

Consolidated Chhattisgarh State Electricity Regulatory Commission (Recruitment and conditions of service of officers and employees) Regulations, 2005

(Consolidated up to Notification dated 14.09.2023)

Name of Regulation	Regulation Number	Notification Date
Chhattisgarh State Electricity Regulatory Commission (Recruitment and conditions of service of officers and employees) Regulations, 2005	16/CSERC/2005	14-07-2006
Chhattisgarh State Electricity Regulatory Commission (Recruitment and conditions of service of officers and employees) (First Amendment) Regulations, 2021	90/CSERC/2021	11-11-2021
Corrigendum - Chhattisgarh State Electricity Regulatory Commission (Recruitment and conditions of service of officers and employees) (First Amendment) Regulations, 2021	94/CSERC/2021	11-01-2022
Chhattisgarh State Electricity Regulatory Commission (Recruitment and conditions of service of officers and employees) (Second Amendment), Regulations, 2023	105/CSERC/2023	14-09-2023

CHHATTISGARH STATE ELECTRICITY REGULATORY COMMISSION

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Raipur: Dated 18 October 2005

No. 16/CSERC/2005, In exercise of the powers conferred by clause (zk) of Sub-section (2) of Section 181 read with Section 91 (2) & (3) of the Electricity Act, 2003 (No. 36 of 2003), and with ***the approval of the Government of Chhattisgarh***, the Chhattisgarh State Electricity Regulatory Commission hereby makes the following regulations; namely,

Chhattisgarh State Electricity Regulatory Commission (Recruitment and conditions of service of officers and employees) Regulations, 2005.

CHAPTER-I (PRELIMINARY)

1. Short Title and Commencement

- (1) These Regulations may be called the Chhattisgarh State Electricity Regulatory Commission (Recruitment and conditions of service of officers and employees) Regulations, 2005.
- (2) ***They*** shall come into force with effect from the date of their publication in the ***official*** Gazette.

2. Scope of Application

These regulations shall apply to all officers and employees of the Chhattisgarh State Electricity Regulatory Commission including the Secretary of the Commission.

3. Definitions

- (1) In these regulations, unless the context otherwise requires:-
 - (a) '**Central Act**' means Electricity Act, 2003, (No. 36 of 2003);
 - (b) '**Commission**' means the Chhattisgarh State Electricity Regulatory Commission;
 - (c) '**Chairman**' means the Chairman of the Commission;
 - (d) '**Member**' means the Member of the Commission;
 - (e) '**Appointing Authority**' means the appointing authority as specified in Annexure-II to these regulations.
 - (f) '**State Government**' means the Government of Chhattisgarh.
 - (g) '**Secretary**' means the Secretary of the Commission.
 - (h) '**Year**' means financial year (1st April to 31 March).
- (2) Words and expressions used in these regulations but not defined, unless the context otherwise requires, shall have the same meaning as respectively assigned to them in the Electricity Act, 2003.

CHAPTER-II - CATEGORISATION AND NUMBER OF POSTS

4. Categorization and Strength of Officers and Employees

- (1) The number, and categories of officers and employees of the Commission shall be as specified in Annexure -I.
- (2) Subject to the approval of the State Government, the Commission may from time to time, change, increase, reduce, abolish, or re-categorize the officers and employees specified in Annexure-I,
- (3) The Commission may also appoint on contract basis, for any suitable period, Advisors and avail of the services of Consultants, to assist the Commission, on such remuneration and other terms and conditions as may be decided by the Commission.

5. Filling up of the posts

Nothing in sub-clause (1) of Clause-4 shall be construed as requiring the Commission to have the officers/employees serving in all the categories of posts at all times.

CHAPTER-III - PLACEMENT

6. Placement of Officers / Employees

- (1) Subject to exigencies of service or availability of posts, an officer/employee may be placed in any post other than the post to which he has been appointed, depending on his qualification and suitability corresponding to his grade.
- (2) Any officer or employee may be required to hold more than one post for which no extra remuneration may be paid.

