

**KARNATAKA STATE INDUSTRIAL & INFRASTRUCTURE
DEVELOPMENT CORPORATION LIMITED**

No. KSIIDC/CRR/2018-19/ 94-A - 2019 - 20

Date: 23/4/2019

NOTIFICATION

In exercise of the powers conferred on it, by Article 96 (xiv) read with Article 96(v) of the Articles of Association of the Corporation, the Board of Directors makes the following Regulations, namely: -

1. Title, commencement and application: -

1.1 These Regulations may be called the Karnataka State Industrial & Infrastructure Development Corporation Limited [Cadre and Recruitment] Regulations, 2018.

1.2 They shall come into force immediately on their publication.

1.3 They shall apply to all categories of posts in the Corporation, to the persons already appointed to any of such posts and in the service of the Corporation and to the persons to be appointed in the Corporation, except to the extent otherwise expressly provided under Articles of Association or these Regulations.

2. Definitions: - In these Regulations, unless the context otherwise requires:

2.1 "Applicant" means a person who has applied in response to an advertisement issued by the Corporation for recruitment to a post in the Corporation.

2.2 "Application Form" means the form prescribed by the Chairman and Managing Director or Managing Director, as the case may be for making the application for recruitment.

2.3 "Appointing Authority" means the authority empowered under these Regulations to make appointments.



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- 2.17 "Promotion" means appointment of an employee in the service of the Corporation from one cadre to a higher cadre or one post to a higher post in accordance with these Regulations.
- 2.18 "Recognized Qualification" means qualification recognized by Government of India or the State Government or any other competent authority authorized by Government of India or the State Government.
- 2.19 "Schedule" means the Schedule to these Regulations.
- 2.20 "Service" means service rendered in the Corporation.
- 2.21 All other words and expressions used but not defined in these Regulations shall have the same meaning as normally assigned to them.

3. Posts, their classification, strength and scales of pay:

- 3.1. The various cadres of posts in the Corporation, their classification, their strength and the scales of pay attached to them shall be as specified in the Schedule-I to these Regulations.
- 3.2 The cadre strength may be varied from time to time, with the approval of the Board, according to exigencies of circumstances.

4. Appointing authorities:

- 4.1 The Board of Directors shall be the appointing authority for Class-A.
- 4.2 The Chairman and Managing Director or Managing Director, as the case may be, shall be the appointing authority for Class- C and D cadres / Staff.

5. Methods of recruitment:

- 5.1 The Methods of Recruitment to various cadres in the Corporation shall be:

(a) By Direct Recruitment,



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- (b) By Promotion,
 (c) On Deputation
 (d) On Contract
 (e) On out-source

5.2 One or more methods of recruitment may be prescribed for a cadre, according to the requirement of the Corporation. Specific method or methods of recruitment, qualifications and experience to various cadres in the Corporation shall be as prescribed in Schedule-II to these Regulations.

6. **PROCEDURE FOR APPOINTMENT BY DIFFERENT METHODS**

6.1 **Appointment by direct recruitment.**

6.2 Selection of candidates for appointment by direct recruitment to the posts shall be made by one or more of the following methods.

6.3 On the basis of percentage of marks secured in qualifying examination and if more than one qualifying examination is prescribed, then on the basis of the average of the percentages of marks secured in the qualifying examinations;

OR

6.4 On the basis of the percentage of marks or average of percentages of marks, as the case may be, secured in the qualifying examination/s plus the marks secured in the interview, where an interview is also prescribed for selection;

6.5 On the basis of percentage of marks or the average percentage of marks as the case may be, secured in the qualifying examination/s and the marks secured in the written examination and/or interview, where such examinations and/or interview are also prescribed for selection; 30 marks for the qualifying exams 70 marks for the written exams

OR

6.6 On the basis of marks secured in the interview, where only interview is prescribed for selection.



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- 6.7 Among the above methods, the specific method or methods of selection to each cadre shall be as prescribed in the Schedule-II to these Regulations.

Provided that if no specific method or methods of recruitment is/are prescribed in Schedule-II to these Regulations, the method of recruitment shall be as prescribed in Rule 6.1. above.

