by the Commission:

Provided that the officers and other employees in the regular service of the Commission shall be eligible for medical reimbursement as are applicable to the officers in the State Government till such medical insurance scheme is introduced by the Commission:

Provided further that the Commission may, at its discretion, allow an ex-gratia payment towards the expenditure incurred by any officer or other employee or a person on contract for his/her medical treatment during the course of service in the Commission.

24. Provident fund.- (1) The officers and other employees who are in the regular service of the Commission shall be eligible to subscribe to the General Provident Fund of the Commission which shall be maintained and disbursed in accordance with the provisions of the General Provident Fund (Kerala) Rules, 1963, as amended from time to time, as applicable to the officers of Government of Kerala, *mutatis mutandis*.

(2) The officers of the Central Government or the State Government or Public Sector Undertaking or Autonomous Body or Local Self Government Institution who are absorbed and appointed to the regular service of the Commission under sub-regulation (1) of regulation 12 shall be eligible for the benefits of provident fund which are admissible to them in their parent department or parent institution.

CHAPTER VI

Other conditions of Service

25. Training.– The officers and other employees of the Commission shall be required to undergo such training as may be stipulated by the Commission from time to time.

26. Performance Appraisal Reports.- Performance of the officers and other employees of the Commission shall be assessed, reported and reviewed in accordance with the relevant Rules and orders applicable to the officers of the State Government from time to time, *mutatis mutandis*.

27.Conduct rules.- The provisions of the Kerala Government Servants Conduct Rules, 1960, as amended from time to time and any other orders issued by the State Government thereon shall be applicable to the officers and other employees of the Commission, *mutatis mutandis*.

28. Disciplinary proceedings.- The provisions of the Kerala Civil Service (Classification, Control and Appeal) Rules, 1960, as amended from time to time and relevant orders issued by the State Government shall be applicable to the officers and other employees of the Commission, *mutatis mutandis*.

29.Resignation from service.-An officer or other employee appointed to the regular service of the Commission may resign from the service of the Commission by giving three months' notice in advance to the Commission or by depositing an amount equivalent to the pay and allowances for three months in lieu of such notice:

Provided that the Commission may, at its discretion, relax this condition in exceptional cases after recording the reasons thereof.

30. Age of retirement.- The age of retirement of the officers and other employees of the Commission shall be the same applicable to the officers of the State Government.

31. Pension, gratuity and other retirement benefits.- (1) The officers and other employees who were in the regular service of the Commission on or before 31-03-2013 shall be eligible for the Pension Scheme of the Commission which shall be governed by the Rules in part III of the Kerala Service Rules, as amended from time to time.

(2) Those officers and other employees who are appointed to the regular service of the Commission on or after 1-4-2013 shall be eligible for the Contributory Pension Scheme of the Commission which shall be governed by the rules relating to the implementation of the National Pension System (NPS) issued by the Government of Kerala from time to time.

(3) The officers of the Central Government or the State Government or Public Sector Undertaking or Autonomous Body or Local Self Government Institution who are appointed initially on deputation basis and are subsequently absorbed to the regular service of the Commission under sub-regulation (1) of regulation 12 shall be eligible for the benefits of pension scheme, gratuity and other retirement benefits which are admissible to them in their parent department or parent institution.

(4) The benefits admissible under sub-regulation (3) above shall be limited to the period of regular service in the Commission:

Provided that the period of regular service in the State Government or the Central Government prior to the appointment of an officer or other employee of the Commission under sub-regulation (1) of regulation 12 shall be counted for calculation of qualifying service for the purpose of pension, gratuity and other retirement benefits payable by the Commission to such officers and employees:

Provided further that the period of regular service in Public Sector Undertaking or Autonomous Body or Local Self Government Institution prior to the appointment in the Commission under sub-regulation (1) of regulation 12 may be counted for calculation of the qualifying service for pension, gratuity and other retirement benefits payable by the Commission to such officers and employees, if prior approval from the State Government is obtained for the purpose.

32. Record of service.- A record of service of each of the officers and other employees shall be maintained as in the case of the officers of the State Government.

CHAPTER VII

Miscellaneous

33. General.- In matters that are not specifically mentioned in these regulations, the provisions of relevant rules and orders relating to civil services issued by the State Government from time to time shall be applicable till suitable regulations are issued by the Commission, with the approval of the State Government.

34. Power to remove difficulties.- The Commission may issue such orders or give such directions as it may deem fit and necessary for removal of any difficulty that may arise in giving effect to the provisions of these Regulations.

***35. Power to amend*.-** The Commission may, at any time, add, delete, modify or amend any of the provisions of these regulations, with prior approval of the State Government.

***36.Repeal and savings*.-**(1)The following regulations are hereby repealed;

(i) The Kerala State Electricity Regulatory Commission (Terms and Conditions of Service of Secretary, Officers and Other Employees) Regulations, 2009.