CHAPTER -IV - RECRUITMENT AND OTHER CONDITIONS OF SERVICE

7. **Mode of Appointment**

- (1) Recruitment of officers and employees of the Commission shall be through the following modes:
 - (i) direct recruitment,
 - (ii) promotion, and
 - (iii) deputation from the Central/State Government/Government undertakings.
- (2) The method of recruitment of officers and employees shall be as specified in Part-A and Part-B of Annexure-I.
- (3) The appointing authority, disciplinary authority, appellate authority and reviewing authority in respect of officers and employees of the Commission, shall be as specified in Annexure-II.
- (4) The persons employed by the Commission prior to commencement of these regulations shall be eligible for being considered, for the purpose of direct recruitment to various grades irrespective of their age but subject to upper age limit prescribed in these regulations, provided they fulfill the prescribed eligibility criteria for the post.
- (5) The qualification and experience ***required for various posts shall be*** as prescribed in Annexure III. However, the Commission after recording reasons in writing, may relax the eligibility criteria for appointment, in respect of posts and persons, in appropriate cases.
- (6) All appointments shall be a subject to verification of character and antecedents as may be decided by the Commission from time to time.

8. **Constitution of Selection Committee**

- (1) There shall be Selection Committee to consider and recommend candidates for appointment by direct recruitment to the posts mentioned in Part A of Annexure-I, consisting of the following:-
 - (i) Chairman of the Commission as its Chairman,
 - (ii) Member of the Commission, and
 - (iii) One or more experts / specialists of the subjects to be nominated by the Commission as members; and
 - (iv) Secretary of the Commission or senior most Director, in the absence of Secretary, as the Convener of the Committee.
- (2) There shall be a Selection Committee to consider and recommend candidates for appointment by direct recruitment to the posts mentioned in Part-B of the Annexure-I, which shall consist of the following: -
 - (i) Senior most officer amongst the Directors and Secretary, as its Chairman,
 - (ii) Secretary/ Director, and
 - (iii) Jt. Director, as members.

- (iv) Deputy Secretary or any other officer nominated by the Chairman **will be** the convener of the Committee.
- (3) (i) The recommendation of the Selection Committee shall be final and remain valid for a period of 6 months or for a longer period as may be decided by the Commission.
- (ii) The Committee may in suitable cases recommend higher pay than the pay which a post carries or at a higher stage in the pay scale of the post for consideration of the Commission.
- (4) The Commission may lay down the procedure to be followed by the Selection Committee.

9. Age limit

The age limit for direct recruitment to the posts of Asstt Grade-III, Computer Assistant, Steno Typist, Driver, Peon and similar categories of employees shall be as per the prevailing rules of the State Government. ***The age limit for other posts to be filled by direct recruitment may be decided by the Commission keeping in view the years of professional experience required for the post.***

10. Application

The Commission may decide the number of vacancies to be filled by direct appointment and may invite applications from candidates eligible for appointment through advertisement in news papers or ***call for names of eligible candidates*** from Employment Exchange.

11. Certificates

The candidates for direct recruitment to any post in the Commission shall submit application along with the following documents: -

- (1) the evidence of possessing the requisite educational qualification and experience;
- (2) certificate of character and conduct from the educational institution last attended ***in case of first appointment or*** from the concerned Government / Public Sector Undertaking if he has served in these;
- (3) the proof of age, which shall be the School / High School/ Higher Secondary School Certificate ***or certificate from*** Municipal Corporation / Municipal committee;
- (4) certificate from the competent authority as per the rules of the State Government, in case of candidates belonging to S.C., S.T., O.B.C., or any other reserved category; and
- (5) domicile certificate as applicable as per the State Government rules.

12. Processing of Applications

After scrutiny, the Commission shall consider all the valid applications and shall interview the short-listed candidates. The number of candidates to be called for interview may be decided taking into account the number of vacancies for which recruitment is being made.

