

NOTIFICATION

**Cadre and Recruitment Rules of Karnataka Rural
Infrastructure Development Limited**

** ** * ** * **

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., or on its own and to provide assistance, advice and Services including Capital Resource and Technical Consultancy services.

The Board of Directors in its Meeting held on 20-09-1996 have approved the Cadre & Recruitment Rules, which includes Chapters on important Rules on seniority, service conditions, discipline leave etc.,

A revised Cadre & Recruitment Rules were prepared and was placed before the Board of Directors at 173rd Meeting held on 18-12-2013 for consideration and approval. The Board after careful consideration of the proposal had resolved to constitute a Sub-Committee headed by the Managing Director, KRIDL and the representatives from the Finance Department, Department of Personnel and Administrative Reforms, Rural Development and Panchayath Department, Chief Engineer, PRED as members and Deputy Finance Officer, KRIDL as member Secretary, and thereafter to place the same before the Board for consideration.

The draft Cadre & Recruitment of the company prepared by the Sub-committee was placed before Board of Directors at 174th Meeting held on 03-03-2014 for consideration. The Board had gone through the draft Cadre & Recruitment Rules of the Company and suggested certain modifications to the said draft Cadre & Recruitment Rules. The Board unanimously resolved and accorded to approve the draft Cadre & Recruitment Rules of the Company and that the approved draft Cadre & Recruitment Rules suitably incorporating the suggestions of the Board be

published in the notice Board and website of the Company inviting objections/ suggestions from the Employees and Associations on the draft approved Cadre & Recruitment Rules of the Company.

As directed by the Board, the draft Cadre and Recruitment Rules was published at all the Divisions, Sub-divisions of the Corporation (including website of the company) seeking objections and suggestions within 15 days from the date of Notification. However, subsequently the last date for submission suggestions/ comments was extended for another 30 days considering the request of Unions and employees of the organization.

The draft Cadre & Recruitment Rules along with the objections and suggestions was got examined by the Sub-committee already constituted for this purpose. The final draft of the Cadre and Recruitment Rules prepared considering the recommendations of the Sub-committee was again placed in 175th Board Meeting for approval. The Board had a detailed discussion and examination on the recommendations of the Sub-Committee along with the final Cadre & Recruitment Rules. The Board also directed to come with financial implication and justification for the post abolished and to be created and for increasing number of posts and the same to be placed in next Board Meeting.


The Board in its 176th Meeting has accorded approval for creation of additional posts for existing cadre and new cadre. The Board with the modifications and corrections approved the Cadre Recruitment Rules of KRIDL. The Board authorized the Managing Director to submit the final approved Cadre & Recruitment Rules of KRIDL for necessary approval by Govt., on behalf of the Board. As per the above decisions a proposal has been sent to Government to accord approval for Cadre & Recruitment Rules of KRIDL vide this office letter dated 20-09-2014.

The Government of Karnataka vide its letter bearing No.ಸಂ.ಗ್ರಾಅಪ 135 ಸೇಶಿಕಾ 2015 ಬೆಂಗಳೂರು dated 24-11-2015 have accorded approval for Cadre & Recruitment Rules of KRIDL that too after having the concurrence of the Finance Department and Department of Personnel and Administrative

Reforms. This Cadre & Recruitment Rules will be effective from 24-11-2015 as approved by the Government.

The Cadre & Recruitment Rules is published in KRIDL website www.kridl.gov.in at downloads link.

Encl: Cadre & Recruitment Rules



(H.P.Prakash I.F.S)
Managing Director
KRIDL, Bangalore.

KARNATAKA RURAL INFRASTRUCTURE DEVELOPMENT LIMITED

Cadre & Recruitment Rules

SI No	Category of post & pay Scale	No. of posts	Method of recruitment	Minimum qualification	Remarks
1	2	3	4	5	6
Group-A					
1	Managing Director (Central Pay scale)	1	By posting of an officer belonging to super time scale from All India Services.		-
2	Chief Engineer (Civil) (48900-63600)	3	By promotion from the cadre of Superintending Engineer.	For Promotion:- Must have put in a service of not less than 2 years in the cadre of Superintending Engineer.	-
3	Chief Administrative Officer (44250-60600)	1	By deputation of an officer belonging to Karnataka Administrative Service not below the rank of Senior scale. Or Any officer not below the rank of Senior Scale belonging to State Civil Service.		-
4	Chief Finance Officer (40050-56550)	1	By deputation of an officer not below the rank of Joint Controller from the State Accounts Department. or An officer from State Public Sector Undertaking holding equivalent cadre..	For Deputation:- Of an officer from State Public Sector undertaking must be a member of Institute of Chartered Accountants in India.	-
5	Superintending Engineer (Civil) (40050-56550)	5	By promotion from the cadre of Executive Engineer (Civil).	For Promotion :- Must have put in a service of not less than 3 years in the cadre of Executive Engineer(Civil).	-
6	Executive Engineer (Civil) (36300-53850)	35	By promotion from the cadre of Assistant Executive Engineer (Civil) (Grade-I).	For Promotion:- Must have put in a minimum of 3 years service as Assistant Executive Engineer (Civil) (Grade-I).	-