7. Disqualification for appointment by direct recruitment:

- a) No person shall be eligible for appointment in the Corporation unless he is a citizen of India.
- b) No person who has more than one spouse living or who has married a person already having a spouse living shall be eligible for appointment.
- c) No person who attempts to obtain extraneous support by any means for his appointment in the Corporation from officials or non-officials, as the case may be, shall be eligible for appointment.
- d) No person shall be eligible for appointment in the Corporation if he or she is or was a member of or has associated himself or herself with any Body or Association after such Body or Association was declared as an unlawful Body or Association;

OR

- e) Has participated in, or associated with any activity or programme of such Body or Association.
- f) No person shall be eligible for appointment in the Corporation if he or she is dismissed from the employment of:
 - i) a State Government or Government of India;

OR

- ii) a Local authority:

OR

- iii) a Body Corporate established by a State Act or a Central Act or established by Government under a State Act or a Central Act;



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- g) No person shall be eligible for appointment in the Corporation if he / she is/was permanently debarred or disqualified by the Union Public Service Commission or any State Public Service Commission from appearing for any examination or selection conducted by it.
- h) No person shall be eligible for appointment in the Corporation if he or she has been convicted for an offence involving moral turpitude.

8. Age limits:

8.1. Every candidate for appointment by direct recruitment must have attained the age of eighteen years and must not have attained the age of:-

- (a) Forty years in the case of a person belonging to any of the Scheduled Castes or the Scheduled Tribes or Category-I;
- (b) Thirty eight years in case of a person belonging to any of the Other Backward Classes
- (c) Thirty five years in the case of others;

As on the last date fixed for receipt of applications.

Provided that a different age limits may be prescribed in Schedule-II to any of the cadres where qualification and experience requires such prescriptions. The age limits prescribed in Schedule-II shall prevail over the age limits prescribed hereinabove.

8.2. Notwithstanding anything to the contrary contained in Regulation 8.1 above, the maximum age limit for direct recruitment shall be deemed to have been enhanced in the following category of cases as indicated therein;

- (a) in the case of a candidate already in service of the Corporation and who is a candidate for direct recruitment, it shall be deemed to have



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been enhanced by ten years or the number of years of service rendered by him in the Corporation, whichever is less;

(b) in the case of a candidate who is an ex-serviceman, by number of years of service rendered by him in the Armed Forces of the Union,

(c) in the case of a candidate who is physically disabled by ten years,

(d) in the case of a candidate who is a widow, by ten years,

Note: A candidate may claim enhancement not more than any one of the above provisions.

9. Proof of age:

9.1 Every person seeking appointment by direct recruitment in the Corporation shall produce documentary evidence in support of his / her date of birth and age namely,

a) Birth certificate,

OR

b) Certificate from the school or college in which he / she last studied.

Provided that in the case of a person who has appeared for Secondary School Leaving Certificate examination or any other examination declared equivalent thereto, the date of birth recorded in the certificate issued in respect of such an examination shall only be accepted as proof of age of such person.

10. Inviting applications:

10.1 Whenever appointments are required to be made to the posts for which appointment by direct recruitment is prescribed in Schedule-II, such posts shall be notified on the website of the Corporation with all relevant details essential for recruitment under these Regulations. An abstract of the same, along with reference to the website, shall be published in two news papers, one in Kannada and one in English, having wide circulation, inviting applications.



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10.2. **Format of application:** The Chairman and Managing Director or Managing Director, as the case may be, shall prescribe the format of the application. The intending candidates may make the application in the prescribed format.

10.3. **Scrutiny of Applications:**

10.4 All applications received in response to the notification / advertisement shall be registered in a Register kept for the purpose. They shall be scrutinized with reference to the requirements indicated in the notification / advertisement which shall be in conformity with the requirements prescribed in these Regulations. Applications received after the last date specified in the notification / advertisement shall not be entertained.

10.5 Candidates shall satisfy all criteria prescribed for eligibility as on the last date fixed for the receipt of application.

10.6 A Scrutiny Committee shall be constituted by the Chairman and Managing Director or Managing Director, as the case may be, for scrutiny of the applications so received, consisting Officers of the Corporation. The senior most (in cadre / in service in the same cadre) among the Officers in the Committee shall act as Chairman of the committee. The Scrutiny committee, after weeding out the ineligible candidates, shall prepare and submit the list of the eligible candidates to the Chairman and Managing Director or Managing Director, as the case may be, who, in turn, shall refer the same to the Selection Committee for the purpose of selection and preparation of the merit list.

