



Karnataka Rural Infrastructure Development Limited.
(Formerly Karnataka Land Army Corporation Limited)
Regd Off: Chinnaswamy Stadium, Rajbhavan Road,
Bangalore-560 001

No.KRIDL/EST/MF-170/2012-13

Date 21-07-2012

NOTIFICATION

Sub: Cadre & Recruitment Rules framed for the employees of KRIDL.

Ref: Resolution of the 170th Meeting of the Board of Directors held on 13-07-2012.

** ** * ** * ** *

Karnataka Rural Infrastructure Development Limited(KRIDL) was incorporated as a limited company under the Companies Act, 1956 on the 8th of August 1974 mainly to undertake and carryout Rural Development Works entrusted to it by the Government Departments, Local bodies, Public Undertakings, Institutions, Individuals etc., are on its own and to provide assistance, advice and services including capital resources and technical managerial and other services. This Corporation in its infant stage depended mainly on the staff drawn from Government Department on deputation basis and since their service conditions were governed by rules framed by KCSR, the need to have separate C&R Rules for the corporation was never felt.

In the early eighties as the workload of the corporation increased, many officers who were on deputation were absorbed into KRIDL service and recruitment of staff was made at various levels. Those who were taken on ad-hoc basis were given the status of regular employees. The Board of Directors in its Meeting held on 20-09-1996 had approved the Cadre & Recruitment Rules, includes chapters on important rules on seniority service conditions, discipline, leave etc., **However, action was missed out to seek the approval of the Government for the said rules.**

The Workload of the Corporation has increased over the years and subsequently many project offices have been created at various places. However, required number of posts have not been enhanced proportionately resulting in slow progress of work etc.


.....2

In order to overcome the above problems and to cope up with the present workload of the corporation and after taking into consideration of all aspects a revised Cadre & Recruitment Rules have been prepared by an expert. In this rule sufficient number of posts have been enhanced in various cadres and was placed before the Board of Directors at 170th Meeting held on 13-07-2012 for consideration and approval.

The Board accorded its approval to the said rules and resolved to seek approval of the Government.

In view of the reasons narrated above the draft Cadre & Recruitment Rules has been published in KRIDL Website www.kridl.gov.in at **downloads link.**

The Project officers of KRIDL are requested to inform all the employees about the publication of revised Cadre & Recruitment Rules. They may asked to furnish any objections and comments/ suggestions within 30 days from the date of Notification for the said rules. After finalizing the same, proposal will be sent to Government for approval.


Managing Director
KRIDL, Bangalore

To,

- All the General Managers, KRIDL, Bangalore.
- All the Joint Directors, KRIDL.
- All the Deputy Directors, KRIDL.
- All the Asst. Directors, KRIDL.

Cadre and Recruitment Rules

of

Karnataka Rural Infrastructure Development Limited

DRAFT
NOTIFICATION

No.KRIDL/EST/MF-170/2012-13

Dated :21/07/2012

In exercise of the powers conferred by Article 88 & clause (xx) of Article 89 of the Articles of Association of the Karnataka Rural Infrastructure Development Limited and with the previous s action of Government of Karnataka, the Karnataka Rural Infrastructure Development Limited here by makes the following Regulations, namely : -

CHAPTER - I
PRELIMINARY

1. **Title and commencement and application:-** (1) These regulations may be called Karnataka Rural Infrastructure Development Limited (Recruitment and Conditions of employees) Regulations 2012.

(2) They shall come into force from the date of their publication in the official gazette.

(3) These regulations apply to all regular and temporary employees of the company. The persons taken on contract basis shall be governed by the specific conditions of the respective contracts.
2. **Definitions:-** In these regulations, unless the context otherwise requires –
 - (a) 'Act' means the Companies Act.1956 (Central Act. 1 of 1956)
 - (b) 'Appointing authority' in relation an employee means
 - i) The authority empowered to make appointments to the post which the employee for the time being holds, or
 - ii) The authority which appointed the employee to such service, grade or post, as the case may be whichever authority is the highest authority.