SI No	Category of post & pay Scale	No. of posts	Method of recruitment	Minimum qualification	Remarks
1	2	3	4	5	6
7	Deputy Architect (36300-53850)	1	By Promotion from the cadre of Senior Architect	For Promotion:- Must have put in a minimum of 3 years service as Senior Architect	-
8	Deputy Finance Officer (36300-53850)	1	By deputation of an officer in the cadre of Deputy Controller from State Accounts Department.		-
9	Company Secretary (36300-53850)	1	By direct recruitment/ Deputation OR On Contract Basis.	For Direct Recruitment/ Deputation OR On Contract Basis:- a) Graduate from a recognized university established by law in India. b) Should be an Associate member of the Institute of Company Secretaries of India. c) Preferably with 3 years of experience as Company Secretary. Direct recruitment/ Deputation OR On Contract Basis is for 3 years. It can be extended up to 5 years with approval of Board.	-
10	Audit Officer (28100-50100)	9	By promotion from the cadre of Superintendents (Accounts) OR If no suitable person is available for promotion, by deputation.	For Promotion :- a) Must have put in a service of not less than 5 years in the cadre of Superintendents(Accounts) b) If persons with 5 years of service are not available then persons with minimum 3 years of service may be considered for promotion. For Deputation:- A person not below the rank of Assistant Controller from State Accounts Department can be considered.	-
11	Assistant Executive Engineer (Grade-I) (Civil) (28100-50100)	75	90% by promotion from the cadre of Assistant Engineer (Grade-I) and 10% by direct recruitment.	For Promotion:- a) Must have put in a service of not less than 5 years in the cadre of Assistant Engineer (Grade-I). b) If persons with 5 years of service are not available then persons with minimum 3 years of service may be considered for promotion. For Direct Recruitment:- Must be holder of Degree in Civil Engineering of a recognized University established by Law in India	-

SI No	Category of post & pay Scale	No. of posts	Method of recruitment	Minimum qualification	Remarks
1	2	3	4	5	6
12	Senior Architect (28100-50100)	1	By promotion from the cadre of Assistant Architect Or By direct recruitment.	For Promotion: a) Must have put in a service of not less than 5 years in the cadre of Assistant Architect. b) If persons with 5 years of service are not available then persons with minimum 3 years of service may be considered for promotion For Direct Recruitment:- a) Must be holder of Degree in Architecture of a recognized University established by Law in India. b) Minimum 3 years of experience in the field of Architecture.	-
13	Assistant Executive Engineer (Structural Design) (28100-50100)	2	By promotion from the cadre of Assistant Engineer (Grade-I).	For Promotion :- a) B.E. (Civil) and M.E./ M.Tech in Structural Engineering, must have put in a service not less than 5 years in the cadre of Assistant Engineer (Grade-I) & must have worked for a minimum period of 5 years in Design/ Structural wing of KRIDL. b) If persons with 5 years of service are not available, then persons with minimum 3 years of service as Assistant Engineer (Grade-I) and must have worked for period of 3 years in Design/ Structure wing of KRIDL may be considered for promotion.	-
14	Assistant Executive Engineer Grade-1 (Electrical) (28100-50100)	1	By promotion from the cadre of Assistant Engineer Grade-1 (Electrical) .	For Promotion :- a) Graduate Electrical Engineers who have put in not less than 5 years in the cadre of Assistant Engineer Grade-1 (Electrical). b) If persons with 5 years of service are not available then persons with minimum 3 years of service may be considered for promotion.	-