11. **Interview:**

11.1 Where interview is prescribed, the eligible candidates shall be called for interview on the basis of merit secured in the qualifying examination/s or in the qualifying examination/s and / or in the written examinations as the case may be, subject to orders of reservation of posts. The number of candidates to be so called for



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interview shall be five times, the number of posts notified/ advertised, as prescribed in Schedule-II. The Selection Committee shall conduct the interview.

- 11.2 The maximum marks for interview shall be ten only. The marks shall be assigned with reference to the following traits:

Traits	Maximum Marks
i) General knowledge, personality, intuitiveness and power of expression	5 (five only)
ii) Knowledge of the subject having a bearing on the job content of the post to which selection is being considered and experience	5 (five only)
Total	10 (Ten only)

Note: Where the interviews on any occasion for any particular cadre are spread over more than one day then the marks assigned for the candidates interviewed on each day of the interview shall be published on the notice board at the place of interview on the same day or before the commencement of interview on the next or the subsequent day.

12. Selection committee and the quorum:

- 12.1 The Selection committee/s to select candidate for appointment to direct recruitment posts in the Corporation shall be:

(a) For Class-A .

1. Chairman and Managing Director or Managing Director, as the case may be :	Chairman of the Committee.
2. Executive Director	Member.
3. One Director among the Board of Directors of the Corporation:	Member.



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4. One expert in the respective field nominated by the Board / Chairman and Managing Director or Managing Director, as the case may be,	Member
5. Secretary / Director of Social Welfare, Government of Karnataka.	Member

Quorum: Three members, including the Chairman, constitute the quorum, Chairman being present.

13. The select list:

13.1 The Selection Committee shall draw up separate select list of candidates, for each cadre of posts notified / advertised, in the order of merit obtained by the candidates on the basis of: -

- The Percentage or the average of percentage, as the case may be of marks secured in the qualifying examination/s,
OR
- The percentage or the average of percentage, as the case may be of marks secured in the qualifying examination/s and the marks secured in the written examination plus marks secured in the interview, where both are held
OR
- The marks secured at the interview, where only interview is prescribed for selection; and

Subject to orders of reservation in force. The select list so drawn up shall be equal to the number of posts notified / advertised. A copy of the select list shall be published on the notice board of the Corporation indicating the category to which each candidate belongs and the marks obtained by each of them. The select list shall be furnished to the Chairman and Managing Director or Managing Director, as the case may be.

13.2 An additional list not exceeding 50% of the main list and excluding the names of the candidates figuring in the main list, shall be prepared in proportion to the categories of candidates in the main list. The



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additional list shall be operated only when any of the candidates included in the main list do not accept the appointment or report to duty. The appointment from the additional list shall be with reference to the category of post in which the candidate in the main list has not accepted / reported to duty.

14. Certificate of character:

14.1 No candidate selected for appointment by direct recruitment in accordance with these Regulations shall be appointed to any post in the Corporation unless he / she produces a self declaration sworn to before a Notary or a Oath Commissioner to the effect that he / she is not disqualified in any way and suitable in all respects for the post to which he / she is selected. This declaration shall be in addition to the certificates from schools/colleges and previous employer, if any.

15. Physical fitness:

15.1 No candidate selected for appointment by direct recruitment in accordance with these Regulations shall be appointed to any post or service in the Corporation unless he / she produces a self declaration sworn to before a Notary or a Oath Commissioner to the effect that he / she is physically fit and medically not disqualified to discharge the duties of the post to which he / she is selected.

16. Order of appointment:

16.1 Immediately on receipt of the select list the Chairman and Managing Director or Managing Director, as the case may be, shall, after verification of age, qualification, experience prescribed, if any, claims of reservation, antecedents, physical fitness and other conditions specified in these Regulations, issue order of appointment to the selected candidates indicating their names strictly in the order of merit assigned to them in the select list. The appointment order shall be dispatched by Registered post Acknowledgement Due / Speed Post to the selected candidates along with email as well as hosting on the website of the Corporation.



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Note: A common order of appointment shall be issued in respect of each cadre where more than one candidate is selected and appointed on the same occasion.