13. Selection of candidates

The Selection Committee shall recommend the candidates in order of merit to the appointing authority.

14. Appointment

- (1) All appointments shall be made on the basis of merit, as recommended by the Selection Committee.
- (2) Every candidate selected for appointment, having not been in the service of Government / Govt. undertaking, shall be appointed subject to their medical fitness to be certified by a Medical Board as may be appointed by the Commission ***and character verification as per clause 7(6) ante.***

15. Probation

- (1) All direct recruits shall be on probation for a period of two years from the date of their appointment.
- (2) During the period of probation, the officers and employees shall be entitled for earned leave, extra-ordinary leave and medical leave at par with such provisions applicable to the officers and employees of the State Government of equivalent rank. However, the period of unauthorised absence during the service shall not be included in the probation period.
- (3) If ***a direct recruit has not completed his period of probation to the satisfaction of*** the Commission, the Commission may extend the period of probation upto a maximum period of one year in one or more installments. If the performance, during the extended period also, is not found to be up to the mark, his services shall be liable for termination.
- (4) The Commission may dispense with the services of a probationer after one month's notice.
- (5) If a person serving in the Government or in a Public Sector Undertaking is selected for appointment in the Commission, he may be allowed to keep his lien on the post held just before joining, till confirmation in the Commission.

16. Reservation of Vacancy

Nothing these regulations shall affect the reservation of posts and relaxations in age limit, qualifications etc. required to be provided for candidates belonging to S.C., S.T., O.B.C. or minority / other categories of persons in accordance with the rules and orders issued by the State Government from time to time in this regard.

17. Training

- (1) All officers and employees may be required to undergo such training or orientation course conducted in-house and/or outside, as may be prescribed by the Commission.
- (2) Officers / employees required to undergo training/orientation may be required to execute a bond to serve the Commission for such period as may be prescribed which shall not exceed 12 months for every one month of training subject to a maximum period of two years, after completing the training or

course. Failure to serve the Commission for the stipulated period will render the official liable to refund the money spent on training along with the emoluments paid during the period.

- (3) Officers / employees charged with misconduct during the period of training, shall be called back from training and appropriate disciplinary proceedings may be initiated. They may be required to refund the amount spent on the training, if the Commission so decides.

18. Promotion

The posts which may be filled by promotion and the channel of promotion is as given in Annexure-IV.

All promotions shall be on the basis of merit assessed generally from performance as reflected in the confidential reports of the last five years. Selection of candidates for promotion shall be made by the same Selection Committee as constituted in clause 8 of these regulations for the selection of direct recruits.

19. Retirement

Officers/employees shall retire from the service of the Commission on attaining the age of superannuation in accordance with the prevailing rules of the State Government.

20. The Commission may also engage persons on contract or on daily wages as and when considered necessary on the terms and conditions prescribed by the Commission time to time. The persons engaged on daily wages may be considered for appointment on contract basis if found suitable.

21. Specification of conditions of service

The Commission may specify the conditions of service of an officer or an employee appointed on contract or deputation, which will be generally as per the rules of the State Government.

CHAPTER-V-REMUNERATION AND OTHER BENEFITS

22. Pay Scale

- (1) The pay scales of the Officers/employees shall be as given in Annexure-I. For the posts of Peon, Driver and other similar categories, persons engaged on daily wages shall be paid at the rate fixed by the Collector *of Raipur district* from time to time.
- (2) Remuneration and other allowances in respect of persons engaged on contract shall be as decided by the Commission.
- (3) The pay of officers and employees of the Commission may be revised at par with officers/employees of corresponding grade /scale under the State Government.