SI No	Category of post & pay Scale	Existing No. of posts	Method of recruitment	Minimum qualification & experience	Remarks
1	2	3	4	5	6
15	Senior Programmer (28100-50100)	1	By direct recruitment.	For direct recruitment a) Must be holder of Degree in Computer Science/Information Technology Engineering of a recognized University established by Law in India. b) Preferably 3 years experience in IT sector	-
16	Assistant Executive Engineer (Grade-II) (Civil) (28100-50100)	15	By promotion from the cadre of Assistant Engineer (Grade-II) (Civil).	For Promotion:- a) Must have put in not less than 5 years of service in the cadre of Asst. Engineer (Grade-II) (Civil). b) If persons with 5 years of service are not available then persons with minimum 3 years of service may be considered for promotion.	-
17	Assistant Executive Engineer Grade-II (Mechanical) (28100-50100)	1	By promotion from the cadre of Assistant Engineer (Grade-II) (Mechanical)	For Promotion:- a) Must have worked as Assistant Engineer (Grade-II)(Mechanical) for a minimum period of 5 years and with a minimum of 3 years of work experience in Hqrs./ Chitradurga Workshop. b) If persons with 5 years of service are not available then persons with minimum 3 years of service may be considered for promotion.	-
18	Legal Officer	1	On Contract Basis:-	Retired Civil Judge of Sessions & District Courts	

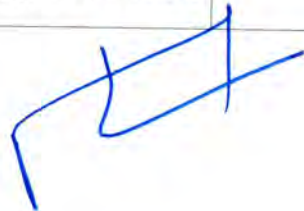
SI No	Category of post & pay Scale	Existing No. of posts	Method of recruitment	Minimum qualification & experience	Remarks
1	2	3	4	5	6
Group-B					
19	Assistant Engineer (Grade-I) (Civil) (22800-43200)	134	90% by Direct recruitment and 10% by promotion of Graduate in-service Junior Engineers who have put in not less than 5 years experience, If no suitable candidates are available for promotion from graduate Junior Engineers then, by Direct Recruitment.	For Direct Recruitment:- Must be holder of Degree in Civil Engineering of a recognized University established by Law in India. Note:- Post in Asst Engineer (Grade-I) in Structural wing in KRIDL shall be filled by posting an Assistant Engineer (Grade-I) (Civil) with M.E / M.Tech in Structural Engineering based on the option exercised by the Assistant Engineer (Grade-I) (Civil).	-
20	Assistant Engineer (Grade-II) (Civil) (22800-43200)	62	By promotion from the cadre of Junior Engineer.	For Promotion:- a) Must have put in a service of not less than 5 years in the cadre of Junior Engineer. b) If persons with 5 years of service are not available then persons with minimum 3 years of service may be considered for promotion.	-
21	Assistant Architect (22800-43200)	1	By direct recruitment.	For Direct Recruitment:- Must be holder of Degree in Architecture of a recognized University established by Law in India.	-
22	Assistant Engineer (Electrical) (22800-43200)	2	By direct recruitment.	For Direct Recruitment:- Must be holder of Degree in Electrical Engineering of a recognized University established by Law in India.	-
23	Assistant Engineer (Mechanical) (Grade-II) (22800-43200)	2			The posts gets abolished as and when the present incumbent gets promoted or retires from service.
24	Junior Programmer (Remuneration To be fixed by Competent Authority)	4	On Contract Basis.	On Contract Basis: a) Must be a holder of degree in Computer Engineering / Information Science/ Electronics & communication of a recognized University established by Law in India b) Preferably having experience for 3 years in an IT Company	

SI No	Category of post & pay Scale	Existing No. of posts	Method of recruitment	Minimum qualification & experience	Remarks
1	2	3	4	5	6
Group-C					
25	Executive Officer (21600-40050)	1			The post gets abolished as and when the present incumbent retires from service.
26	Superintendent (Accounts) (20000-36300)	35	25% By direct recruitment. 75% By promotion from the cadre of First Division Assistants. If no suitable person are available for promotion then by deputation	<p>For Promotion:- a) Must have put in a service of not less than 5 years in the cadre of First Division Assistant /Computer Assistants (Grade-I) (served minimum .one year as First Division Assistant) b) Must have passed SAS Exams. If persons with 5 years of service are not available then persons with minimum 3 years of service may be considered for promotion.</p> <p>For Deputation:- If no suitable candidates are not available for promotion, Accounts Superintendents from State Accounts Department can be considered..</p> <p>For Direct Recruitment:- a)Must be holder of Degree in Commerce (B.Com) of a recognized University established by Law in India b) Must have a knowledge of MS Office, & Accounting Software like Tally. Persons recruited should pass SAS exam within 2 years from the date of appointment</p>	-