17. Joining time:

- 17.1 The candidate/s appointed by direct recruitment shall report to duty within thirty days from the date of dispatch of the order of appointment by registered post / speed post.
- 17.2 Notwithstanding anything contained in Sub-regulation 17.1, a candidate may, for valid reasons, seek extension of time for reporting to duty by making an application to the Chairman and Managing Director or Managing Director, as the case may be, such extension shall be sought within time allowed for joining the duty. The Chairman and Managing Director or Managing Director, as the case may be, at his discretion, for reasons to be recorded in writing, may extend the joining time to a maximum of sixty days excluding the initial thirty days specified under these Regulations or reject the same.
- 17.3 The seniority of a candidate who reports to duty after the prescribed period under Sub-regulation 17.1 but before the expiry of the extended period under Sub-regulation 17.2 shall count from the date he reports to duty and not as per the select list as the same shall not survive once extension of time is sought and granted.
- 17.4 The name of candidate who does not report to duty within the time specified under Sub-regulation 17.1 / extended time under Sub-regulation 17.2 or who does not seek extension of time or is not granted extension of time under Sub-regulation 17.2 shall stand deleted from the select list forthwith and shall cease to be eligible for appointment for the post to which he is selected.

18. Appointment by promotion:

- 18.1 Promotions are vacancy based, subject to the exigencies of work and not automatic on getting eligibility. The posts to which appointment by promotion may be made and the eligibility for such promotion shall be as prescribed in Schedule-II to these Regulations.



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- 18.2 Such appointment by promotion shall be made by the appointing authority on the basis of seniority-cum-merit.
- 18.3 Assessment of merit is considered based on the Annual Confidential Reports of the employees for the last 5 years, performance & accomplishment for the year records in the personal files such as citations, awards, rewards, memos, show-cause notices, disciplinary proceedings, penalties, criminal proceedings, sentences therein.
- 18.4 The eligibility and suitability of the employee for promotion to the post, to which promotion is considered, shall be assessed by the Internal Promotion Committee constituted by the Board in respect of Class 'A' Officers and Chairman and Managing Director or Managing Director, as the case may be, from time to time. The Internal Promotion Committee shall assess eligibility and suitability of the employee on the basis of record of service. The record of service shall include the Annual Performance Report, achievements and progress in work, citations received, if any, departmental proceedings / criminal proceedings faced and the outcome of them, if any, punctuality, professional ethics and maintenance of office decorum. The Annual Performance Reports pertaining to the last five years shall be taken into consideration. The other records shall be for the entire service.

19. Appointment by deputation :

- 19.1 Notwithstanding anything to the contrary contained in these Regulations, under exceptional circumstances for the reasons to be recorded in writing, any of the posts in Class-A only in the Corporation may, with the approval of the Board, be filled up by appointment by deputation of a person in the employment of –

- State Government or
- Body Corporate of Government of Karnataka or
- University.

Based on the need of the Corporation subject to the Officers to be deputed being eligible according to C & R Regulations. However in



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certain cases under extraordinary circumstances deputation of qualified eligible person without any pending departmental proceedings / criminal proceedings etc., under B & C category could be considered.

19.2 The process of deputation shall be by selection by a Committee constituted for the purpose. A panel of names of suitable persons shall be obtained by the Corporation depending upon the nature of post to which the appointment on deputation is proposed to be made and qualification & experience prescribed to the same in these Regulations.

19.3 The appointment by deputation shall be for a minimum period of two years and a maximum period of three years and the terms and conditions of such appointment by deputation shall be determined, with the approval of the Board, in each case.

20. Appointment on contract:

20.1 Notwithstanding anything to the contrary contained in these Regulations, under exceptional circumstances for reasons to be recorded in writing viz., professionals/experts like infrastructure policy, financing, legal, aviation, railways etc., who have crossed age limit of employability may be filled by appointment on contract with the approval of the Board / Chairman and Managing Director as the case may be. The appointment on contract shall be for a specified period and on such terms and conditions as may be determined by agreement.

20.2 The appointment on contract, for reasons to be recorded in writing, may be renewed for another specified period. The terms and conditions of such renewal shall be determined by a fresh agreement.

20.3 The appointment on contract, for reasons arising out of terms and conditions of agreement or for any other reason to be recorded in writing may be terminated during the subsistence of contract either during the initial period or during the renewed period.



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20.4 A person appointed on contract shall have no right to claim regularization of his/her appointment or for regular appointment in the Corporation on the basis of such contract appointment.

21 Out-sourcing Services:

21.1 Notwithstanding anything to the contrary contained in these Regulations, under exceptional circumstances for reasons to be recorded in writing work of Group B, C & D posts which are general support services may be out sourced with the approval of Chairman and Managing Director. The outsource services shall be for a specified period and on such terms and conditions as may be determined.