- (4) The Officers /employees of Commission borne on regular establishment shall be entitled to such allowances including house rent, conveyance and medical allowances, etc. as may be decided by the Commission time to time.
- (5) Officers/employees shall be eligible to receive such interest/non-interest bearing advances admissible to officers/employees of the State Government as may be decided by the Commission.
- (6) The deputation allowance of officers /employees taken on deputation by the Commission from Central Government, State Government, Public Sector Undertaking /Autonomous Bodies of the Government, may be as decided by the Commission.

23. Retirement/Superannuation Benefits

- (1) Officers/ employees of the Commission shall be entitled to such retirement /superannuation benefits as may be decided by the Commission.
- (2) For the officers/employees absorbed in the Commission from the Government of Chhattisgarh/Central Government/other State Governments/Public Sector Undertakings, the pensionary services rendered in such Governments /Public Sector Undertakings prior to the joining the Commission shall be taken into account for the purpose of sub-clause (1) above, provided that the Government / organisation, where the officer/employee was previously employed is willing to bear the proportionate pensionary liabilities for the period of service in that Government / organisation.

CHAPTER VI - MISCELLANIOUS

24. Contract Service

¹[If the exigencies of the Commission's service so demands and after recording reasons therefore, any vacant post in the Commission may be temporarily fill to contract appointment. The first contractual appointment shall be made for a period of three years, however, the Commission may take decision of renewal of the contractual appointment by extending the period of contractual appointment up to maximum three years at a time depending on the necessity and after assessing suitability of persons appointment on contractual basis. The terms and conditions for contract appointment shall be governed by "Chhattisgarh Civil Seva (Samvida Niyukti) Niyam, 2012 as amended from time to time.]¹

25. Power of relaxation

The Commission may, in the public interest and after recording reasons in writing, relax the provisions of these regulations, including the eligibility criteria for appointments to posts, in appropriate cases.

26. Interpretation

If any question arises as to the application or interpretation of any of the provisions of these regulations, the same shall be decided by the Commission and the decision of the Commission shall be final and binding. The Commission shall have power to remove difficulties in implementing the regulations.

27. Applicability of Chhattisgarh Civil Services (Classification, Control & Appeal) Rules, 1966 and Chhattisgarh Civil Services (General Condition of Service) Rules, 1961

- (1) Subject to the provisions of these regulations, the Chhattisgarh Civil Services (Classification, Control, and Appeal) Rules 1966, Chhattisgarh Civil Services (Conduct) Rules 1965 and Chhattisgarh Civil Services (General Conditions of Services) Rules, 1961, as amended from time to time, shall be applicable, mutatis mutandis, to the officers and employees of the Commission.
- (2) Except as otherwise provided in these regulations, the other conditions of service of officers and employees of the Commission shall be regulated by the relevant rules of the State Government in force, for its employees.