Sl No	Category of post & pay Scale	Existing No. of posts	Method of recruitment	<u>Minimum qualification & experience</u>	Remarks
1	2	3	4	5	6
27	Office Superintendent (20000-36300)	4	By Promotion	<p>For Promotion: a) By promotion from the cadre of First Division Assistant and Computer Assistants (grade-1) in the ratio 14:1 every 14th vacancy shall be filled by promotion of Computer Assistants (Grade-1)</p> <p>If Computer Assistants (Grade-1) with requisite experience is not available the post shall be filled from among the eligible First Division Assistants.</p> <p>b) Must have put in a service of not less than 5 years in the cadre of First Division Assistant/Computer Assistants (Grade-I) (Must have served minimum one year as FDA)</p> <p>c) If persons with 5 years of service are not available then persons with minimum 3 years of service may be considered for promotion.</p> <p>An Irrevocable option from First Division Assistant/Computer Assistants (Grade-I) shall be obtained before considering for promotion as Office Superintendents to the effect that the candidate shall continue as Office Superintendent.</p>	The cadre of Secretarial Assistant merged with Office Superintendent cadre
28	Junior Engineer (Civil) (17650-32000)	49	By direct recruitment.	<p>For Direct Recruitment:- Must be holder of Diploma in Civil Engineering of a recognized Directorate of Technical Education</p>	

SI No	Category of post & pay Scale	Existing No. of posts	Method of recruitment	Minimum qualification & experience	Remarks
1	2	3	4	5	6
29	Draughtsman (17650-32000)	4	50% By promotion from the cadre of Tracers And 50% By direct recruitment If no eligible person is available for promotion then by direct recruitment.	For Promotion:- a) Must have put in a service of not less than 5 years in the cadre of Tracers. B0 If persons with 5 years of service are not available then persons with minimum 3 years of service may be considered for promotion For Direct Recruitment:- a)Must be holder of Diploma in Civil Draftsman ship / Architecture of a recognized Institution established by Law in India b) Auto CAD for 2D & 3D drawing is compulsory c) Auto CAD course should completed from Institution recognized by Law in India	-
30	Senior Work Inspector (14550-26700)	20	100% By promotion	For Promotion a) Must have put in a service of not less than 5 years of service in the cadre of work inspectors. b) If persons with 5 years of service are not available then persons with minimum 3 years of service may be considered for promotion	Senior Work Inspector cadre is created by upgrading 20 posts of Work Inspector
31	Computer Assistants (Grade-I) (14550-26700)	4	50% promotion from the cadre of Computer Assistants (Grade-II) and 50% direct recruitment.	For Promotion: a)Must have put in a service of not less than five years in the cadre of Computer Asst. Grade-II. b)If persons with 5 years of service are not available then persons with minimum 3 years of service may be considered for promotion. c)Must have passed 10+2 and must	-

SI No	Category of post & pay Scale	Existing No. of posts	Method of recruitment	<u>Minimum qualification & experience</u>	Remarks
1	2	3	4	5	6
				<p>posses "A" level Certificate in Course on Computer concepts, issued by any of the recognized Societies of DOEACC, an Autonomous Body of the Department of Information Technology, Ministry of Communications and Information Technology, Government of India Or Must posses a Diploma Certificate in Secretarial practice/ Commercial Practice issued by Directorate of Technical Education, Government of Karnataka and "O" level Certificate in course on Computer Concepts, issued by any of the recognized institutions of DOEACC, an information Technology, Ministry of Communications and Information Technology, Govt. of India. Provided that the present incumbents if any in the cadre of Typists (Computer Assistants (Grade-II)) shall be allowed a period of two years from the date of commencement of the KRIDL (Cadre & Recruitment Rules 2014) to acquire "O" level Computer Qualification so as to enable them for further promotion.</p> <p><u>For Direct Recruitment:</u> Must have passed 10+2 and must posses "A" level Certificate in Course on Computer. concepts, issued by any of the recognized Societies of DOEACC, an Autonomous Body of the Department of Information Technology, Ministry of Communications and Information Technology, Government of India.</p>	