22. Reservation:

22.1 In the light of the Karnataka Scheduled Castes, Scheduled Tribes and Other Backward Classes (Reservation of Appointment Etc.) Act, 1990, the Acts, Rules, Regulations and Orders issued, from time to time, by the State Government in the matter of policy of reservation, both in direct recruitment and promotion, shall automatically become applicable to the posts and appointments in the Corporation. They shall be followed.

22.2 The orders issued by Government in the matter of horizontal reservation from time to time shall also be followed by the Corporation.

22.3 The Karnataka Public Employment (Reservation in Appointment for Hyderabad-Karnataka Region) Order, 2013 issued vide Notification No. DPAR 06 PLX 2012 dated 6.11.2013, Karnataka Public Employment (Reservation in Appointment for Hyderabad- Karnataka Region) (Issue of Eligibility Certificate) Rules 2013 and all other Rules and Orders that may be issued by the Government in the matter of Hyderabad-Karnataka for the purpose of Article 371 (J) of the Constitution of India shall also be followed by the Corporation.



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23. Repeal & Savings

- 23.1 Section-1 of Chapter-II and Rule 26-0 in Chapter-III of the "Karnataka State Industrial Investment and Development Corporation Limited Service Rules, 1990" are hereby repealed.
- 23.2 Provided that such repeal shall not affect the previous operation of the said Provisions or anything duly done or suffered there under or affect any right, liability or obligation already acquired or incurred under the said Provisions.
- 23.3 Save in so far as the KSIIDC Service Regulations is concerned the following Rules and Regulations shall be followed whenever KSIIDC Service Regulations is silent.
- The Karnataka Civil Service Rules.
 - The Karnataka Civil Service (Appointment on Compassionate Grounds) Rules, 1966.
 - The Karnataka Civil Service (Automatic Grant of special promotion to Senior Scale of pay) Rules, 1991.
 - The Karnataka Civil Service (Classification, Control & Appeal) Rules, 1957.
 - The Karnataka Civil Service (Conduct) Rules, 1966.
 - The Karnataka Civil Service (Confidential Report) Rules, 1983.
 - The Karnataka Civil Service (General Recruitment) Rules, 1977.
 - The Karnataka Civil Service (Probation) Rules, 1977.
 - The Karnataka Civil Service (Time Bound Advancement) Rules, 1983.
 - The Karnataka Civil Service (Seniority) Rules, 1957.
 - Any other rules of State Government pertaining to service matters.

BY ORDER OF THE BOARD



CHAIRMAN AND MANAGING DIRECTOR /
MANAGING DIRECTOR

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ವಿಕಾಸ ಸೌಧ, ಬೆಂಗಳೂರು

**KARNATAKA STATE INDUSTRIAL & INFRASTRUCTURE
DEVELOPMENT CORPORATION LIMITED**

CADRE & RECRUITMENT REGULATIONS

SCHEDULE-I

Sl. No.	Designation	Cadre Strength	Scale of Pay
1	2	3	4
Group-A: OFFICERS			
1	Executive Director	1	Rs. 56550-1350-60600-1500-69600-1700-79800.
2	General Manager	2	Rs. 56550-1350-60600-1500-69600-1700-79800.
3	Deputy General Manager	9	Rs. 48900-1200-52500-1350-60600-1500-63600.
3 (a)	Company Secretary (In the cadre of Deputy General Manager)	1	Rs. 48900-1200-52500-1350-60600-1500-63600.
4	Assistant General Manager	14	Rs. 44250-1050-45300-1200-52500-1350-60600.
5	Manager	16	Rs. 36300-900-39000-1050-45300-1200-52500-1350-53850.
6	Deputy Manager	16	Rs. 28100-700-28800-800-33600-900-39000-1050-45300-1200-50100.
Group-B ASSISTANT MANAGERS, ASSISTANTS & CLERICAL STAFF			
7	Assistant Manager	27	Rs. 22800-600-24600-700-28800-800-33600-900-39000-1050-43200.
8	Senior Assistant / Senior Stenographer / Senior Typist (Selection Grade)	6	Rs. 21600-600-24600-700-28800-800-33600-900-39000-1050-40050.
9	Senior Assistants		Rs. 20000-500-21000-600-24600-700-28800-800-33600-900-36300.
10	Senior Stenographers		Rs. 20000-500-21000-600-24600-700-28800-800-33600-900-36300.