(ii) Kerala Electricity Ombudsman (Terms and Conditions of Service) Regulations, 2008.

(2)Notwithstanding such repeal anything done or any action taken including any appointment, confirmation, or orders made under the provisions of the above said regulations shall be deemed to have been done or taken under the corresponding provisions of these regulations.

SCHEDULE –I

Kerala State Electricity Regulatory Commission

Composition of the categories of Officers and other employees

(*See* Regulations 4 and 5)

Sl. No.	*Name of the post*	[1] *Pay scale*	*Number of posts in the office of*		*Total*
			Commission	*Ombudsman*	
1	Secretary to the Commission	46640-59840	1	0	1
2	Director(Technical)	46640-59840	1	0	1
3	Director(Finance &Tariff)	46640-59840	1	0	1
4	Joint Director(Finance &Tariff)	44640-58640	1	0	1
5	Deputy Director(Technical)	36140-49740	1	0	1
6	Assistant Director(Technical)	24040-38840	1	0	1
7	Assistant Director(Finance & Tariff)	24040-38840	1	0	1
8	Assistant Director(Law)	24040-38840	1	0	1
9	Secretary to Ombudsman	24040-38840	0	1	1
10	Administrative Officer	22360-37940	1	0	1
11	Accounts Officer	22360-37940	1	0	1
12	System Administrator	20740-36140	1	0	1
13	Senior Clerk	13210-22360	1	0	1
14	Confidential Assistant /StenoTypist	10480-18300	3	1	4
15	Driver-cum-Attender	9190-15780	3	1	4
16	Attender	8960-14260	3	1	4

Note:-- The post of Senior Economic Analyst sanctioned by Government as per G.O.(Ms.)No.10/04/PD dated15-4-2004 is re-designated as Joint Director (Finance and Tariff) and the post of Deputy Director sanctioned vide G.O.(Ms.)10/04/PD dated 15-4-2004 is re-designated as Deputy Director (Technical).

[1] *Scales of Pay of the 9th Pay Revision Commission implementation orders issued as per G.O(P) No. 85/2011/Fin dated 26th February, 2011*

SCHEDULE - II

Kerala State Electricity Regulatory Commission

Methods of appointment and qualifications of Officers and other employees

(*See* Regulation7)

Sl. No	*Name of Post*	*Method of appointment*	*Qualification*		*Experience*
			Essential	*Desirable*	
(1)	(2)	(3)	(4)	(5)	(6)
1	Secretary to the Commission	1. Direct Recruitment or 2. Deputation	Degree from recognised University	1. Degree in Law 2. Post Graduate in Administration/ Business Management	15 years' experience in Administation/ Management. Excellent communication skill. Ability to resolve complex issues, Management of Personnel, Budget & Projects
2	Director (Technical)	1. Promotion or 2. Deputation	Degree in Electrical/ Electronic Engineering	1. Post Graduate degree in Electrical / Electronic Engineering. 2. Degree or diploma in Law. 3. Degree in Business Management or Finance Management.	Not less than 15 years' experience as Electrical Engineer in power sector

(1)	(2)	(3)	(4)	(5)	(6)
3	Director (Finance & Tariff)	1. Promotion or 2. Deputation	1. Post Graduate Degree in Economics or 2. MBA in Financial Management or 3. Chartered Accountant or 4. ICWA	1. Ph.D in Economics/ Financial Management 2. Degree in Law.	Not less than 15 years' experience in Financial Management with special reference to tariff regulations in power sector.
4	Joint Director (Finance & Tariff)	1. Promotion or 2. Deputation	1. Post Graduate Degree in Economics or 2. MBA in Financial Management or 3. Chartered Accountant or 4. ICWA	1. Ph.D in Economics/ Financial Management 2. Degree in Law.	12 years' experience with a minimum of 5 years in managerial position, proven ability in economic analysis, modelling and statistical analysis. Knowledge in Electricity tariff designing, rate determination, accounting and principles of finance.
5	Deputy Director (Technical)	1. Promotion or 2. Deputation	Degree in Electrical / Power Engineering	1. Post Graduate degree in Electrical / Electronic Engineering.	10 years' experience with a minimum of 5 years at management level in Power Utility operation, in Generation, transmission and distribution and in

				2. Degree or Diploma in Law.	commercial issues and power purchase.
6	Assistant Director (Technical)	1. Direct Recruitment or 2. Deputation	Degree in Electrical / Power Engineering	1. Post Graduate degree in Electrical / Electronic Engineering. 2. Degree or Diploma in Law.	Not less than 7 years' experience as Electrical Engineer in power sector.
7	Assistant Director (Finance and Tariff)	1. Direct Recruitment or 2. Deputation	1. Post Graduate Degree in Economics or 2. MBA in Financial Management or 3. Chartered Accountant or 4. ICWA	1. Ph.D in Economics/ Financial Management 2. Degree in Law.	7 years' experience with a minimum of 5 years in managerial position, proven ability in economic analysis, modelling and statistical analysis. Knowledge in Electricity tariff designing, rate determination, accounting and principles of finance.
8	Assistant Director (Law)	Deputation	Degree in Law	Post Graduate Degree in Law / Management	Not less than 7 years' experience in a reputed legal consultancy institution or as a practicing lawyer.