- (c) 'Board of Directors' means Board of Directors Company.
- (d) 'Company' means the Karnataka Rural Infrastructure Development Limited Registered under Companies Act 1956.
- (e) 'Chairman' means the Chairman of the Board of Directors.
- (f) 'Director' means the Member of the Board of Directors of the Company.
- (g) 'Disciplinary Authority' in relation to the imposition of penalty on an employee means, the authority competent under these regulations to impose on him that penalty ;
- (h) 'Employee' means a person in the service of the Company other than a person employed on daily Wages or on special contract or on deputation from Department of Central/State Government or Local Authorities, Central/State Public Sector Undertaking etc;
- (i) 'Managing Director' means the Managing Director of the Company.
- (j) 'Qualifying Examination' means the examination or the examinations prescribed, in the regulation, in respect of any post as the minimum qualification for Direct Recruitment.
- (k) 'Regular Employee' means an employee who has been declared to have completed the period of probation to the satisfaction of the appointing authority and is holding the post which has been declared has regular post by the Board.
- (l) 'Schedule' means the schedule appended to these regulations.
- (m) 'Secretary' means the Secretary of the Company.
- (n) 'Sub-Committee' means the Sub-Committee appointed by the Board of Directors.

CHAPTER - II

3. Classification of Services:

The service personnel of the Company shall be classified as follows:

- (a) Group - A
- (b) Group - B
- (c) Group - C
- (d) Group - D

CHAPTER – III**4. Procedure and Method of Recruitment:-**

- (i) The Board of Directors shall from time to time determine the cadre strength of the employees, both regular employees and temporary employees under the various categories, required for carrying out the functions of the Company. Any change in the Cadre Strength shall be made with the previous approval of the State Government. The present cadre strength, method of recruitment, minimum qualification if any required for the posts shall be as specified in the Schedule-I.
- (ii) Appointment to all posts in the Company shall be,
(a) By Promotion or (b) Direct Recruitment, or
(b) Deputation from State/Central Government or Public Sector undertakings or on contract basis.
- (iii) (a) In case of Appointment by Direct Recruitment for Group “A”, “B” and Group “C” selections shall be made as follows:-

50% of the total percentage of marks secured in the qualifying examination.

50 marks for written test.”

Total - 100

Provided that in respect of Direct Recruitment to the posts of Drivers and Group “D”, method of Recruitment shall be by selection on the basis of percentage of total marks obtained in the Qualifying Examination.

- (b) All Direct Recruitment to posts shall be made by giving wide publicity by inviting applications in a widely circulated leading regional news papers.

- (iv) Reservation of vacancies both for direct recruitment as well as promotions in respect of Ex-Servicemen, Physically handicapped persons, Scheduled Caste and Scheduled Tribe and other backward classes shall be governed by the orders of the State Government in this behalf issued from time to time and the Karnataka Scheduled Caste and Scheduled Tribe and other backward classes (Reservation of appointments and post) Act.1991.
- (v) The Managing Director shall accord Promotions, duly considering their performance and passing of Service examinations prescribed for the relevant post specified in Schedule-II.
- (vi) Appointment of dependents of employees deceased while in service, on compassionate grounds, shall be governed by the orders or rules made by the State Government in this behalf issued from time to time.
- (vii) The following provisions shall apply for direct recruitment.
 - (i) The maximum age for direct recruitment shall be governed by the Karnataka Civil Services (General Recruitment) Rules, 1977 and the minimum age shall not be less than eighteen years;
 - (ii) All direct recruits shall have to execute a bond to serve the Company for a minimum period of five years from the date of appointment;
 - (iii) The general conditions relating to nationality etc. Shall be the same as in case of employees of the State Government.

5. Appointing Authority:-

- (i) Appointments to Group – A (senior scale) posts shall be made by the Board and to the Group – A (junior scale), Group – B, Group – C and Group – D posts shall be made by the Managing Director in accordance with the regulation-4.

Probation:- All candidates selected through direct recruitment to the Company to any of the category of posts specified in regulation 4, shall be on probation for a period of two years from the date of his Appointment. Every employee appointed through promotion shall be on one year officiating Period.

6. Medical Certificate:- Every candidate selected through direct recruitment to any of the post in the Company shall before joining duty in that post be required to furnish a Medical Certificate issued by :-

- (a) In the case of person to be appointed in Group 'A' or 'B' posts, from a District Surgeon or any other Government Medical Authority of equivalent status.
- (b) In the case of a person to be appointed to Group 'C' or 'D' posts, from any Assistant Surgeon Grade-I or any other Government Medical Authority of equivalent status.

Provided that no certificate need the furnished by a person who is to be appointed by deputation from Central/State Government or a Public Sector Undertaking or any other Institution owned and/or controlled by Government.

7. Notice required for Leaving Service of the Company:- Subject to the provisions of regulation 6, no employee of the Company shall resign or discontinue the service in the Company until the Company is given three months Notice in writing and the period of notice has expired or the employee shall be liable to pay to the Company, as compensation, a sum equal to his basic pay for the period by which the said notice falls short of the notice period of three months.