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			36300.
11	Senior Typists		Rs. 20000-500-21000-600-24600-700-28800-800-33600-900-36300.
12	Assistants	6	Rs. 16000-400-17200-450-19000-500-21000-600-24600-700-28800-800-29500.
13	Stenographers	5	Rs. 16000-400-17200-450-19000-500-21000-600-24600-700-28800-800-29500.
14	Typists / Receptionist / Librarian	4	Rs. 16000-400-17200-450-19000-500-21000-600-24600-700-28800-800-29500.
15	Junior Assistant	5	Rs. 14550-350-15600-400-17200-450-19000-500-21000-600-24600-700-26700.
Group-C:			
16	Senior Drivers		Rs. 14550-350-15600-400-17200-450-19000-500-21000-600-24600-700-26700.
17	Drivers	11	Rs. 11600-200-12000-250-13000-300-14200-350-15600-400-17200-450-19000-500-21000.
Group-D			
18	Senior Daffedar		Rs. 11000-200-12000-250-13000-300-14200-350-15600-400-17200-450-19000.
19	Daffedar	12	Rs. 10400-200-12000-250-13000-300-14200-350-15600-400-16400.
20	Attender		RS. 9600-200-12000-250-13000-300-14200-350-14550.



BY ORDER OF THE BOARD

CHAIRMAN AND MANAGING DIRECTOR /
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**KARNATAKA STATE INDUSTRIAL & INFRASTRUCTURE
DEVELOPMENT CORPORATION LIMITED**

CADRE & RECRUITMENT REGULATIONS

SCHEDULE II

Sl. No.	Name of the Cadre	Method of Recruitment	Qualification & Criteria for Recruitment
1.	Managing Director	Appointment by State Government	--
Group - A			
2	Executive Director	By promotion from the Cadre of General Manager on the basis of seniority-cum-merit	Must have rendered a service of not less than three years in the cadre of General Manager. Provided that an officer with not less than three years service is not available an officer who rendered minimum 1 year of service may be considered.
3	General Manager	By promotion from the Cadre of Deputy General Manager on the basis of seniority-cum-merit.	Must have rendered a service of not less than three years in the cadre of Deputy General Manager.
4	Deputy General Manager	40% of the posts by Direct Recruitment on the basis of an interview.	<u>For Direct Recruitment:</u> Must possess M.E/M.Tech OR MBA OR ACS OR ACA OR Master in Law from a recognized University / Institute. 2. Must have an experience of not less than 16 years in the relevant field. 3. Must not have attained the age of 48 years in the case of a person belonging to any of the SCs/STs or Category-I; 46 years in the case of a person belonging to any of the OBCs; 43 years in the case of others as on the last date prescribed for making the application/s. Provided that in the case of a person working in the



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			Corporation and who is a candidate for Direct Recruitment, there shall be no age limit. Note: The specific qualification along with relevant experience required for the posts (PPP/ Infrastructure / Financial/ Legal / Company Secretary/ Aviation / Project Management / Policy / etc.,) shall be indicated in the Notification inviting applications. For Promotion: Must have rendered a service not less than three years in the cadre of Asst. General Manager.
4 (a)	Company Secretary (In the cadre of DGM)	By Direct Recruitment on the basis of an interview.	Must possess ACS (Pass in Company Secretary final). Should be a member of the Institute of Company Secretaries of India Must have an experience of 8-10 years of experience in the related field. Age :35-45 years (As approved by Government)
5	Assistant General Manager	40% of the posts by Direct Recruitment on the basis of an interview.	For Direct Recruitment: Must possess M.E / M.Tech OR MBA OR Master in Law OR ACS OR ACA from a recognized University / Institute. 2. Must have an experience of not less than 12 years in the relevant field. 3. Must not have attained the age of 44 years in the case of person belonging to any of the



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			SCs/STs or category I; 42 years in the case of a person belonging to any of the OBCs; 39 years in the case of others as on the last date prescribed for making the application/s. Provided that in the case of a person working in the Corporation and who is a candidate for Direct Recruitment there shall be no upper age limit. Note: The specific qualification along with relevant experience required for the posts (PPP/ Infrastructure / Financial/ Legal / Company Secretary/ Aviation / Project Management / Policy / etc.,) shall be indicated in the Notification inviting applications. For Promotion: Must have rendered a service not less than three years in the cadre of Manager.
6	Manager	40% of the posts by Direct Recruitment on the basis of an interview.	For Direct Recruitment: Must possess B.E / B.Tech / LLB / M.Com OR ACS OR ACA from a recognized University/ Institute. 2. Must have an experience of not less than 8 years in the relevant field. 3. Must not have attained the age of 42 years in the case of person belonging to any of the SCs/STs or category I; 40 years in the case of a person belonging to any of the OBCs; 37 years in the case of others



