

The guidelines observed for the preparation of the Gradation List of Electricity Workers/Mazdoors are as follows:

1. Seniority of Electricity Workers who have been recruited through various District Recruitment Boards of KPSC (General and Special) shall be determined by the **effective date of advice**.
2. Seniority of Electricity Workers who have been appointed under Compassionate Employment Scheme shall be determined with respect to the **date of joining duty**.
3. Seniority of Electricity Workers who have been appointed under Sports Quota shall be determined with respect to the **date of Board Order** provided the appointment is within the quota fixed for them.
4. Seniority of Electricity Workers who have been granted extension of joining time beyond 3 months from the date of appointment order shall be determined with respect to the **date of their joining duty** provided the appointment is within the quota fixed for them.
5. Seniority of persons who have been promoted or converted to the cadre of Electricity Workers from other categories shall be determined with respect to the date of order in the cadre of Electricity Workers provided the appointment is within the quota fixed for them.
6. If the date of advice of Public Service Commission hands, date of joining duty of persons appointed under Compassionate Employment Scheme and date of Board order of persons appointed under sports quota happen to be the same, then their relative seniority will be determined in the following order of priority:
 - a. Person appointed by Public Service Commission.
 - b. Person appointed under Compassionate Employment Scheme.
 - c. Person appointed under Sports Quota.
7. Any inter district transfer to the district of choice will entail loss of seniority and their seniority will be determined with respect to the **date of joining duty in the district of their choice**.
8. Seniority of those who have availed LWA for employment abroad/joining spouse before declaration of probation shall be determined with respect to their **date of rejoining duty** in service.

Sd/-

CHIEF ENGINEER (HRM)