Provided that the Managing Director may waive off payment of such compensation, if an employee gives three months notice of intention to resign, the management may accept the resignation and relieve him from duty on the day such notice is to come into effect. The management may accept such notice without three-months notice time in lieu of three months basic pay.

Provided further that such resignation shall not be accepted, in cases;-

- (i) Where disciplinary / criminal proceedings are pending against the employee concerned.
- (ii) If there are dues to be recovered from such an employee.

Provided also that the resignation of an employee who is under bond may be accepted at the expiry of the bond period or on payment of compensation of a sum equal to his basic pay for the period of six months or for the actual balance period of the bond whichever is lower.

8. Superannuation/Invalidation/Retirement:- (i) Every employee of the Company shall retire on the date on which, he attains the age of Sixty (60) years.

(ii) Employee can also be retired on grounds of physical disability certified by the competent Medical Authority. The Rules in this behalf applicable to State Government employees Mutatis Mutandis shall apply to employees of Company. A Sub-committee formed by the Board shall review the cases of retirement of person on physical disability.

9. Pay and other Allowances:- The pay and other Allowances like Special pay, Project allowance, Washing allowance and medical allowances equivalent as are applicable to employees of the State Government shall be applicable to the employees of the Company.

10. Services not Pensionable:- The employees of the Company are not entitled for pension. The employees shall be eligible for Employees Provident Fund, Gratuity as per the Gratuity Act.

11. Conduct: The provisions of the Karnataka Civil Services (Conduct) Rules, 1966 shall Mutatis Mutandis apply to the employees of the Company.

- 12. Application of the provisions of the Karnataka Civil Services (Classification, Control and Appeal) Rules, 1957:-** The provisions of the Karnataka Civil Services (Classification, Control and Appeal) Rules, 1957 shall mutatis mutandis apply to the employees of the Company subject to the modifications specified in these regulations.
- 13. Disciplinary Authority and Imposition of Penalties :-**
- (1) An employee who commits breach of these regulations or who display negligence, inefficiency or indolence or who knowingly does anything detrimental to the interests of the Company in conflict with its instructions or who commits a breach of discipline or is guilty of any other acts of misconduct or who is convicted of any offence, shall be liable to any one or more of the penalties provided in rule 8 of the Karnataka Civil Services (Classification, Control and Appeal) Rules, 1957.
- 14. Leave and leave salary:-** The provisions of the Karnataka Civil Services Rules and Government orders in respect of Casual leave, Earned leave, Half pay leave, Commuted leave, Leave not due, Extra ordinary leave and Maternity leave, Encashment of earned leave and leave salary shall mutatis mutandis apply to the Employees of the Company.
- 15. Grant of advance :-** Subject to any special resolutions made by the Board of Directors in this regard the grant of advance like House Building/Purchase/Computer Advance and Advance of purchase of Motor Car/Motor Cycle/Bicycle shall be in accordance with the State Government rules as amended from time to time.
- 16. Conveyance Allowance :-** Subject to any special resolutions made by the Board of Directors in this regard Conveyance Allowance payable to employees of the Company shall be in accordance with State Government Rules as amended from time to time.

CHAPTER - IV

17. Application of other rules :- (1) The provisions of the Karnataka Civil Service Rules, the Karnataka Civil Service (General Recruitment) Rules, 1977, the Karnataka Civil Service (Probation) Rules, 1977, in so far as they are not inconsistent with provisions of these regulations shall mutatis mutandis apply to the employees of the Company.

(2) All other rules governing the conditions of service and in the matter of Seniority, Promotion, Performance Report, Time Bound Advancement, Service and Kannada Language examination, declaration of Assets and Liabilities statement by the employees, or any other appropriate Rules and Guidelines of the State Government and the guidelines laid down by the State Government from time to time shall mutatis mutandis apply to the employees of the Company.

18. Repeal and Savings:- (1) Karnataka Land Army Corporation Cadre and Recruitment Rules 1996 are hereby repealed.

Provided that the repeal shall not effect;

- (a) The previous operation of the regulations so repealed; or anything duly done or suffered there under or
- (b) Any penalty forfeiture or punishment incurred in respect of any offence committed against any regulation so repealed, or
- (c) Any Investigation or legal proceedings or remedy in respect of any such liability or penalty forfeiture or punishment as aforesaid; any such investigation, legal proceeding may be instituted, continued, or enforced and any such penalty or punishment may be imposed as if such regulation had not been repealed.

