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In pursuance of the provisions of clause (3) of Article 348 of the Constitution, the Governor is pleased to publish the following English translation of the notification no. 3715/XXX-2-1981, dated June 19, 1981

NO. 37 5/XXX-2-1981

Dated Lucknow, June 19, 1981

In exercise of the powers conferred by section 45 (2) (c) of the Road Transport Corporations Act, 1950 (Central Act 64 of 1950) and in supersession of all existing Regulations or orders on the subject, the Uttar Pradesh State Road Transport Corporation, with the previous sanction of the State Government, makes and the State Government is pleased to publish in the official Gazette, the following Regulations regulating the recruitment and the conditions of service of the persons appointed to the Uttar Pradesh State Road Transport Corporation Employees (other than Officers) Service:

THE UTTAR PRADESH STATE ROAD TRANSPORT CORPORATION

EMPLOYEES (OTHER THAN OFFICERS) SERVICE

REGULATION 1981

PART I-HGENERAL

Short Title and commencement.	1 (1) These Regulations may be called the Uttar Pradesh Road Transport Corporation Employees (Other than Officers Service Regulation, 1981.
Applicability	2. These Regulations shall apply to all the employees (other than Officers) except those who are working- (i) on deputation (ii) on contract (iii) as part-time: Provided that Regulation 4 shall apply to persons who were in the service of the State Government in the U.P. Government Roadways Department and were placed on deputation with the Corporation on terms of G.O. no. 3414/302-170-N-72, dated July 5, 1972. Note - Persons working on deputation shall be governed by the rules, regulations etc. of their parent department and those on contract shall be governed by the terms and conditions of the contract. 3. The Uttar Pradesh State Transport Department Employees (Other than Officer) Service is a Group 'C'; and 'D' service
Status of service	
Option by the employees of erstwhile Government Roadways Department and employees other employees	¹[4.(1) An employee of the erstwhile U.P. State Government Roadways Department who was placed on deputation with the Corporation and who has or is deemed to have offered for absorption in the Service of the the Corporation in accordance with rule 4 of the Uttar Pradesh State Roadways, Organisation (Abolition of Posts and Absorptions of Employee) Rules 1982 (hereinafter referred to as the said, rules), shall with effect from August 28, 1982, stand so absorbed, and shall, accordingly cease to be an employee of the State Government with effect from the said date: Provided that the terms and conditions of service of the so absorbed in the Service of the Corporation shall, subject to the provisions of G.O. no. 3414/XXX-2-170-N-72, dated July 5, 1972 and the said rules be governed by these regulations.

----- (1). Clause (4-1) substituted by Noti. No. 4259/XXX-2-1146-N-79, dated 27th August, 1982 (First Amendment) Regulation, 1982, Published in U.P. Gazette Extra., Regulation 4(1), dated 27th August, 1982 (w.e.f. 27-08-1982).

(ii) If such persons opt for the service Corporation, the terms and conditions of their service shall subject to the provisions of the G.O. no. 3414/302-170-N, dated July 5, 1972 be governed by these regulation.

Note Copy of the G.O. 13 Annexure 'A'

(iii) If such persons do not or fail to opt for the service of the Corporation, their service may be liable to be terminated by the State Government on the ground of the abolition or non-availability of the post on the principle of last come first go.

2. (i) Existing employees, who are not covered by sub-regulation (1) or those who are not exempted under Regulation 2, shall within one month of the commencement of these regulations, inform the appointing authority or such authority as the General manager may in this behalf appoint whether or not they want to be governed by these regulations

(ii) If they opt or fail to exercise their option for being governed by these regulations their terms and conditions of appointment, so far as they are inconsistent with these regulations, shall stand rescinded: 1

Provided that, in respect of workmen where any of the provisions of these regulations is less favourable than the provisions of the U.P. Industrial Disputes Act, 1947, the payment of wages Act, 1936, the Minimum wages Act, 1948, the Factories Act, 1948, or of any other Act applicable to them, the provisions of such Act. shall apply.

(iii) If such persons do not opt for being governed by these regulations their services may be terminated in accordance with the terms of their appointment.

5. (1) Subject to the previous sanctions of the Government, the Corporation may, under the amend authority of the resolution of the Board, amend these regulations by way of addition, alteration or delteration Such amendments shall be notified to the employees either by circulation or publication on the notice board of the Corporation or in any other manner decided upon by the Board.

Power to

(2) Any irregularity or accidental omission in notifying an amendment shall, however, not invalidate such amendment.

6. Where the Board is satisfied that the operation of any regulation relating to the conditions relax of service causes undue hardship in any particular case, it may not with standing anything contained in these regulations but with the previous sanction of the Government, dispense with or relax the requirements of that regulation to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner or in the interest of the Corporation.

Power to
regulation.

Power

¹[7. The power to interpret these Regulations shall vest in the Corporation, in case of doubt or dispute, the matter shall be referred by the Corporation to the Government whose decision thereon be final]

-- (1). Clause 7 substituted by Noti. No. 4259/XXX-2-1146-N-79, dated 27th August, 1982 (First Amendment) Regulation, 1982, Published in U.P. Gazette Extra., Regulation 7, dated 27th August, 1982 (w.e.f. 27-08-1982).

Interpretation 8.

(1) The classification of posits in the Corporation for purposes of appointment control and

Classification
of posts.

discipline shall broadly be as mentioned in Annexure 'B'

(2) The Board may, however, change the classification in respect of any particular class or classes or posts.