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		60% of the posts by promotion from the Cadre of Deputy Manager on the basis of seniority-cum-merit.	as on the last date prescribed for making the application/s. Provided that in the case of a person working in the Corporation and who is a candidate for Direct Recruitment there shall be no age limit. Note: The specific qualification along with relevant experience required for the posts (PPP/ Infrastructure / Financial/ Legal / Company Secretary/ Aviation / Project Management / Policy / etc.) shall be indicated in the Notification inviting applications. For Promotion: Must have rendered a service not less than three years in the cadre of Deputy Manager.
7	Deputy Manager	50% of the posts by Direct Recruitment on the basis of an interview.	For Direct Recruitment: Must possess B.E / B.Tech / LLB / M.Com OR ACS OR ACA from a recognized University / Institute. 2. Must have an experience of not less than 5 years in the relevant field. 3. Must not have attained the age of 40 years in the case of person belonging to any of the SCs/STs or category I; 38 years in the case of a person belonging to any of the OBCs; 35 years in the case of others as on the last date prescribed for making the application/s. Provided that in the case of a



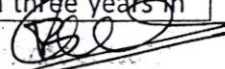
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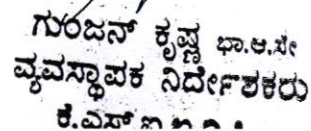
		50% of the posts by promotion from the Cadre of Asst. Manager on the basis of seniority-cum-merit Provided that if there are no eligible candidates for promotion, by direct recruitment.	person working in the Corporation and who is a candidate for Direct Recruitment there shall be no age limit. Note: The specific qualification along with relevant experience required for the posts (PPP/ Infrastructure / Financial/ Legal / Company Secretary/ Aviation / Project Management / Policy / etc.,) shall be indicated in the Notification inviting applications. For Promotion: Must have rendered a service not less than three years in the cadre of Assistant Manager.
Group – B			
8	Assistant Manager	By promotion from the cadres of Sr. Stenographer-(SG); Sr. Typist-(SG); Sr. Assistant-(SG) on the basis of common seniority cum merit (Details of persons are at Annexure-1). If there are no eligible persons for promotion, the post shall be down graded to the cadre of Sr. Stenographer-(SG); Sr. Typist-(SG); Sr. Assistant-(SG) Provided that if there are no eligible candidates for promotion, the work may be out-sourced.	For Promotion: Must have rendered a service of not less than three years in the respective feeder cadres. For outsourcing: Must possess B.Sc., OR B.Com OR BCA OR BBM OR BBA from a recognized university.
Group - C			
9	Senior Stenographer	By promotion from the cadre of Senior Stenographer on	Must have rendered a service of not less than three years in




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 7. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದ ಮೇಲೆ
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Senior Typist.



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		there are no eligible persons for promotion, the post shall be down graded to the cadre of Senior Typist.	
15	Senior Typist	By promotion from the cadre of Typist on the basis of seniority-cum-merit. If there are no eligible persons for promotion, the post shall be down graded to the cadre of Typist.	Must have rendered a service of not less than three years in the cadre of Typist.
16	Typist	Based on the exigency of work it may be out-sourced.	For out sourcing : Must have passed PU Examination Department with Senior Kannada and English Typewriting.
17	Assistant	By promotion from the cadres of Jr. Assistant-(SG) on the basis of seniority cum merit. If there are no eligible persons for promotion, the post shall be down graded to the cadre of Junior Assistant (SG). Provided that if there are no eligible candidates for promotion, the work may be out-sourced.	Must have rendered a service of not less than three years in the cadre of Junior Assistant (SG). For out sourcing : Must possess B.Sc. OR B.Com OR BBA OR BCA OR BBM from a recognized university.
18	Junior Assistant (Selection Grade)	By promotion from the cadre of Junior Assistant on the basis of seniority-cum-merit. If there are no eligible persons for promotion, the post shall be down graded to the cadre of Junior Assistant.	Must have rendered a service of not less than three years in the cadre of Junior Assistant.
19	Junior Assistant	By promotion from the cadres of Group C & D.	Must have passed SSLC and rendered a service of not less than five years in the cadre of Driver / Attender.
20	Senior Driver	By promotion from the cadre Driver on the basis of seniority-cum-merit. If there are no eligible persons for promotion, the post shall be down graded to the cadre of Driver.	Must have rendered a service of not less than ten years in the cadre of Driver.