By order of the Commission

(N.K. Rupwani)
Secretary

**²[ANNEXURE – I
(See Principal Regulation Rule 7(2))]**

**CATEGORIES AND STRENGTH OF OFFICERS / EMPLOYEES IN THE
CHHATTISGARH STATE ELECTRICITY REGULATORY COMMISSION**

PART-A

METHOD OF APPOINTMENT OF OFFICERS

S. No.	Name of Post	No. of posts	Category	Pay Scale	Method of Appointment
1.	Secretary	1	-do-	Level-17 `1,41,800- `2,14,700	By Deputation
2.	Director (Engg.)	1	-do-	Level-17 `1,41,800- `2,14,700	By Promotion or Deputation
3.	Director (Tariff)	1	-do-	Level-17 `1,41,800- `2,14,700	-do-
4.	Director (Legal)	1	-do-	Level-17 `1,41,800- `2,14,700	-do-
5.	Economic Advisor	1	-do-	Level-15 `1,18,500- `2,14,100	-do-
6.	Joint Director (Engg.)	1	-do-	Level-14 `79,900- `2,11,700	-do-
7.	Joint Director (Tariff)	1	-do-	Level-14 `79,900- `2,11,700	-do-
8.	Sr. Law officer	1	-do-	Level-14 `79,900- `2,11,700	-do-
9.	Economic Analyst	1	-do-	Level-14 `79,900- `2,11,700	By Direct Recruitment or Deputation
10.	Deputy Secretary	1	-do-	Level-14 `79,900- `2,11,700	By Deputation
11.	Deputy Director (Engg.)	1	-do-	Level-13 `67,300- `2,13,100	By Direct Recruitment or By Promotion or Deputation
12.	Deputy Director (Regulatory Affair)	1	-do-	Level-13 `67,300- `2,13,100	By Deputation
13.	Deputy Director (Tariff)	1	-do-	Level-13 `67,300- `2,13,100	By Direct Recruitment or By Promotion or Deputation
14.	Law Officer	1	-do-	Level-13 `67,300- `2,13,100	By Direct Recruitment or Deputation
15.	Deputy Director (Consumer Advocacy Cell)	1	-do-	Level-13 `67,300- `2,13,100	By Deputation
16.	Asst. Director (Engg.)	1	Class - II	Level-12 `56,100- `1,77,500	By Direct Recruitment or Deputation
17.	Asst. Director (Tariff)	1	-do-	Level-12 `56,100- `1,77,500	-do-
18.	Asst. Director (IT and RIMS)	1	-do-	Level-12 `56,100- `1,77,500	By Promotion or Deputation
19.	Computer Programmer	1	-do-	Level-12 `56,100- `1,77,500	-do-

20.	Account Officer	1	-do-	Level-12 `56,100-`1,77,500	-do-
21.	Section Officer	1	-do-	Level-11 `49,100-`1,55,800	By Promotion or Deputation
22.	Private Secretary	2	-do-	Level-11 `49,100-`1,55,800	-do-

NOTE : State Government policy for reservation & relaxation in age shall be adopted.

PART-B
(See Principal Regulation Rule 7(2))

METHOD OF APPOINTMENT OF EMPLOYEES

S. No.	Name of Post	No. of posts	Category	Pay Scale	Method of Appointment
1.	Personal Assistant	04	Class - III	Level-9 `38,100-`1,20,400	By Promotion or Deputation
2.	Asst. Computer Programmer	02	-do-	Level-9 `38,100-`1,20,400	-do-
3.	Jr. Accounts Officer	01	-do-	Level-9 `38,100-`1,20,400	By Promotion or Direct Recruitment or Deputation
4.	Office Assistant Grade-I	01	-do-	Level-9 `38,100-`1,20,400	By Promotion or Deputation
5.	Stenographer	05	-do-	Level-7 `28,700-`91,300	By Promotion or Deputation
6.	Computer Assistant	03	-do-	Level-6 `25,300-`80,500	By Direct Recruitment or Deputation
7.	Office Assistant Grade-II	04	-do-	Level-6 `25,300-`80,500	By Promotion or Deputation
8.	Steno Typist	04	-do-	Level-4 `19,500-`62,000	By Direct Recruitment or Deputation
9.	Office Assistant Grade - III	05	-do-	Level-4 `19,500-`62,000	By Promotion or Direct Recruitment
10.	Driver	04	-do-	Level-4 `19,500-`62,000	By Direct Recruitment or Deputation
11.	Peon	11	Class – IV	Level-1 `15,600-`49,400	-do-
12.	Gardener	01	-do-	Level-1 `15,600-`49,400	-do-

Note: State Government policy for reservation & relaxation in age shall be adopted.