9. In these Regulations, unless there is anything repugnant in the subject or context-

Definitions

(i) "Act" means the Road Transport Corporating act, 1950 (Central Act 64 of 1950);

(ii) "Appointing Authority" means the Board or an officer authorised by the Board to make appointment;

(iii) "Board" means the Board of Directors of the Corporation;

(iv) "Chairman" means the Chairman of the Board;

(v) "Citizen of India" means a person who is or is deemed to be a citizen of India under Part II of

Constitution:

(vi) "Competent Authority" means the Board or and authority who is competent to exercise any or all of the powers under these regulations or on whom powers in respect of any or all the powers have been delegated by the Board;

(vii) "Compensatory Allowance" means an allowance granted to meet personal expenditure necessiated by the special circumstances in wich duty is performed it includes travelling allowance; (viii) "Constitution" means Constitution of India;

(ix) "Continuous Service" means the uninterrupted service and includes service which may be interrupted merely on account of sickness, or authorised leave, or an accident or a strike which is not illegal, or a lock-out or a cessation f work which is not due to any fault on the part of the employee; Provided that a workman, who, during a period or 12 calenear months, has actually worked in an estabishment for not less than 240 days shall be deemed to have completed one year of continuous service;

(x) "Corporation" means the Uttar Pradesh State Road Transport Corporation;

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(xi) "daily allowance" means an allowance granted to a member who is on tour duty away from his headquarters;

(xii) "duty" includes-

(a) service as a probationer or apprentice provided that except as otherwise provided in the special rules or regulation applicable to an appointment or service, such service is followed by regular appointment; (b) joining time; (c) extra leave on average pay granted to an employee undergoing treatment at an antirabic treatment center; (d) any period declared as 'duty' by the Competent Authority.

(xiii) "employee" means an employee of the Corporation to whom these regulation apply;

(xiv) "family" of an employee means and includes

(a) wife or husband, as the case may be;

(b) legitimate children, step children or legally adopted children residing and wholly dependent on him;

(c) parents, unmarried or widowed sisters or brothers residing with and wholly dependent upon him; (xv)

"Financial handbook" means a Financial Handbook issued under the authority of the State Government; (xvi) "General manager" means the General manager of the Corporation;

(xvii) "Government" or "State Government" means the Government of Uttar Pradesh.

(xviii) "honorarium" means a recurring or non-recurring payment granted to any employee form the funds of Corporation as remuneration for a special work of an occasional charater or continuous nature, undertaken in addition to his normal work;

(xix) "joining time" means the time allowed to an a employee to join a new post or to travel to a station to which he is posted;

(xx) "member of the service" means a regular employee appointed in accordance with these regulations or in accordance with the procedure prescribed prior to the commencement of these regulations to a post in the service; (xxi) "part time employee" means an employee who is employed for work on less than six hours daily; (xxii) "pay" means amount drawn monthly by an employee as-

(a) basic pay sanctioned for the post;

(b) technical pay, special pay and personal pay; and

(c) any other emoluments or allowances which may be specially classed as pay be the Corportion; but does not include daily allowance, bonus, travelling allowance, over time or other such allowances;

(xxiii) "personal pay" means additional pay granted to an employee-

(a) to save him from a loss of substantive pay in respect of a permanent post other than a tenure post due to a revision of pay or to any reduction of such substantive pay otherwise than as a disciplinary measures;or (b) in exeptional circumstances, or other personal consideration;

(xxiv) "presumptive pay" of a post when used with reference to any particular member or service, means the pay to which he would be entitled, if he held the post substantively and were performing its duties; but it does not include special pay unless the member of service performs or discharges the work of persponsibility, or is expos exposed to the unhealthy conditions in consideration of which the special pay was sanctioned;

¹[(xxv) "Probationer" means a person who is appointed as an employee on any substantive post in the Corporation, and who is required to be confirmed after satisfactory completion of the period of probationer extended period of probation

(1). Clause (xxv) substituted by Noti. No. 4259/XXX-2-1146-N-79, dated 27th August, 1982 (First Amendment) Regulation,

(xxvi) "Regulations" means the U.P.State Road Transport Corporation Employees (Other than Officers) Service Regulations, 1981;

(xxvii) "regular appointment" means an appointment, not being an ad hoc appointment, on a post included in the service made after selection in accordance with these Regulations or in accordance with procedure prescribed by the Corporation or the Competent Authority prior to the commencement of these Regulations;

(xxviii) "regular employee"-

(a) in respect of workmen means an employee who has satisfactorily completed a period of probation or extended period of probation as the case may be; and

(b) in respect of any other person means a person whose engagement is terminable on three months notice or pay in lieu thereof or a person who has been made regular by the order of the competent authority against a sanctioned post under the Corporation without limit of time. (xxix) "Service" means the U.P. State Road Transport Corporation Employees (other than Officers) service;

(xxx) "special pay" means an addition of the nature of pay to the emoluments of a post or of a member of service granted in consideration

(a) the specially arduous nature of the duties; or

(b) a specific addition to the work or responsibility;

(xxxi) "subsistence allowance" means a monthly grant made to an employee who is not in receipt of pay or leave salary;

(xxxii) "substantive pay" means the pay (other than special pay, personal pay) or emoluments classed as pay by the Corporation to which an employee is entitled on account of a post to which he has been appointed substantively or by reason of his substantive position in a cadre;

(xxxiii) "temporary employee"-

(a) in respect of 'workman' means a person engaged for a work job which is of an essentially temporary character, or who is engaged temporarily as an additional workman in connection with work/job of a permanent character; provided he has not been in continuous employment for three months;

(b) in respect of any other person means an employee who has been employed temporarily in or against a permanent or temporary post and whose appointment is terminable on one month's notice or pay in lieu thereof in accordance with the terms of appointment;-

(xxxiv) "time scale of pay" means pay which, subject to any conditions prescribed in these Regulations, rises by periodical increments from a minimum to a maximum in the time scale; (xxxv) "Workman" means a person (including an Apprentice) employed in any industrial establishment to do any skilled or unskilled manual, supervisory, technical or clerical work for hire or reward whether the terms of employment be express or implied but does not include any person.