(1)	(2)	(3)	(4)	(5)	(6)
9	Secretary to Electricity Ombudsman	1. Direct Recruitment or 2. Deputation	Degree from Recognised University	1. Degree in Law, 2. Post Graduate Degree in Business Management/ Administration, 3. Knowledge in Computer applications	7 years' experience in Administration/ Management. Excellent communication skill ability to resolve complex issues, Management of Personnel, Budget & Projects
10	Administrative Officer	1. Promotion or 2. Deputation	Degree from a Recognised University	1. Post Graduate Degree or Post Graduate Diploma in Personnel Administration 2. Knowledge in Computer applications	15 years' experience in Government/ Public Sector/ Private Sector organization
11	Accounts Officer	1. Promotion or 2. Deputation	Degree from a Recognised University in Commerce	1. Post Graduate Degree in Commerce/ Financial Management 2. Knowledge in Computer Applications	15 years' experience in Government/ Public Sector/ Private Sector Organisaiton

(1)	(2)	(3)	(4)	(5)	(6)
12	System Administrator	1. Direct Recruitment or 2. Deputation	1. Degree from recognised University 2. Post Graduate Degree or Diploma in Computer Applications	Knowledge in website Management and Networking	3 years' experience in System Administration and other computer related works in a reputed institution.
13	Senior Clerk	1. Direct Recruitment or 2. Deputation	1. Degree from Recognised University 2.Knowledge in Computer Applications	Degree in Law	Not less than 2 years experience as Assistant
14	Confidential Assistant/ Steno Typist	1. Direct Recruitment or 2. Deputation	1. Plus Two 2.Typewriting English (H) & Malayalam (L), Shorthand (English Lower) 3. Knowledge in Computer Applications	Degree from Recognised University	

(1)	(2)	(3)	(4)	(5)	(6)
15	Driver cum Attender	1. Direct Recruitment or 2. Deputation	1. Pass in Standard 10 2.LMV Driving Licence	Heavy Duty Driving Licence	3 years' experience as Driver.
16	Attender	1. Direct Recruitment or 2. Deputation	1. Pass in Standard 10	Cycling and Two wheeler driving licence	

Note:- (1) The Commission may, for reasons to be recorded in writing, relax the requirements relating to experience.

Note:- (2) If suitable candidates with necessary qualifications and experience are not available for appointment by promotion to any post, the Commission may, in exigencies of service, fill up such posts by direct recruitment by itself or on the advise of the Kerala Public Service Commission as the case may be, in exercise of powers under sub-regulations (4) and (5) of regulation 8.

SCHEDULE - III

Kerala State Electricity Regulatory Commission

The Appointing authorities, Disciplinary authorities and Appellate/Reviewing Authorities

[*See* Regulation 3(1) (i) and Regulation 8]

Sl. No.	*Name of the post*	*Appointing Authority*	*Disciplinary Authority*	*Appellate Authority/ Reviewing Authority*
1	[2][Secretary to the Commission	Commission	Commission	State Government
2	Director(Technical)	Chairman	Commission	State Government
3	Director(Finance)	Chairman	Commission	State Government]
4	Joint Director(Finance & Tariff)	Secretary	Chairman	Commission
5	Deputy Director(Technical)	Secretary	Chairman	Commission
6	Assistant Director(Technical)	Secretary	Chairman	Commission
7	Assistant Director(Finance &Tariff)	Secretary	Chairman	Commission
8	Assistant Director(Law)	Secretary	Chairman	Commission
9	Secretary to Ombudsman	Secretary	Chairman	Commission
10	Administrative Officer	Secretary	Chairman	Commission
11	Accounts Officer	Secretary	Chairman	Commission
12	System Administrator	Secretary	Chairman	Commission
13	Senior Clerk	Secretary	Chairman	Commission
14	Confidential Assistant /Steno Typist	Secretary	Chairman	Commission
15	Driver-cum-Attender	Secretary	Chairman	Commission
16	Attender	Secretary	Chairman	Commission

[2] *Substituted by Regulation 2 of the Kerala State Electricity Regulatory Commission (Terms and Conditions of Service of Officers and Other Employees) Amendment Regulations, 2018 issued under Notification No. 875/Admn./14/KSERC dated 12-06-2018 published in Kerala Gazette Extraordinary No. 2957 dated 28-11-2018 with the commencement clause "It shall come into force at once."*