Provided further that anything done or any action taken (including enquires, legal proceedings, investigations) shall be deemed to have been done or taken under the corresponding provisions of these regulations and shall continue to be in force accordingly unless and until superseded by anything done or any action taken under these regulations.


MANAGING DIRECTOR
Karnataka Rural Infrastructure Development Limited

PROPOSED SCHEDULE - I

(See Regulations 4 (i))

Sl. No.	Category of post and Scale of pay	No. of posts	Method of recruitment	Minimum qualification & experience
1	2	3	4	5
	GROUP - A			
1	Managing Director	1	To be appointed by Government by deputation of a senior scale or junior scale officer from the Indian Administrative Service.	--
2	Chief Engineer (Rs.24450-600-26250-675-30300-750-31800)	5	By promotion from the cadre Superintendent Engineer.	For promotion:- Must have put in a service of not less than 5 years in the cadre of Superintendent Engineer.
3	General Manager (Finance) (Rs.20025-525-22650-600-26250-600-26250-675-26925)	1	By deputation of an officer in the cadre of Joint Controller from the State Accounts Department or Deputation an officer from Public Sector undertaking holding equivalent post.	For deputation:- From Public sector Undertaking, Must be a member of the Institute of Chartered Accountants in India

Sl. No.	Category of post and Scale of pay	No. of posts	Method of recruitment	Minimum qualification & experience
1	2	3	4	5
4	Superintendent Engineer (Rs.20025-525-22650-600-26250-600-26250-675-26925)	8	By promotion from the cadre of Executive Engineer. Who have been promoted from Assistant Executive Engineer (Grade-I)	For promotion:- Must have put in a service of not less than 5 years in the cadre of Executive Engineer.
	1. BBMP-1			
	2. BBMP-2			
	3. Bangalore region (Bangalore Urban & Rural, Tumkur, Ramnagar, Kolar & Chickballapur Districts)			
	4. Mysore region (Mysore, Mandya, Hassan, Kodagu, Chamarajnar, Chickmagalur, Udupi, Dakshina Kannada Districts)			
	5. Chitradurga region (Bellary, Koppal, Davanagere, Chitradurga, Shimoga Districts)			
	6. Dharwad region (Dharwad, Haveri, Gadag, Uttara Kannada, Districts)			
	7. Belgaum region (Bijapur, Bagalkot, Belgaum Districts)			
	8. Gulbarga region (Bidar, Yadagir, Raichur & Gulbarga Districts)			

Sl. No.	Category of post and Scale of pay	No. of posts	Method of recruitment	Minimum qualification & experience
1	2	3	4	5
5	a. Deputy Director (Accounts) (Rs.18150-450-19500-525-22650-600-26250-675-26925)	1	By deputation of an officer in the cadre of Deputy Controller from the State Accounts Department.	
	b. Deputy Director (Technical Audit) (Rs.18150-450-19500-525-22650-600-26250-675-26925)	1	By posting of an Officer from the cadre of Executive Engineer	Must have put in a service of not less than 5 years in the cadre of Assistant Executive Engineer (Grade-I)
	c. Executive Engineer (works) (Rs.18150-450-19500-525-22650-600-26250-675-26925)	53	90% by promotion from cadre of Assistant Executive Engineer (Grade-I) 10% by promotion from the cadre of Assistant Executive Engineer (Grade-II)	For promotion:- Must have put in a service of not less than 5 years in the cadre of Assistant Executive Engineer (Grade-I) / (Grade-II)
	d. Executive Engineer (Architecture)	1	By promotion from the cadre of Assistant Executive Engineer (Grade-I) (Arch)	For promotion:- 1. Must be a holder of degree in Architecture awarded by a University established by Law in India. 2. Must have put in service of not less than 5 years in the cadre of Assistant Executive Engineer (Grade-I) (Arch).
			If no suitable candidate is available for promotion by direct recruitment (on contract)	For direct recruitment:- 1. Must be holder of degree in Architecture awarded by a University established by Law in India 2. Must have experience not less than 5 years in a reputed Organization/ Company recognized by Government 3. Age: should not be more than 45 years.
	e. Executive Engineer (Quality Control)	1	By posting of an officer from the cadre of Executive Engineer	Must have put in a service of not less than 5 years in the cadre of Assistant Executive Engineer (Grade-I)
	f. Executive Engineer (IT)	1	By promotion	For promotion :- Must have put in service of not less than 5 years in the cadre of Assistant Executive Engineer (IT)