(a) Who is employed in a managerial or administrative capacity; or

(b) Who being employed in a supervisory capacity, draws wages exceeding five hundred rupees per mensem or exercises, either by the nature of his duties attached to the office or by reason of the powers vested in him, functions mainly of a managerial nature; (xxxvi) "year of recruitment" means a period of twelve months commencing from first day of July of a calendar year.

PART II-CADRE

Creation of and the service. 10. (1) Subject to such directions as may be given by the State Government, the power to create posts shall vest in the Board or in any other authority to whom power in this behalf may be strength of delegated by the Board.
Note: A list of posts existing at the time of commencement of these regulations is given in Annexure 'C'.
(1) The strength of the service and of each category of posts therein shall be such as may be determined by the Board or any other authority, referred to in sub-regulation (i):
Provided that the Board or any other authority, referred to in subregulation (1) may abolish or hold in abeyance any vacant post without thereby entitling any person to compensation; Provided further that if any post falls vacant, the same shall, Subject to the provisions in the first proviso, be filled at the earliest.

PART III RECRUITMENT

Sources of the following sources 11. (1) Recruitment to various categories of posts in the service shall be made from one or more of as decided by the Board from time to time:-
(a) by direct recruitment;
(b) by promotion from amongst Corporation employees as have put in at least 3 years service in the next lower post through a departmental test or interview in any other manner prescribed by the Board from time to time;
(c) by deputation or on contract.
(2) notwithstanding anything contained in sub-regulation (1) the recruitment may be made from any other source approved by the Board. (3) Subject to such direction as may be given by the Board, employees possessing requisite qualifications shall also be entitled to compete in direct recruitment.

Reservation. categories 12. Reservation or candidates belonging to scheduled Castes, scheduled Tribes and other shall be made in accordance with the orders of the Government issued from time to time in regard to reservation in Government service

PART IV-QUALIFICATIONS

Nationality	13. A candidate for direct recruitment to a post in the service must be;
	(a) A citizen of India; or
intention	(b) A Tibetan refugee who came over to India before the 1st January, 1962, with the intention of permanently settling in India; or
East	(c) A person of Indian origin who has migrated from Pakistan, Burma, Ceylon or any of the African countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar) with the intention of permanent settling in India.
	Provided that a candidate belonging to category (b) or (c) above must be a person in whose favour a certificate of eligibility has been issued by the State Government
	Provided further that a candidate belonging to category (b) will also be required to obtain a certificate of eligibility granted by the Deputy Inspector-General of Police, Intelligence Branch, Uttar Pradesh:
	Provided also that if a candidate belongs to category (c) above, no certificate of eligibility will be issued for a period of more than one year and the retention of such a candidate in service beyond a period of one year, shall be subject to his acquiring Indian citizenship.

NOTE A candidate in whose case a certificate of eligibility is necessary but the same has neither been issued nor refused, may be admitted to an examination or interview and he may, also be provisionally appointed subject to the necessary certificate being obtained by him or issued in his favour.

¹[14. (1) The minimum age limit for direct recruitment to posts of Group-C and D in the services of the Corporation shall be 18 years and the upper age limit shall be 35 years. Provided that the upper age limit in the case of candidates belonging to the Scheduled Castes, Scheduled Tribes and such other categories as may be specified by the Government from time to time shall be greater by such number of years as may be specified:

Provided further that in the case of candidates already working in the Corporation, the upper age limit shall be greater by five years:

Provided also that the Corporation may relax the upper age limit in respect of a candidate or class of candidates and in respect of any post or category of posts if it considers it necessary for fair dealing or in the interest of the Corporation:]

----- (1). Clause 14(1) substituted by Noti. No. 556/XXX-2-2025-30-2099/121/2022, dated 16th June, 2025 (Eleventh

16-06-2025).

(2) A person shall at the time of his initial appointment produce certificate of having passed High School examination or any other equivalent or higher first public examination as proof of age. Where a candidate has not passed any such examination or, for reasons beyond his control, it is not possible to produce such certificate, he shall produce other proof of age to the satisfaction of the appointing authority.

(3) Date of birth of an employee recorded in the certificate of examination, referred to in sub-regulation(2), or, where an employee has not passed any such examination, the date of birth or age recorded in his service book at the time of his entry into service shall be deemed to be his correct date of birth or age as the case may be and no application or representation for correction of the date of birth or age shall be entertained in any circumstance whatever

15. The character of a candidate for recruitment to the service must be such as to render him suitable for all respect for employment in the service. He shall produce a certificate of good character from :-

(i) the Proctor or the Principal Officer of the University, College, School or Institution, as the case may be, in which he last studied, and

(ii) two responsible officers, not being relations, who are well acquainted with him in his private life: Provided that the appointing authority may make further enquiries regarding the character and antecedents of a candidate in such manner and from such authorities as may be considered necessary.

NOTE- A person dismissed by the Union Government or State Government, or by a Local Authority or a Corporation or Body, owned or controlled by the Union Government or a State Government shall be ineligible for Appointment to any post in the Service. Persons convicted of an offence involving moral turpitude shall also be ineligible.

16. A male candidate who has more than one wife living or a female candidate who has married a man already having a wife living shall not be eligible for appointment to a post in the service:

Provided that, subject to any general or special orders of the Government on the subject, the Corporation may, if satisfied that there exist special grounds for doing so, exempt any person from the operation of this regulation.

17. (1) No candidate shall be appointed to a post in the service unless he be in good mental and bodily health as certified by a Medical Officer, nominated or approved by the Corporation.