SI No	Category of post & pay Scale	Existing No. of posts	Method of recruitment	Minimum qualification & experience	Remarks
1	2	3	4	5	6
				<p>Or Must possess a Diploma Certificate in Secretarial practice/ Commercial Practice issued by Directorate of Technical Education, Government of Karnataka and "O" level Certificate in course on Computer Concepts, issued by any of the recognized institutions of DOEACC, an information Technology, Ministry of Communications and Information Technology, Govt. of India</p>	
32	First Division Assistant. (14550-26700)	70	50% by direct recruitment and 50% by promotion from the cadre of Second Division Assistant.	<p>For Promotion:- a) Must have put in a service of not less than 5 years in the cadre of Second Division Assistant. b) If persons with 5 years of service are not available, then persons with minimum 3 years of service may be considered for promotion.</p> <p>For Direct Recruitment:- a) Must be holder of a degree awarded by a University established by Law in India b) A person with computer knowledge preferably MS Office, MS Excel, Tally is preferred.</p>	-
33	Senior Driver (14550-26700)	18	By promotion from the cadre of Driver.	<p>For Promotion:- Must have put in a service of not less than 10 years as Driver.</p>	-
34	Tracers (12500-24000)	7			It is proposed to abolish the posts as and when the present incumbents get promoted or retired from service.

SI No	Category of post & pay Scale	Existin g No. of posts	Method of recruitment	Minimum qualification & experience	Remarks
1	2	3	4	5	6
35	Store Keeper Grade-II (11600-21000)	--			The post is merged with the cadre of Second Division Assistants.
36	Second Division Assistant. (11600-21000)	106	90% by direct recruitment and 10% by Promotion from any of the cadres in Group-D services.	<p>For Direct Recruitment:-</p> <p>a) Pass in PUC or 10+2 b) Basic course in Computer c) computer knowledge preferably MS office, MS Excel, Tally is preferred.</p> <p>For Promotion:-</p> <p>a) Must have passed S.S.L.C. from the date of publication of C & R b) .Basic course in Computer conducted by an Institution recognized by Government c) Must have put in a service not less than 5 years in any of Group-D cadres.</p>	36 Posts from Store Keeper Gr-II is merged with Second Division Assistant cadre. Thus Cadre strength of SDA is 106
37	Computer Assistants (Grade-II) (11600-21000)	26			It is proposed to abolish the posts as and when the present incumbents get promoted or retired from service.
38	Work Inspectors (11600-21000)	91	60% By direct recruitment & 40% by promotion from the cadre of Assistant Work Inspector	<p>For Direct Recruitment:-</p> <p>a) Should be holder of an ITI certificate in Inspection and Quality Control Engineering</p> <p>For Promotion:-</p> <p>a) Must have put in a service of not less than 5 years in the cadre of Assistant Work Inspector. b) If persons with 5 years of service are not available, then persons with minimum 3 years of service may be considered for promotion.</p>	20 post is reduced in the strength consequent to up gradation to the new cadre of Senior Work Inspector

SI No	Category of post & pay Scale	Existing No. of posts	Method of recruitment	Minimum qualification & experience	Remarks
1	2	3	4	5	6
39	Drivers (11600-21000)	71	By direct recruitment	For Direct Recruitment:- a) Must have passed SSLC. b) Should possess valid Driving. License for driving heavy and light motor vehicles. c) Should have a minimum 3 years driving experience.	-
Group-D					
40	Jamedars (11000-19000)	6	By promotion from the Cadre of Attenders.	For Promotion:- a) Must have put in a service of not less than 5 years in the cadre of Attenders b) If persons with 5 years of service are not available, then persons with minimum 3 years of service may be considered for promotion.	-
41	Assistant Work Inspector (10400-16400)	112	By direct recruitment	For Direct Recruitment:- Should be holder of an ITI certificate in Inspection and Quality Control Engineering.	-
42	Helper (10400-16400)	1			The posts gets abolished as and when the present incumbent retires from service.
43	Attender (10400-16400)	30	By direct recruitment	For Direct Recruitment:- Must have passed 10 th Standard with working knowledge of Kannada	
44	Peons (9600-14550)	48	By direct recruitment	For Direct Recruitment:- Must have passed 7 th Standard with working knowledge of Kannada	

SI No	Category of post & pay Scale	Existing No. of posts	Method of recruitment	Minimum qualification & experience	Remarks
1	2	3	4	5	6
45	Watchman (9600-14550)	16	By direct recruitment	For Direct Recruitment:- Must have passed 7 th Standard with working knowledge of Kannada	
46	Sweeper (9600-14550)	11	By direct recruitment	For Direct Recruitment:- Must have passed 4 th Standard with working knowledge of Kannada	

The Government in their order dated 24-11-2015 given its consent to fill up, 5 posts of FDA, 5 posts of SDA, 5 posts of Group D and 5 posts of Data Entry Operators on Re-deployment basis..


(H.P. Prakash, IFS)
Managing Director,
KRIDL, Bangalore.