ANNEXURE – II

(See Principal Regulation Rule 7(3))

Appointing Authority, Disciplinary Authority, Appellate Authority and Reviewing Authority for Officers and Employees of the C SERC

Particular	For officers included in Part ‘A’ of Annexure-I	For employees included in Part ‘B’ of Annexure-I
(i) Appointing Authority	Commission	Chairman
(ii) Disciplinary Authority	Chairman	Secretary
(iii) Appellate Authority	Commission	Chairman
(iv) Reviewing Authority	Commission	Commission

ANNEXURE – III

(See Principal Regulation Rule 7(5))

Qualifications and Experience for Direct Recruitment

S.No.	Name of the Post	Essential Qualification And Minimum Experience	Additional Qualification And Desirable Experience
1.	Economic Analyst	a. CA / ICWAI / CMA or MBA (Finance) b. Minimum 12 years professional experience after professional qualification. c. Efficiency in analytical and modeling skills and capability in financial statement analysis. d. Use of Excel sheet and data base skills on computer.	a. Knowledge of price/tariff fixation. b. Experience of analysis and resolving problems related to commercial matters of power sector.
2.	Law Officer	a. Bachelor's Degree in Law from recognized university / Law school. b. Minimum 7 years professional experience in legal practice or 7 years working experience as Law officer/ legal advisor in a Central / State / PSU or any Regulatory body / Tribunal on regular basis	a. Post graduate Degree in Law from recognized university / Law school b. Adequate knowledge of drafting orders/ Regulations. c. Adequate Knowledge of laws related to power sector.
3.	Deputy Director (Consumer Advocacy Cell)	a. Bachelor's degree in any discipline from a recognized University/Institute. b. Minimum 7 years experience in dealing with consumer grievances specially in power sector.	a. Degree in engineering /Law from recognized University/Institution. b. Proficiency in English and Hindi c. Familiarity with Electricity Act and Consumer Protection Act.
4.	Dy. Director (Tariff)	a. Bachelor's Degree in engineering preferably in electrical engineering from a recognized University / Institute. b. Minimum 7 years working experience with Central / State PSU of power sector or Power Utility or Electricity Regulatory Commission or reputed consultancy firm providing consultancy services in power sector.	a. Post Graduate degree in Electrical Engineering from a recognized University / Institute. b. Work experience related to designing, planning, construction and operation of transmission or distribution system.

S.No.	Name of the Post	Essential Qualification And Minimum Experience	Additional Qualification And Desirable Experience
5.	Dy. Director (Engg.)	a. Bachelor's Degree in engineering preferably in electrical / mechanical engineering from recognized university / Institute. b. Minimum 7 years working experience with Central / State PSU of power sector or Power Utility or Electricity Regulatory Commission or reputed consultancy firm providing consultancy services in power sector.	a. Post Graduate degree in Electrical or Mechanical Engineering from a recognized University / Institute. b. Work experience related to designing, planning, construction and operation of Generation, transmission or distribution system.
6.	Asst. Director (Tariff)	a. Bachelor's Degree in engineering preferably in electrical engineering from a recognized University / Institute. b. Minimum 2 years working experience with Central / State PSU of power sector or Power Utility or Electricity Regulatory Commission or reputed consultancy firm providing consultancy services in power sector.	a. Post Graduate degree in Electrical Engineering from a recognized University / Institute. b. Work experience related to designing, planning, construction and operation of transmission or distribution system.
7.	Asst. Director (Engg.)	a. Bachelor's Degree in engineering preferably in electrical / mechanical engineering from recognized university / Institute. b. Minimum 2 years working experience with Central / State PSU of power sector or Power Utility or Electricity Regulatory Commission or reputed consultancy firm providing consultancy services in power sector.	a. Post Graduate degree in Electrical or Mechanical Engineering from a recognized University / Institute. b. Work experience related to designing, planning, construction and operation of Generation, transmission or distribution system.
8.	Jr. Accounts Officer	a. Bachelor's Degree in Commerce from a recognized university /Institute. b. 3 years working experience in Finance Department of Central / State Govt. or Central /State public sector, or any power utility. c. Use of Excel sheet and data base skills on computer	a. Post Graduate in Commerce from a recognized University / Institute b. Experience of treasury Operation, audit, budget, banking c. Experience pay rolls accounting and book keeping. d. Experience of using tally.