(2) A person, appointed to the post of driver, will be required to undergo medical test, particularly vision test, every year or at such intervals as may be prescribed by the General Manager from time to time.

(3) The service of a person who fails to pass the fitness test, referred to in the sub-regulation(2), may be dispensed with:

Provided that the persons, whose services are so dispensed with may in the discretion of the Corporation, be offered alternative job.

Academic quali-¹[18. The minimum essential academic qualifications and experience for the
following posts cations and shall be as given in the table below: -

experience etc	S.No.	Post	Educational Qualification
		India or its 1 Station	Bachelor's degree from any University established in equivalent degree recognized by the State Government and working Incharge knowledge of Hindi in Devanagari script is required.
		Engineering	03 years Diploma in Automobile or Mechanical
	2	Mechanic	(Automobile) from a recognized Polytechnic and preference for those having driving licence of heavy vehicle es.
	3	Electrician	Diploma in Electrical with Electrical Supervisory License.
	Assistant		Diploma in Automobile/Mechanical Engineering from a recognized 4 Store Keeper Polytechnic.

(1). Clause 18 substituted by Noti. No. 556/XXX-2-2025-30-2099/121/2022, dated 16th June, 2025 (Eleventh

PART V-PROCEDURE FOR RECRUITMENT

Determination of vacancies. 19. The appointing authority shall determine the number of vacancies to be filled during the course of the year as also the number of vacancies to be reserved for candidate belonging to Scheduled Castes, Scheduled Tribes and other categories under Regulation 12. The vacancies, to be filled by direct recruitment, shall be notified to the Employment Exchange, in accordance with the rules or orders in force at the time of recruitment, and shall also be advertised in the leading newspapers. The vacancies may also be notified in any other manner decided upon by the appointing authority.

Procedure for direct recruitment. 20. (1) For the purposes of direct recruitment, the appointing authority shall constitute a Selection Committee comprising not less than three members.
¹[(2) The Selection Committee shall scrutinize the application and require the eligible candidates to appear in a competitive examination Trade Test or an interview as the appointing authority may decide:
Provided that the syllabus, for lthe competitive examination shall be such as may be prescribed by theGeneral manager from time to time.]

----- (1). Clause 20(2) substituted by Noti. No. 4259/XXX-2-1146-N-79, dated 27th August, 1982 (First Amendment) Regulation, 1982, Published in U.P. Gazette Extra., Regulation 20(2), dated 27th August, 1982 (w.e.f. 27-08-1982).

(3) The Selection Committee shall, having regard to the need of securing due representation of the candidates belonging to the Scheduled Castes, Scheduled Tribes and other categories in accordance with Regulation 12 call for interview such number of candidates as they consider proper.

(4) The Selection Committee shall prepare a list of selected candidates in order of their proficiency as disclosed by the aggregate of marks obtained by them in the written test/Trade test and/or interviews. If two or more candidates obtain equal marks, the person getting higher marks in the written test/trade test shall be placed higher and, where the selection is made on the basis of interview only, the person older in age shall be placed higher. The number of names in the list shall be larger (but not larger by more than 5 percent) than the number of vacancies. The Selection Committce shall forward the list to the appointing authority.

(5) The list prepared under sub regulation (4) shall remain alive for one lyear from the date it is finalised by the Selection Committee or till the from the date next selection whichever be earlier.

Critarion for promotion. 21. The criterion for promotion shall be seniority subject to the rejection of unfit.

Procedure for Recruitment by promotion. 22. (1) Recruitment by promotion shall be made through a selection Committee, comprising at least three members, constituted by the appointing authority.

(2) The appointing authority shall prepare a list of eligible candidates, arrangedin order of seniority and place it before the selection Committee along with their character rolls and such other records, pertaining to them, as may be considered proper. Toe numberof names in the list shall, as may be, double the number of vacancies.

²[(3) The Selection committee shall consider the names of the candidates on the basis of lthe records referred to in sub-regulation (2). In the case of technical post, the Selection committee may hold a Trade Test.

----- (1). Clause 22(3) substituted by Noti. No. 4259/XXX-2-1146-N-79, dated 27th August, 1982 (First Amendment) Regulation, 1982, Published in U.P. Gazette Extra., Regulation 22(3), dated 27th August, 1982 (w.e.f. 27-08-1982).

(4) The Selection Committee shall prepare a list of selected candidates, arragned in order of seniority, and forward the same to the appointing authority. The number of names in the list shall be larger (but not larger by more than 25 per cent) than the number of vacancies. The list shall be forwarded to the appointing authority.

(5) The list prepared under sub-regulation (4) shall remain alive for one year from the date it is finalised by the Selection Committee or till the next selection, whichever be earlier.

23) Where recruitment by promotion and by direct recruitment, in the same category and in the same grade,

Combined is made on the same date or at the same time a combined select list shall be prepared by arranging the

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names of persons recruited by promotion, in order of their (inter se) seniority, followed by the names of persons selected by direct recruitment, in order of their merit.

(PART VI-APPOINTMENT, PROBATION, REGULARISATION AND SENIORITY)

24. Before a directly recruited candidate is appointed to the service he shall -

Submission (i) produce the certificate prescribed in Regulation 17;

of

certificates (ii) submit declaration -
declaration.

(a) of all immovable property owned by him or member of his family dependant on him, with full details thereof, in the form prescribed in Annexure 'E';

(b) of his relationship with any person employed in the Corporation; and

(c) for serving the Corporation loyally and faithfully in the form prescribed in Annexure 'F'

25. (1) Subject to the provisions of Regulation 12, on the occurrence of the regular vacancies the appointing Appointment. authority shall make appointments by taking the names of the candidates in the order in which they stand in the lists prepared under Regulation 21,22 or 23 as the case may be.