Sl. No.	Category of post and Scale of pay	No. of posts	Method of recruitment	Minimum qualification & experience
1	2	3	4	5
6	Company Secretary (Rs.18150-450-19500-525-22650-600-26250-675-26925)	1	By direct recruitment or on contract basis	For direct recruitment :- 1. Must be holder of degree awarded by a University established by Law in India 2. Should be an Associate member of the Institute of Company Secretaries of India (ACS) 3. Must have experience of not less than 5 years in a reputed Commercial Organization.
7	Administrative Officer (Rs.20025-525-22650-600-26250-675-26925/- OR Rs.15200-400-16800-450-19500-525-22650-600-25650)	1	By deputation of an Officer in the cadre of KAS Senior/Junior scale .	
8	a. Assistant Executive Engineer (Grade-I) (Rs.14050-350-14400-400-16800-450-19500-525-22650-600-25050)	81	100% by promotion from the cadre of Assistant Engineer (Grade-I).	For promotion:- 1. Must have put in a service of not less than 5 years in the cadre of Assistant Engineer (Grade-I)
	b. Assistant Executive Engineer (Grade-I) (Arch) (Rs.14050-350-14400-400-16800-450-19500-525-22650-600-25050)	1	By promotion from the cadre of Assistant Engineer (Grade-I) (Arch) if no suitable candidate is available for promotion by direct recruitment.	For promotion:- 1. Must have put in a service of not less than 5 years in the cadre of Assistant Engineer (Arch)
				For direct recruitment:- 1. Must be holder of a degree in Architecture awarded by a University established by Law in India. 2. Must have experience of not less than 5 years in a reputed construction company.

Sl. No.	Category of post and Scale of pay	No. of posts	Method of recruitment	Minimum qualification & experience
1	2	3	4	5
	c. Assistant Executive Engineer (Grade-I) (Structural Design) (Rs.14050-350-14400-400-16800-450-19500-525-22650-600-25050)	2	By promotion From the cadre of Assistant Engineer (Grade-I) If no suitable candidates is available for promotion by direct recruitment.	By promotion :- 1. Must possess BE degree + ME/M.Tech degree in Structural Engineering awarded by a University established by Law in India. 2. Must have worked as Assistant Engineer (Grade-I) for a minimum period of not less than 7 years in Design or Structural wing of KRIDL
				For direct recruitment:- 1. Must be holder of ME/M.Tech degree in Structural Engineering 2. Must have worked for not less than 5 years in a reputed Industrial/Commercial Construction company.
	d. Assistant Executive Engineer (Grade-I) (Electrical) (Rs.14050-350-14400-400-16800-450-19500-525-22650-600-25050)	1	By promotion from the cadre of Assistant Engineer Grade-I (Electrical). If no suitable candidate is available for promotion, by direct recruitment.	For promotion:- Must have worked for not less than 7 years as Assistant Engineer (Grade-I) (Electrical.) For direct recruitment 1. Must be a holder of a B.E Degree in Electrical Engineering awarded by a University established in Law in India. 2. Must have experience not less than 5 years in a reputed Industrial/Commercial construction company.
	e. Assistant Executive Engineer (Grade-I) (IT) (Rs.14050-350-14400-400-16800-450-19500-525-22650-600-25050)	2	By direct recruitment.	For direct recruitment 1. Must be a holder of a B.E Degree in Computer Engineering/Information Science/Electronics & Communication Engineering awarded by a University established in Law in India. 2. Must have experience not less than 5 years in a reputed IT company.