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21	Driver	Based on the exigency of work it may be out-sourced.	<u>For out sourcing :</u> Should have passed 10th Standard, must have a valid light motor vehicle driving license; should not have been involved in any accident or civil/criminal cases; must be free from any undesirable habits with minimum three years experience and shall be kannadigas.
Group – D			
22	Senior Daffedar	By promotion from the cadre Daffedar on the basis of seniority-cum-merit. If there are no eligible persons for promotion, the post shall be down graded to the cadre of Daffedar.	Must have rendered a service of not less than ten years in the cadre of Daffedar.
23	Daffedar	By promotion from the cadre Attender on the basis of seniority-cum-merit. If there are no eligible persons for promotion, the post shall be down graded to the cadre of Attender.	Must have rendered a service of not less than ten years in the cadre of Attender.
24	Attender /Peon	Based on the exigency of work it may be out-sourced.	<u>For out sourcing :</u> Must have passed SSLC with Kannada Medium.



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ANNEXURE -1

Sl.No.	Name of the Post	Name of the Officials	Eligibility criteria for promotion
1	a) Senior Stenographers (SG)	Shri S.D. Dhananjaya	Must have rendered a service of not less than three years in the cadre of Senior Stenographer.
	b) Senior Stenographers	Shri V. Venkatesh Prasad	Must have rendered a service of not less than three years in the cadre of Stenographer.
2	a) Senior Assistants (SG)	--	Must have rendered a service of not less than three years in the cadre of Senior Assistant.
	b) Senior Assistants	--	Must have rendered a service of not less than three years in the cadre of Assistant.
3	a) Senior Typist (SG)	--	Must have rendered a service of not less than three years in the cadre of Senior Typist.
	b) Senior Typist	--	Must have rendered a service of not less than three years in the cadre of Typist.
4.	Assistant	--	Must have rendered a service of not less than three years in the cadre of Junior Assistant (SG)
5	Junior Assistant	1) Shri A.D. Sandigod Jr. Asst. (SG) 2) Shri S. Prakash Jr. Asst. (SG) 3) Shri S. S. Pramodh Jr. Asst. 4) Shri K. Sridharbabu Jr. Asst. 5) Shri J.N. Vishwanath Jr. Asst.	<u>For promotion :</u> Must have passed SSLC examination conducted by KSEEB. Must have rendered a service of not less than five years in the respective cadre of C & D.
6	Senior Drivers	1) Shri B.K. Parameshwara 2) Shri Ganesh T. Moily 3) Shri M.G. Ratnakar 4) Shri B.R. Nagarajaiah 5) Shri Babu Saheb Kaladgi 6) Shri M. Balan	Must have rendered a service of not less than ten years in the cadre of Driver.



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ಕೆ.ಎಸ್.ಐ.ಡಿ.ಸಿ. ಲಿಮಿಟೆಡ್

ಬಿ.ಎಸ್. ಮಂಜುನಾಥ್
ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ
ಮೂಲಸೌಲಭ್ಯ ಅಭಿವೃದ್ಧಿ ಇಲಾಖೆ
ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ
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7	a) Senior Daffedar	1) Shri Shivananjaiah 2) Shri T.K. Anilkumar 3) Shri B. Krishna 4) Smt. Saroja 5) Shri Kempanarasaiah 6) Shri R. Narasimhamurthy	Must have rendered a service of not less than ten years in the cadre of Daffedar.
	b) Daffedar	1) Shri B.N. Nagaraj 2) Smt. Mahadevi C. Neginhal	Must have rendered a service of not less than ten years in the cadre of Attender



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ಕೆ.ಎಸ್.ಐ.ಬಿ.ಡಿ.ಸಿ.

(Signature)
ಸಹಾಯಕ ನಿರ್ದೇಶಕರು
ಮೂಲಸಂಸ್ಥೆ, ಕರ್ನಾಟಕ ಸರ್ಕಾರ
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ವಿಜಯ ನಗರ, ಬೆಂಗಳೂರು