(2) The appointing authority may make temporary or officiating appointments also from the lists referred to in sub-regulation (1). if no candidate borne on these lists is available, he may make such appointments from amongst persons eligible for appointment under these Regulations. Such appointments shall not last for a period of more than six months or till the next selection, whichever be earlier and may be terminated at any time within the said period. Such appointments shall not create any right for the post.

¹[26. The appointing authority may at any time and with the approval of the appropriate Selection committee Removal

remove from the select list the name of any candidate whose conduct or antecedents are found to be name from unsatisfactory:
select list.

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Provided that, where such a person has already joined the service, an opportunity to be heard shall be given.]

---- (1). Clause 26 substituted by Noti. No. 4259/XXX-2-1146-N-79, dated 27th August, 1982 (First Amendment) Regulation, 1982, Published in U.P. Gazette Extra., Clause 26, dated 27th August, 1982 (w.e.f. 27-08-1982).

Probation 27. (1) A person who is appointed to a post in the service, under Regulation 25 (1) shall be placed on probation for a period of one year from the date of his joining the post;

Provided that the appointing authority may allow continuous service, rendered in officiating or temporary capacity in the post or any other equivalent or higher post in the service, to be taken into account for the purpose of computing the period of probation.

(2) The appointing authority may, for reasons to be recorded, extend the period of probation in individual cases specifying the date up to which extension is granted: Provided that, the period of probation shall not be extended beyond one year.

(3) If it appears to the appointing authority during the period of probation or the extended period of probation that the probationer has not made sufficient use of his opportunities or has otherwise failed to give satisfaction, he may be reverted to the post from which he was promoted and if he was directly appointed his services may be dispensed with.

(4) A probationer who is reverted or whose services are dispensed with under sub-regulation (3) shall not be entitled to compensation:

Provided that in case of workmen the termination of service shall be subject to the provisions of the law applicable to them.

Regular appointment

¹[28. A Probationer shall be confirmed by 'the appointing authority by an confirmation order in writing, at the end of the period of probation or theex(i) his work and conduct is reported to be satisfactory.
(i) his work and conduct is reported to be satisfactory.
(ii) his integrity is certified, and
(iii) the appointing authority is satisfied that he is otherwise fit for being confirmed. tended period of probation, if-

-- (1). Clause 28 substituted by Noti. No. 4259/XXX-2-1146-N-79, dated 27th August, 1982 (First Amendment) Regulation, 1982, Published in U.P. Gazette Extra., Clause 28, dated 27th August, 1982 (w.e.f. 27-08-1982).

Termination of

29. (1) Unless otherwise agreed upon in writing by regular employee and the Corporation, such service. employee may resign or his services may be terminated by the appointing authority or any other authority authorised by the Board in this behalf, without assigning any reason, on giving 3 months notice in writing or on payment of sum equivalent to the amount of pay and allowance, if any, for the period of notice or for the period by which the notice falls short of the said period of three months:

Provided that the services of such an employee may be terminated forthwith and on such termination he shall be entitled to claim a sum equivalent to the amount of his pay and allowances, if any, for the period of notice or, as the case may be, for the period the notice falls short of the said period of three months:

Provided further that it shall be open to the appointing authority or any other authority referred to above to relieve an employee, who tenders resignation under this regulation without notice or accept notice of shorter period:

Provided also that, where the employee is a workman, the provisions of this regulation shall apply subject to the provisions of law applicable to him.

(2) The service of an employee, not covered by sub-regulation (1) may be terminated at any time without assigning any reason, by a notice in writing given by the appointing authority or any other authority, referred to in sub-regulation (1) to the employee or by the employee to such authority or on payment of a sum equivalent to pay and allowances of the period of notice. The period of such notice shall be one month and the provision contained in the provision to sub-regulation. (1), shall mutatis mutandis, apply.

Acceptance of
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30. (1) Notwithstanding anything contained in Regulation 29 the resignation of an employee, given in accordance with Regulation 29 shall not be effective unless it is accepted by the authority or any other authority authorised by the Board in this behalf. Such authority may, in discretion, refuse to accept the resignation if -

(i) the employee is under an obligation to serve the Corporation for a specified period has not expired.

(ii) the employee owes to the Corporation any sum of money and/or any other liability unless the amount due has been paid or the liability discharged

(iii) there are any other sufficient grounds to be recorded in writing.

Seniority

31, (1) There shall be maintained separate seniority lists for each category of posts?

Provided that the Board or any other authority authorised in this behalf by the Board may direct that seniority list for any particular category of posts be prepared for the Corporation as a whole or separately for each of its units or combination of units.

(2) Seniority in any category of posts shall be determined from the date of the continuous service followed by regular appointment and, if more than one persons are appointed on the same date from the order in which their names are arranged in the appointment order:

Provided that -

(i) the inter se seniority of the persons appointed directly shall be the same as determined at the time of selection and mentioned in the merit list

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(ii) the inter se seniority of persons appointed by promotion shall be the same as it was in the post from which they were promoted;

(iii) where appointments are made both by promotion and direct recruitment in the same grade and on the same date the seniority shall be determined by arranging the names of the persons in the cyclic order in accordance with Regulation 23: Provided further that the inter se seniority of the persons who were employees of the State Government and have opted for the service of the Corporation shall be the same as it was or would have been in their parent department under the State Government

PART VII-PAY ETC

32. (1) The scales of pay admissible to persons appointed to various category of posts in the service

Scales

(2) An employee, who is directly recruited shall draw minimum of pay on the time scale, applicable to the post: Provided that, in deserving cases, a higher starting salary may be allowed by the Board and by the authority empowered in this behalf.