Sl. No.	Category of post and Scale of pay	No. of posts	Method of recruitment	Minimum qualification & experience
1	2	3	4	5
9	a. Assistant Executive Engineer (Grade-II) (Rs.14050-350-14400-400-16800-450-19500-525-22650-600-25050)	44	By promotion from the cadre of Assistant Engineer (Grade-II) if no suitable candidate is available for promotion, by deputation of a suitable Assistant Executive Engineer Division-II from State/Central Government/Public sector undertaking.	For promotion:- 1. Must be holder of a Diploma in Civil Engineering awarded by the Board of Technical Education in the state 2. Must have put in a service of not less than 7 years as Assistant Engineer (Grade-II)
				For deputation: Must have experience in similar capacity or equivalent post for not less than 3 years.
	b. Assistant Executive Engineer (Grade-II) (Workshop) (Rs.14050-350-14400-400-16800-450-19500-525-22650-600-25050)	1	By promotion from the cadre of Assistant Engineer (Grade-II)	For promotion 1. Must be holder of a Diploma in Mechanical Engineering awarded by the board of Technical Education in State. 2. Must have worked as Assistant Engineer (Grade-II)/Junior Engineer for not less than 10 years and with a minimum of 5 year experience in Hqrs/Chitradurga Workshop
10	Public Relations Officer/Liaison Officer (Rs.15200-400-16800-450-19500-525-22650-600-25650)	1	By deputation of KAS (Junior scale) officer or an officer of equivalent cadre from the State Information Department.	-
11	a. Assistant Engineer (Grade-I) (Rs.11400-300-12300-350-14400-400-16800-450-19500-525-21600)	109	75% by direct recruitment or deputation of Assistant Engineer from State/Central Government/Public sector undertaking and	For direct recruitment: Must be holder of B.E degree in Civil/ Electrical/ Environmental/Mechanical Engineering awarded by a University established by Law in India or must be holder of diploma certificate from a recognized Institute of Engineers regarding pass in Parts A & B of AMIE in Civil or Mechanical Engineering.
			25% by promotion from the cadre of Graduate in service Junior Engineers if no suitable candidate is available for promotion such vacancies shall be filled by direct recruitment or deputation.	For promotion: Must have put in a service of not less than 5 years in the cadre of Junior Engineers
	b. Assistant Engineer (Architecture) (Rs.11400-300-12300-350-14400-400-16800-450-19500-525-21600)	2	By direct recruitment	For direct recruitment: Must be holder of a degree in Architecture awarded by a University established by Law in India or equivalent qualification recognized by Government.
	c. Assistant Engineer (Electrical) (Rs.11400-300-12300-350-14400-400-16800-450-19500-525-21600)	2	By direct recruitment	For direct recruitment: Must be holder of BE degree in Electrical Engineering awarded by a University established by Law in India or equivalent qualification recognized by Government.

Sl. No.	Category of post and Scale of pay	No. of posts	Method of recruitment	Minimum qualification & experience
1	2	3	4	5
	GROUP - B			
12	Audit Officer (Rs.14050-350-14400-400-16800-450-19500-525-22650-600-25050)	8	By promotion from cadre of Assistant Audit Officer	For promotion:- Must have put in a service of not less than 5 years in the cadre of Assistant Audit Officer
13	a. Assistant Engineer (Grade-II) (Rs.11400-300-12300-350-14400-400-16800-450-19500-525-21600)	75	By promotion from the cadre of Junior Engineer.	For promotion:- Must have put in a service less than 10 years as Junior Engineer.
	b. Assistant Engineer (Mechanical)(Grade-II) (Rs.11400-300-12300-350-14400-400-16800-450-19500-525-21600)	2	By posting of an Officer from the cadre of Assistant Engineer Grade- II	For transfer :- Must be a holder of diploma in Mechanical Engineering awarded by the Board Technical Education.
14	Assistant Audit Officer (Rs.11400-300-12300-350-14400-400-16800-450-19500-525-21600)	8	By promotion from cadre of Superintendent (Accounts)	For promotion:- Must have put in a service of not less than 5 years in the cadre of Superintendent (Accounts)
15	Executive Officer (Rs.10000-250-10500-300-12300-350-14400-400-16800-450-18150)		By posting from cadre of Superintendents	For transfer:- Must have put in service of not less than 7 years in the cadre of First Division Assistants.(Establishment)
16	Superintendent (Rs.10000-250-10500-300-12300-350-14400-400-16800-450-18150)		By Promotion from the cadre of First Division Assistants (Accounts)	For promotion:- Must have put in a service of not less than 7 years in the cadre of First Division Assistants. (Accounts)
	a) Superintendent (Accounts)	42		
	b) Superintendent (Establishment)	9	By promotion from the cadre of First Division Assistant (Establishment) and Stenographers in the ratio 14:1 every 15th vacancy shall be filled by promotion of Stenographers. If Stenographer with requisite experience is not available the post shall be filled from among the eligible First Division Assistants	For promotion:- Must have put in a service of not less than 7 years in the cadre of First Division Assistants. (Establishment) For promotion Must have put in a service of not less than 7 years in the cadre of First Division Assistant/Stenographers

