

¹(c) The rules made by Government from time to time for reservations of appointments for Scheduled Castes, Scheduled Tribes and Backward Classes and the lists notified by Government declaring the Scheduled Castes, Scheduled Tribes and Backward Classes shall be followed by the Board.

(d) The ³Senior Stenos who opt to the clerical line, may be absorbed as ⁴Junior Personnel Officers subject to satisfactorily rendering service for a period of six months in the category

(e) The seniority of the ³Senior Stenos absorbed as ⁴Junior Personnel Officers shall be fixed in the respective categories from the date of absorption in these categories.

(f) **Appointments in the Agency areas:-** In the case of appointments by direct recruitment in the Agency areas a person belonging to any of the aboriginal tribes referred to in Regulation 4(4) of Service Regulations Part II, shall be entitled to selection in preference to any person not belonging to any of the said tribes.

7. The appointment authorities of the categories and posts in each class of service specified in column 1 of Annexure II shall be the authorities specified in the corresponding entry in column 2 thereof.

8. Deleted (vide B.P.Ms.No.637, dt:29-06-1984) consequent on formation of P&G Services.

9.² (A) Promotion shall be made on grounds of merit cum seniority in respect of the following cadres.

I. Andhra Pradesh State Electricity Board Engineering Services:-

- (i) ADEs for promotions as Des
- (ii) DEs for promotion as SEs
- (iii) SEs for promotion as CEs
- (iv) Chemists for promotion as Senior Chemists
- (v) Senior Chemists for promotion as Chief chemists

¹ Reg. 6(c), added by B.P.Ms.No.339, dt.27-8-1974 but deleted by B.P.Ms.No.100, dt.4-6-1991. Thus changed numbers i.e., 6(d) (e) (f) (g) restored back as (c) (d) (e) and (f).

² Reg. 9 Provisio added in B.P.Ms.No.332, dt.3-5-1976. Again Reg. 9 substituted by B.P.Ms.No.971, dt.14-10-1988.

³ U.D. Steno is redesignated as Senior Steno in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

⁴ Assistant is redesignated as Junior Personnel Officer in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

II. A.P.S.E. Board Personnel & General Services:-

- ¹(i) Assistant Personnel Officer/³Junior Personnel Officer/⁴Senior Stenos for promotion as POs/LWOs.
- (ii) POs for promotion as ⁵Assistant Secretaries.
- ²(iii) Labour Welfare Officers for promotion as Senior Labour Welfare Officer.
- (iv) ⁵Assistant Secretaries for promotion as Dy.Secretary/ Manager (General Service)

III. Andhra Pradesh State Electricity Board Accounts Services:-

- (i) AAOs for promotions as AOs.
- (ii) AOs for promotion as SAOs.
- (iii) SAOs for promotion as Dy.CCAs.
- (iv) Dy.CCAs for promotion as FA & CCA.

Provided that in the case of members of the services belonging to SCs and STs, their claims shall be considered on the basis of seniority subject to fitness.

(B) (i) The following criteria shall be adopted for fixing the merit rating in respect of cadres referred to in Sub-Regulation (A)

(a) The total marks obtained in the latest 5 years AARs/Confidential Reports shall be added and divided by 5 to obtain the average marks.

(b) Based on the average marks so obtained, the grading shall be made as follows:

Out of turn	-	90% and above
In turn	-	Less than 90%
Unfit	-	Not to be considered.

¹ Added by B.P.Ms.No.105, dt.26-5-1992.

² L.W.O. deleted from item ii; item iii is added. Existing item iii renumbered as iv by B.P.Ms.No.152, Dt.16-6-1992.

³ Assistant is redesignated as Junior Personnel Officer in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

⁴ U.D. Steno is redesignated as Senior Steno in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

⁵ Deputy Manager is redesignated as Assistant Secretary in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

(c) The grade obtained based on the above criteria shall form the basis for fixing the ranking among the candidates considered suitable for promotion. The inter-se-ranking in each group shall be their inter-se-position/seniority in the existing cadre.

Provided that the "out of turn" grading shall be awarded only if two different reporting officers have written the latest 5 years confidential reports and also the each of these Reporting Officers have awarded one Outstanding/A Grade report.

¹Provided, further, that the candidates selected for promotion under the grading of "Out of turn" shall not be assigned more than five ranks ³and that the five ranks shall be assigned as indicated below:-

Marks 90 and above up to & inclusive 92	..	1 Rank
Marks above 92 up to & inclusive 94	..	2 Ranks
Marks above 94 up to & inclusive 96	..	3 Ranks
Marks above 96 up to & inclusive 98	..	4 Ranks
Marks above 98	..	5 Ranks.

²Where an employee has not put in 5 years of service in the category from which promotion is to be made and for purpose of considering his case for out of turn promotion if the average marks of the Annual Appraisal Reports/Confidential Reports earned by him in that category is 90% and above, the latest Annual Appraisal Reports/Confidential Reports in the lower category to make up the total period of 5 years shall also be taken into account. If the average marks of the five Annual Appraisal Reports/Confidential Reports earned is 90% and above, then only he shall be considered for out of turn promotion.

(ii) In respect of cadres belonging to A.P.S.E. Board Personnel and General Service and A.P.S.E. Board Accounts Service referred to in Sub-regulation (A) the Departmental Promotion Committee shall award marks as follows for each confidential report as recorded in the latest 5 years confidential reports.

Outstanding/out of turn	--	100 marks
Very good/Good	--	75 marks
Satisfactory/Average Fair	--	50 marks

¹ Added by B.P.(P&G-Per) Ms.No.191, dt.12-7-93.
² Added by B.P.(P&G-Per) Ms.No.559, dt.25-2-1994.
³ Added by B.P.(P&G-Per) Ms No 130. 27-6-1994.

The total marks so awarded for the latest 5 years Confidential Reports shall be added and divided by 5 to obtain the average marks. Based on the average marks so obtained, they shall be identified and ranking fixed in the grades referred to above in this Regulation.

(C) In respect of other cadres, promotion shall be made on the basis of seniority only subject to fitness

10.(i) For purpose for recruitment, the units of recruitment in any service to the Andhra Pradesh State Electricity Board shall be as specified below:

Name of the class or category	Unit of operation
¹ (a) All categories and Classes in A.P.S.E. Board Secretariat Service (deleted by B.P.Ms.No.637, dt:29-6-1984)	--
(b) All categories and Classes in A.P.S.E. Board Engineering Service excepting ² [category 2] under class-III in Branch (V) and "categories 1 and 2 of Class III of Branch VI.	State-wide
All categories in class I and II ³ [and Accountants in class III] in A.P.S.E.Board Accounts Service	State-wide
All Categories in Class II and Category 1 in Class III of A.P.S.E. Board Administrative Service (deleted by B.P.Ms.No.637, dt: 29-6-1984)	--
⁴ Class I, Class II and Categories 1 and 2 in Class III in A.P.S.E. Board Security Service.	State-wide

- ¹ P&G Services formed by B.P.Ms.No.637, dt:29-6-1984 deleting Board Secretariat Service and Administrative Service of Unit of Head Quarters Chief Engineers wherever occurred.
- ² Added by B.P.Ms.No.18, dt:17-1-1973, Category 2 is amended as Category I by B.P.Ms.No.283, dt:3-5-1974.
- ³ Deleted by B.P.Ms.No.392, dt:11-7-1973 with effect from 1-12-1972.
- ⁴ Added by B.P.Ms.No.264, dt:15-6-1971.