(3) Unless the Board otherwise directs, the pay on promotion shall be fixed in accordance with the relevant rules contained in Financial Handbook, Volume II, Parts II-IV

33. (1) An annual increment shall ordinarily be allowed to an employee, in accordance with the has been withheld as disciplinary measure or at the efficiency bar.

Increm

(2) All the employees, whose increments are due in the present system on the different dates of a calendar month, will be granted increments on the first day of the month

1[(3) If the period of probation is extended, such extension shall be counted for increments in salary, unless the appointing authority directs otherwise.]

----- (1). Clause 33(3) substituted by Noti. No. 4259/XXX-2-1146-N-79, dated 27th August, 1982 (First Amendment) Regulation, 1982, Published in U.P. Gazette Extra., Clause 33(3), dated 27th August, 1982 (w.e.f. 27-08-1982).

(4) The date of increment of an employee who has remained off duty on account of extraordinary leave, study leave or any other similar leave, shall be correspondingly shifted and the period of such leave shall not be counted for the purpose of increment.

Efficien

and unless his integrity is certified.

(2) For the purpose of efficiency bar, character roll entries of five years immediately preceding the date on which efficiency bar falls due and the report of work of the immediate superior shall be taken into consideration,

(3) If on or before the due date of crossing the efficiency bar, the employee is served with a charge-sheet or disciplinary proceedings are initiated against him or he is placed under suspension, decision in regard to efficiency bar shall be taken only after seeing the result of such proceedings/enquiry. The disciplinary proceedings started after the due date or the pendency of any other enquiry shall have no effect on such efficiency bar.

(4) The appointing authority or any other authority empowered in this behalf shall review annually the cases of employees held up at the efficiency bar with a view to consider whether his performance has been such as to entitle him to cross the efficiency bar.

(5) Where an employee, who was not allowed to cross an efficiency bar, is subsequently permitted to cross the same, his pay shall be fixed in accordance with the relevant rules contained in Financial Handbook, Volume II, Part II-IV.

35. An employee, who is proceeding on sanctioned leave for one month or more shall be entitled

Advan

Pay on combination of
temporary appoint ments.
his pay

36. The Corporation may appoint an employee to hold substantively, as in measure or to officiate in, two or more independent posts at one time. In such cases will be regulated as follows:

(a) The highest pay, to which he would be entitled, if his appointment to one of the posts stood alone, may be drawn on account of his tenure of that post.

(b) For each other post he may draw such reasonable pay, in no case exceeding half the presumptive pay (excluding overseas pay) of the post, as the Corporation may fix.

(c) If compensatory or sumptuary allowances are attached to one or more of the posts, he will draw such compensatory or sumptuary allowances as the Corporation may fix, provided that such allowances shall not exceed the total of the compensatory and sumptuary allowances attached to all the posts: provided that no additional remuneration under this regulation will be admissible in cases in which the period during which he holds charge of more than one post is less than one month. In cases in which the period exceeds nine months no additional remuneration will be admissible beyond a period of nine months.

PART VIII-RETIREMENT AND RETIREMENT BENEFITS

Retirement on attaining
of the age of superannuation.

37. An employee of Group "C" shall retire on attaining the age of 58 years and that Group "D" shall retire on attaining the age of 60 years:

the

Provided that if the date of retirement falls on or after the second day of the month, date of retirement shall be the last day of the month.

Compulsory and voluntary
authority may retirement
a workman,

38. (1) Notwithstanding anything contained in Regulation 37, the appointing at any time, by notice to an employee (whether permanent or temporary), not being

require him to retire after he attains the age of fifty years without assigning any reason. Such employee may likewise by notice to the appointing authority voluntarily retire at any time after attaining the age of 45 years or after he has completed the qualifying service of twenty years.

(i) any such employee may, by order of the appointing authority, without such notice, or by a shorter notice, be retired forthwith at any time after attaining the age of fifty years, and on such retirement the employee shall be entitled to claim a sum equivalent to the amount of his pay plus allowances, if any, for the period of the notice or as the case may be, for the period by which such notice falls short of three months, at the same rates at which he was drawing immediately before his retirement;

(ii) it shall be open to the appointing authority to allow an employee to retire without any notice or by a shorter notice without requiring the employee to pay penalty in lieu of notice: provided further that such notice given by an employee against whom disciplinary proceeding is pending or contemplated, shall be effective only if it is accepted by the appointing authority, provided that in the case of a contemplated disciplinary proceeding the member of service shall be informed before the expiry of his notice that it has not been accepted:

Provided also that the notice once given by an employee under sub-regulation (1) seeking voluntary retirement shall not be withdrawn by him except with the permission of appointing authority.

(3) A retiring pension shall be payable and other retirement benefits, if any, shall be available in accordance with, and subject to, the provisions of the relevant rules to an employee who is governed by G.O. No.3414/302-170-N-72, dated July 5, 1972 and to any other employee who was entitled to the same in terms of his employment and who retires or is required or allowed to retire under this rule:

Provided that where an employee, referred to in this sub-regulation, voluntarily retires or is allowed to retire voluntarily under this regulation, the appointing authority, may allow him for the purposes of pension and gratuity, if any, the benefit of additional service of five years or of such period as he would have served if he had continued till the ordinary date of his superannuation, whichever be less.

Explanation (1) The decision of the appointing authority under regulation (1) to require an employee to retire as specified therein shall be taken, if it appears to the said authority to be in the public interests or in the interest of the Corporation, but nothing herein contained shall be construed to require any recital, in the order of such decision having been taken in the Public/Corporation interest.