S.No.	Name of the Post	Essential Qualification And Minimum Experience	Additional Qualification And Desirable Experience
9.	Computer Assistant	a. Bachelor's Degree in any discipline from a recognized university/Institute and Post Graduate Diploma in Computer Application (PGDCA) from a recognized University/Institute. OR BCA or graduate degree in computer science & Information Technology from a recognized university/Institute.	a. Experience in Operation and Maintenance of LAN (Local Area Network) in large organization. b. Proficiency in English Language
10.	Assistant Grade-III	a. 12th pass from State Board or CBSE or ICSE. b. One year diploma certificate from a recognized university / institute as data entry operator / programming. c. Speed of 5000 key depressions per hour of typing in computer.	Written and verbal communication skill.
11.	Steno Typist	a. 12th pass from State Board or CBSE or ICSE. b. Passed Shorthand from recognized Board. Shorthand speed should not less than 60 w.p.m. c. One year diploma certificate from a recognized university / institute as data entry operator / programming and Speed of 5000 key depressions per hour of data entry in computer.	Preference will be given to person having bilingual typing and shorthand.
12.	Driver	a. Minimum 8th pass from any school affiliated to State Board or CBSE or ICSE. b. Minimum 5 years Light Motor Vehicle (LMV) driving experience. c. Should hold valid LMV driving license.	Person having driving experience of the staff cars of Govt./ Semi Govt. department.
13.	Peon	Minimum 8 th pass from any school affiliated to State Board or CBSE or ICSE.	Person working as peon on contract / daily wages appointment with State Govt. / semi Govt. organization shall be preferred
14.	Gardener	Minimum 8 th pass from any school affiliated to State Board or CBSE or ICSE.	Person working as gardener on contract / daily wages appointment with State Govt. / semi Govt. organization shall be preferred

ANNEXURE – IV**(See Principal Regulation Rule 18)****POSTS WHICH MAY BE FILLED BY PROMOTION AND CHANNEL OF PROMOTION**

Sl. No.	Promotion post	Post from which promotion to be made	Eligibility
1.	Director (Engineering)	Joint Director (Engineering)	8 years
2.	Director (Tariff)	Joint Director (Tariff)	8 years
3.	Director (Legal)	Sr. Law Officers	8 years
4.	Economic Advisor	Economic Analyst	5 years
5.	Joint Director (Engineering)	Deputy Director (Engineering)	5 years
6.	Joint Director (Tariff)	Deputy Director (Tariff)	5 years
7.	Sr. Law Officer	Law Officer	5 years
8.	Deputy Director (Engineering)	Asst. Director (Engineering)	5 years
9.	Deputy Director (Tariff)	Asst. Director (Tariff)	5 years
10.	Account Officer	Jr. Accounts Officer	5 years
11.	Asst. Director (IT & RIMS)	Asst. Computer Programmer	5 years
12.	Computer Programmer		
13.	Private Secretary	Personal Assistant	5 years
14.	Personal Assistant	Stenographer	5 years
15.	Asst. Computer Programmer	Computer Assistant	5 years
16.	Section Officer	Office Assistant Grade-I	5 years
17.	Junior Account Officer	Office Assistant Grade-II (Who has passed the accounting training examination from the Government Accounts Training School)	5 years
18.	Office Assistant Grade-I	Office Assistant Grade-II	5 years
19.	Stenographer	Steno-typist	5 years
20.	Office Assistant Grade-II	Office Assistant Grade-III	5 years
21.	Office Assistant Grade-III	Class-IV Employee (Who hold the prescribed qualifications as per the rules of State Government for the post of Office Assistant Grade-III)	5 years

Note:- Such officers and employees who are deprived of promotion, due to non-availability of posts in the above sanctioned post structure, will get the higher pay scale, the pay scale payable for the next higher post to which such employee or officer is otherwise eligible for promotion. Detailed orders regarding eligibility for higher pay scale will be issued by the Commission from time to time.]²