Sl. No.	Category of post and Scale of pay	No. of posts	Method of recruitment	Minimum qualification & experience
1	2	3	4	5
	GROUP-C			
17	Junior Engineer (Rs.8825-225-9500-250-10500-300-12300-350-14400-400-16000)	58	By direct recruitment or by deputation of a suitable Junior Engineer from the State/Central Government/Public sector undertaking.	For direct recruitment:- Must be holder of Diploma in Civil Engineering or Mechanical Engineering awarded by the Board of Technical Education.
18	Draughtsman (Rs.8825-225-9500-250-10500-300-12300-350-14400-400-16000)	4	75% by direct recruitment or by deputation of a suitable Draughtsman from the State/Central Government/Public sector undertaking. And	For direct recruitment:- Must be holder of Diploma in Civil Engineering or Diploma in Architecture awarded by the Board of Technical Education or equivalent qualification recognized by Government.
			25% by promotion of Tracers	For promotion:- Must have put in a service of not less than 10 years in the cadre of Tracers.
19	Computer Programmer Assistants (Rs.8825-225-9500-250-10500-300-12300-350-14400-400-16000)	2	By direct recruitment or Contract	For direct recruitment: Must be holder of B.Sc degree in Computer Science awarded by a University established by Law in India or Diploma in Computer Engineering awarded by the Board of Technical Education.
20	Stenographers (Rs.7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350)	5	50% by direct recruitment	For direct recruitment:- 1. Must have passed SSLC. 2. Should have passed Senior Short Hand and Senior Typewriting examination in Kannada & English conducted by the Department of Public Instruction 3. Basic course in Computer from an Institution recognized by Government 4. Must have work experience not less than 2 years.
			and	Desirable Diploma in Commercial practice awarded by the Board of Technical Education.
			50% promotion from the cadre of Typists.	For promotion:- 1. Must have put in a service of not less than 7 years in the cadre of Typists 2. Must have passed Senior Short Hand Examination in Kannada & English conducted by the Department of Public Instruction or Diploma in Commercial practice awarded by the Board of Technical Education.

Sl. No.	Category of post and Scale of pay	No. of posts	Method of recruitment	Minimum qualification & experience
1	2	3	4	5
21	<p>First Division Assistant (Rs.7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350)</p> <p>a) First Division Assistant (Accounts)</p>	90	100% by direct recruitment	<p>For direct recruitment:-</p> <ol style="list-style-type: none"> 1. Must be a holder of degree in commerce awarded by a University established by Law in India. 2. Basic course in Computer from an Institution recognized by Government
	<p>b) First Division Assistant (Establishment)</p>	53	<p>50% by direct recruitment</p> <p>50% by promotion from the cadre of Second Division Assistant, (Establishment) Store Keepers and Typists in the ratio of 9:4:1 (SDA's -85%, Typist 15%)</p>	<p>For direct recruitment:-</p> <ol style="list-style-type: none"> 1. Must be holder of degree awarded by a University established by Law in India 2. Basic course in Computer from an Institution recognized by Government. <p>For promotion:-</p> <ol style="list-style-type: none"> 1. Must have put in a service of not less than 7 years in the cadre of SDA (Establishment) /Store keeper/Typist. 2. Basic course in Computer from an Institution recognized by Government.
22	<p>Secretarial Assistant (Rs.7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350)</p>	1	By Direct Recruitment	<p>For direct recruitment:-</p> <ol style="list-style-type: none"> 1. Must be a holder of degree awarded by a University established by Law in India. 2. Basic course in Computer from an Institution recognized by Government 4. Must have work experience not less than 2 years.
23	<p>Senior Drivers (Rs.7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350)</p>	25	By promotion from the cadre of Drivers	<p>For promotion:- Must have put of not less than 10 yrs in the company .</p>

Sl. No.	Category of post and Scale of pay	No. of posts	Method of recruitment	Minimum qualification & experience
1	2	3	4	5
24	<p>Second Division Assistant (Rs.5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500)</p> <p>a) Second Division Assistant (Establishment)</p>	40	<p>90% by direct recruitment for Establishment.</p> <p>10% by Promotion from any of the cadres in Group-D services on the basis of Seniority, Seniority being determined by treating a person holding a post carrying a higher scale of pay, Senior to a person holding a post carrying a lower scale of pay seniority inter-se among persons holding a post carrying the same scale of pay being determined on the basis of length of service in respective cadres.</p>	<p>For direct recruitment:-</p> <ol style="list-style-type: none"> 1. Must have passed II PUC conducted by the Board establish by law in India. 2. Basic course in Computer from an Institution recognized by Government. <p>For promotion:-</p> <ol style="list-style-type: none"> 1. Must have SSLC 2. Basic course in Computer granted by an Institution recognized by Government 3. Must have a service is not less than 7 years in any of Group-D cadres.
25	<p>Typists (Rs.5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500)</p>	10	90% by direct recruitment	<p>For: direct recruitment:-</p> <ol style="list-style-type: none"> 1. Must have passed SSLC. 2. Must have passed Senior Grade Typewriting examination in English & Kannada conducted by the Department of Public Instruction 3. Basic course in Computer from an Institution recognized by Government.
			10% by promotion from the cadre of Peons/Attenders	<p>For: promotion:-</p> <ol style="list-style-type: none"> 1. Must have passed SSLC examination 2. Must have passed Senior Typewriting examination in English & Kannada conducted by the Department of Public Instruction 3. Basic course in Computer from an Institution recognized by Government 4. Must have put in a service of not less than 7 years in the cadre of Peon/Attenders