(2) In order to be satisfied whether it will be in the Corporation/Public interest to require an employee to retire under the regulation, the appointing authority may take into consideration any material relating to the employee and nothing herein contained shall be construed to exclude from such consideration -

(a) an entry relating to any period before such employee was allowed to cross any efficiency bar or before he was promoted to any post in an officiating or substantive capacity or on an (ad hoc) basis, or

(b) an entry against which a representation is pending provided that the representation is also taken into consideration along with the entry, or

(c) any report of the Vigilance Establishment, constituted under the Uttar Pradesh Vigilance Establishment Act, 1965.

(3) Every such decision shall be presumed to have been taken in public interest or the interest of the Corporation,

(4) The expression "appointing authority" means the authority which for the time being has the power to make regular appointments of the post in the service from which the employee is required or wants to retire and the expression "qualifying service" shall have the same meaning as in the relevant rules relating to a retiring person.,

(5) Every order of the appointing authority requiring an employee to retire forthwith under the first proviso to sub-regulation (1) of this regulation have effect from the afternoon

of the date of its issue, provided that, if after the date of issue, the employee concerned performs bonafide and in ignorance of that order, performs the duties of his office, his acts shall be deemed to be valid notwithstanding the fact of his having retired earlier.

39. (1) (i) Subject to the provisions of clause (ii) of this sub-regulation, an employee of Government Roadways and has opted for the service of the Corporation, shall be entitled to pension and other retirement benefits in terms of the G.O.No.3424/302-170- N-72, dated July 5, 1972.

(2) Without prejudice to the provisions of sub-regulation (1) an employee (including an employee who was in the service of the State Government in the erstwhile U.P. Government Roadways Department), shall be entitled to the following retirement benefits:

(i) Employees Provident Fund or the General Provident Fund, as the case may be;

(ii) Gratuity in accordance with the Payment of Gratuity Act, 1972 or the relevant Government Rules, as may be applicable;

(iii) amount due under Group Insurance Scheme, 1972.

(iv) one free family pass in a year for journey within the State: (v) a free family pass for his return to his home from the place of posting at the time of retirement in case he does not accept railway fare; (vi) any other benefit that may be allowed by the Corporation from time to time

Right of leave.	40. Leave cannot be claimed as of right. When the exigencies of the service so require, discretion to refuse, cut short or revoke leave of any description is reserved to the authority empowered to grant it.
Earning of leave and absence from duty	41. Leave is earned by duty only. Wilful absence from duty after the expiry of leave may be treated as misconduct.
Prohibition from granting leave	42. Leave shall not be granted to an employee who is to be dismissed or removed from service for misconduct or general inefficiency if such leave will have the effect of postponing the date of dismissal or removal or to any employee in respect of whose a departmental enquiry is pending or is contemplated.
conduct	43. Except as expressly mentioned otherwise leave other than leave extending beyond the date of retirement may be granted by such authority of the Corporation as may be authorised by the Board.
Leave sanctioning authority.	44. Sunday or other recognised holidays may be prefixed or suffixed to the leave or of joining time subject to such conditions and under such circumstances as the Board may prescribe.
Prefixing or suffixing holi days	45. Except as otherwise provided any kind of leave under these regulations may be granted in continuation or in combination with any other kind of leave.
Combination of Leave.	46. An employee on leave shall not take any service or accept any employment without obtaining the previous sanction of the competent authority.
Employment during the leave	47. (1) An employee may be recalled from leave if the competent authority considers this to be necessary in the interest of the corporation,
Recall from leave	(2) All orders recalling an employee to duty before the expiry of his leave state whether the return to duty is optional or compulsory
should	(3) If the return to duty is compulsory the employee shall be entitled to be as on duty from the date on which he starts for the station to which he is ordered to or to report for duty and to draw travelling allowance but until he joins his post he shall leave salary only.
treated proceed draw	48. Unless he is permitted to do so by the authority which granted his leave, an employee on leave may not return to duty before the expiry of the period of leave granted to him.
Return on duty on expiry of leave.	49. An employee shall be entitled to casual leave, not exceeding 14 days in a calendar year and not more than six days at any one time, provided that, if an employee joins the service of the corporation during the currency of the calendar year, the sanctioning authority, at its discretion, grant casual leave proportionately,
Casual leave.	50. Casual leave shall not be combined with any other leave and shall lapse with the close of the calendar year, any other leave prohibited
authority	51. (1) The provision of the Financial Handbook, as amended from time to time shall apply to the employees governed by these Regulations in respect of the grant and computation of earned leave as they apply to the employees of the State Government.
Combination of casual leave with	
Earned leave.	
apply	

----- (1). Clause 51(1) substituted by Noti. No. 2484/30-21146-N-79, dated 18 May, 1983 (Third Amendment) Regulation, 1983, Published in U.P. Gazette Extra., Clause 51(1), dated 18 May, 1983 (w.e.f. 18-05-1983).

52. An employee may also be granted leave on private affairs not exceeding three hundred and sixty-

Provided that no leave under this regulation shall be granted unless the competent authority is satisfied that the employee will return to duty on the expiry thereof.

53. (1) Where no leave is admissible under these regulations, extraordinary leave may be granted the Corporation from time to time.

Pension and th

Leave on five da

Extraordinary for a

(2) Authority which has power to sanction leave may grant extraordinary leave under this regulation in combination with, or in continuation of any leave that is admissible and may commute retrospectively the period of absence without leave into extraordinary leave.

(3) Where an employee fails to resume duty on the expiry of maximum period of extraordinary leave granted to him under this regulation or where such an employee is granted a lesser amount of extraordinary leave than the maximum amount admissible, remains absent from duty for any period which, together with extraordinary leave granted, exceeds the limit up to which he could have been granted, such leave under this regulation, the appointing authority may, after giving an opportunity to the employee to show cause, order that the employee be deemed to have resigned and accordingly to have ceased to be in Corporation employment with effect from the date of the order.