Prior to the substitution it read as:

"Secretary to the Commission	*Commission*	*Commission*	*Commission*
Director (Technical)	*Chairman*	*Commission*	*Commission*
Director (Finance)	*Chairman*	*Commission*	*Commission"*

SCHEDULE - IV

Kerala State Electricity Regulatory Commission

Departmental Tests specified for the directly recruited officers and other employees

(*See* Regulation 16)

Sl. No.	*Name of the post*	*Departmental test*	
		For declaration of probation	*For consideration of promotion*
1	Assistant Director (Technical)	Manual of office procedure	1. Accounts Test (Lower) 2. Departmental Test for Assistant Electrical Inspectors Paper-I
2	Assistant Director (Finance &Tariff)	Manual of office procedure	1. Accounts Test (Lower) 2. Departmental Test for Assistant Electrical Inspectors Paper-I
3	Secretary to Ombudsman	Manual of office procedure	1. Accounts Test (Higher) Part I&II 2. Departmental Test for Assistant Electrical Inspectors Paper-I
4	Administrative Officer	Manual of office procedure	1. Accounts Test (Higher)Part I&II 2. Departmental Test for Assistant Electrical Inspectors Paper-I
5	Accounts Officer	Manual of office procedure	1. Accounts Test (Higher)Part I&II 2. Departmental Test for Assistant Electrical Inspectors Paper-I
6	System Administrator	Manual of office procedure	1. Accounts Test (Higher) Part I&II 2. Departmental Test for Assistant Electrical Inspectors Paper-I
7	Senior Clerk	Manual of office procedure	1. Accounts Test (Higher)Part I&II 2. Departmental Test for Assistant Electrical Inspectors Paper-I
8	Confidential Assistant /Steno Typist	Manual of office procedure	Accounts Test (Lower)

SCHEDULE –V

Kerala State Electricity Regulatory Commission

Eligibility criteria and length of service for promotion of officers and other employees in the feeder category

(*See* Regulation 17)

Sl. No.	*Promotion post*	*Feeder Category*	*Minimum length of service in the feeder category*	*Eligibility criteria*
1.	Director (Technical)	Deputy Director (Technical)	Five years	
2.	Director (Finance)	Joint Director (Finance & Tariff)	Seven years	
3.	Joint Director (Finance &Tariff)	Assistant Director (Finance & Tariff)	Twelve years	
4.	Deputy Director (Technical)	Assistant Director (Technical)	Seven years	Pass in Departmental Test
5.	Administrative Officer	System Administrator	Eight years	Pass in Departmental Test
6.	Accounts Officer	System Administrator	Eight years	Pass in Departmental Test

Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

At present there are two regulations to govern the terms and conditions of service of the officers and employees of the Kerala State Electricity Regulatory Commission, namely:-

(i) Kerala State Electricity Regulatory Commission (Terms and Conditions of Service of Secretary, Officers and Other Employees) Regulations, 2009 and

(ii) Kerala Electricity Ombudsman (Terms and Conditions of Service) Regulations, 2008.

The administrative control of the officers and other employees of the Commission and the Electricity Ombudsman is vested with the Kerala State Electricity Regulatory Commission. As per Section 42 (6) of the Electricity Act, 2003, the Electricity Ombudsman is an authority to be appointed or designated by Kerala State Electricity Regulatory Commission. There are only 21 sanctioned posts in the office of the Commission and 4 sanctioned posts in the office of the Electricity Ombudsman.

It has come to the notice of the Commission that the service conditions of the 21 employees in the office of the Kerala State Electricity Regulatory Commission and those 4 employees in the office of the Electricity Ombudsman as specified in the above mentioned regulations are similar. Different sets of service conditions for such a small number of employees working under the Kerala State Electricity Regulatory Commission are found unnecessary. Further it is found necessary to incorporate necessary provision in the regulation to entrust the recruitment of officers and other employees to the Kerala Public Service Commission. It is also found that the existing provision in those regulations are inadequate to meet the requirements of present day. Therefore it was felt that it would be appropriate to unify and amalgamate the above mentioned regulations and a common regulation be formulated by repealing the said regulations. Necessary approval of Government of Kerala under sub-sections (2) and (3) of Section 91 of the Electricity Act has been received vide Government Order No.2780/A1/2015/PD dated 18-11-2015.The draft of the Kerala State Electricity Regulatory Commission (Terms and Conditions of Officers and Other Employees) Regulations, 2015 has been published in the website of the Commission on 16-12-2015 for eliciting opinions of the stakeholders. Now the Commission has finalised the Kerala State Electricity Regulatory Commission (Terms and Conditions of Officers and Other Employees) Regulations, 2016 and decided to publish the same in the official gazette.

This notification is intended to achieve the above object.