Sl. No.	Category of post and Scale of pay	No. of posts	Method of recruitment	Minimum qualification & experience
1	2	3	4	5
26	Tracers (Rs.6250-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500-300-12000)	7	75% by direct recruitment	For direct recruitment:- 1. Must be passed SSLC 2. Should be holder of an ITI certificate from the State Council of vocational Education and 3. Must have experience not less than 2 years in the Civil construction side.
			and	
			25% by promotion from the cadre of Work Inspector	For promotion 1. Must possess ITI certificate or must have pass drawing examinations conducted by State council/Polytechnic and other recognized Institutions 2. Must have put in a service of not less than 5 year in the cadre of Work Inspector.
27	Work Inspector (Rs.5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500)	225	By direct recruitment	For direct recruitment:- 1. Should be holder of an ITI certificate/Diploma from State Council of vocational Education in Building construction and Road Technology 2. Must have experience of not less than 2 years in the Civil construction side.
28	Driver (Rs.5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500)	53	By direct recruitment	For direct recruitment:- 1. Must have passed SSLC 2. Should possess valid Driving License for driving heavy and light motor vehicles 3. Should have a minimum 3 years driving experience

Sl. No.	Category of post and Scale of pay	No. of posts	Method of recruitment	Minimum qualification & experience
1	2	3	4	5
	GROUP - D			
29	Jamedar (Rs.5500-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500)	15	By Promotion from the cadre of Attenders	For promotion:- 1. Must have put in a service of not less than 5 years in the cadre of Attenders.
30	Attender (Rs.5200-100-6000-125-6500-150-7100-175-7800-200-8200)	40	By Promotion from the cadre of Peons/Watchman/Sweepers on the basis of combined Seniority.	For promotion:- 1. Must have put in a service of not less than 7 years in the cadres specified in Column(4) 2. Sweeper should have passed VIIth Standard.
31	Peon (Rs.4800-100-6000-125-6500-150-7100-175-7275)	57	By direct recruitment	For direct recruitment:- Must have passed SSLC.
32	Watchman (Rs.4800-100-6000-125-6500-150-7100-175-7275)	100	By direct recruitment	For direct recruitment:- Must have passed SSLC.
33	Sweeper (Rs.4800-100-6000-125-6500-150-7100-175-7275)	20	By direct recruitment	For direct recruitment:- Must have passed 7 th Standard.


MANAGING DIRECTOR
 Karnataka Rural Infrastructure Development Limited

SCHEDULE – II

The Service examinations prescribed for various posts are indicated hereunder:

Sl. No.	Post	Service Examinations
1.	Superintendent Engineer	-
2.	Executive Engineer	-
3.	Assistant Executive Engineer Grade-I Assistant Executive Engineer Grade-II	i. General Law Part I & II ii. Accounts Higher iii. PWD Higher Part I & II
4.	Assistant Engineer, Works ARCH /ELEC/ Mech-Grade-I,/II	i. Accounts Higher ii. PWD Higher Part I & II
5.	Junior Engineer	i. Accounts Higher ii. PWD Higher Part I & II
6.	Superintendents Accounts/Establishment	i. Account Higher ii. PWD Higher Part I & II iii. General Law Part I & II
7.	Tracers and Draughtsman	i. Kannada Exam
8.	First Division Assistants Stenographers	& i. Account Higher ii. PWD Higher Part I
9.	Second Division Assistant and Typist	i. Accounts Lower ii. PWD Lower

- Note: 1. Pass in Kannada language examination conducted by KPSC or Pass in SSLC with Kannada as the medium or as second language.
2. The syllabus for the Service Examinations prescribed for the various posts shall be as specified in the KCS (Service and Kannada Language examination) Rules 1974.


MANAGING DIRECTOR
Karnataka Rural Infrastructure Development Limited