54. (1) An employee may be granted leave on medical certificate not exceeding twelve months Leave on in all during his entire service. Such leave shall be given only on production of a certificate from such

Medical
Certificate

medical authority as the Board may, by general or special order, specify in this behalf and for a period not exceeding that recommended by such medical authority:

Provided that when the maximum period of twelve month is exhausted, further leave on medical certificate not exceeding six months in all during entire service may be granted in exceptional case on the recommendations of such medical authority.

(2) No leave may be granted under this regulation unless the competent authority is satisfied that the employee will be fit to return to duty on the expiry of the leave applied for.

(3) An employee who has been granted leave on medical certificate may not return on duty without first producing the medical certificate for fitness in such form as the Board may prescribe.

55. Maternity leave may be granted to a female employee by the competent authority on full pay which she may be drawing on the date of proceeding on such leave for a period which may extend:

(i) in cases of confinement, up to the end of three months from the date of commencement of the leave;

on each occasion, provided that the application for leave is supported by a certificate from an authorised medical attendant:

Provided that such leave shall not be granted for more than three times during the entire service, including temporary service:

Provided further that no such leave shall be admissible until a period of at least two years has elapsed from the date of expiry of the last maternity leave granted under this regulation.

NOTE- In the case of a person to whom the provisions of Employees State Insurance Act, 1948, apply, leave salary payable in respect of leave under this regulation shall be reduced by the amount of benefit admissible under the said Act for the corresponding period.

Study leave.

56. Study leave may be granted to an employee for the purpose of undertaking studies of specialised nature or to undergo special training in or outside India by the Board in case where such training will be useful to the Corporation when the employee returns after the study leave:

Provided that no leave under this regulation shall be granted unless the employee executed a bond in such form as may be prescribed.

(2) Normally the grant of this leave, in combination of leave other than extraordinary leave or leave on medical certificate shall not involve an absence of over 28 months, including the period of vacation, from an employee's regular duties or exceed two years, in the whole period of an employee's service. Period of months at one time will ordinarily be regarded as suitable maximum and this limit shall not be exceeded save for exceptional reasons.

(3) Study leave, will be extraordinary leave on half average pay and will not be debited to the leave account of the employee.

Leave salary.

57. (1) Except as provided otherwise in these regulation an employee who is on leave shall during the leave, draw leave salary as mentioned in sub-regulation (2), (3) and (4) of this regulation.

(2) If an employee proceeds on earned leave or on leave on medical certificate against the limit of twelve months laid down in regulation 54 he shall subject to sub-regulation (3), be entitled to leave salary equal to pay drawn at the time of proceeding on such leave:

Provided that if an employee has been reverted or would have been appointed to a post carrying a lower time scale of pay then the amount of leave salary shall be equal to the amount of pay which he would have got on such lower post had he not proceeded on leave.

(3) If an employee proceeds on leave on private affairs or on leave on medical certificate under proviso to sub-regulation (1) of regulation 54 to leave salary equal to half the amount specified in sub-regulation (2); above, as the case may be subject to a maximum of Rs.750:

Provided that the limit of Rs. 750 shall not apply if the leave is for pursuing an approved course of study otherwise than on study leave terms.

Encashment of

1972, shall be Leave on entitled to cash payment equal to the amount of leave salary in lieu of earned leave due on the date Superannuation of the superannuation on his retirement subject to the following condition :-

(i) The amount of leave salary will be limited to earned leave not exceeding 180 days;
(ii) The amount of leave salary thus sanctioned will be payable on retirement and will be paid in one lump sum in full settlement of the claim;

(iii) The amount will be equal to the total of leave salary admissible under the regulation for the earned leave and dearness allowance calculated on the leave salary on the rates

applicable on the date of Isuperannuation. No city compensatory allowance or house rent allowance will be payable.

(4) The authority competent to issue order regarding payment under this regulation shall be the authority competent to sanction earned leave.

Explanation - This regulation will not be applicable to Isuch employees as have sought voluntary retirement or who have been retired compulsorily.

59. (1) Notwithstanding anything to lthe contrary contained in regulaltion 58 cash payment in lieu of Cash

(2) The amount and other conditions of such payment shall be as given in regulation 58.Encashment

¹[60. Every employee governed by these regulations-

(a) as well as by the G.O. no 3414/30-2-17-N72 dated July 5, 1972 shall be entitled to leave encashment Encashment in accordance with the orders of the State Government issued from time to time; Leave.

(b) but not governed by the said G.O. dated July 5, 1972 shall be entitled to leave encashment in accordance with the general or special orders of the Corporation issued from time to time.]

----- (1). Clause 60 substituted by Noti. No. 4259/XXX-2-1146-N-79, dated 27th August, 1982 (First Amendment) Regulation, 1982, Published in U.P. Gazette Extra, Clause 60, dated 27th August, 1982 (w.e.f. 27-08-1982).

PART X-CONDUCT, PUNISHMENT AND APPEAL

61. (1) An employee shall at all times -

- (a) maintain absolute integrity;
- (b) maintain devotion to duty;
- (c) do nothing which is unbecoming of a Public servant;
- (d) maintain the strictest secrecy regarding the affairs of the Corporation;
- (e) be at the disposal of his appointing authority/Corporation regarding the affairs of the Corporation;
- (f) serve the Corporation in such manner and at such place and time as may be directed;
- (g) be courteous and respectful in all his dealing with the public concerned, and
- (h) abide by the provisions of these regulations and other lawful orders issued from time to time by the competent authority.

(2) An employee shall

not -

- (a) misutilise the property of the Corporation;

(b) join any educational institution for further studies except with the prior sanction of the competent authority:

NOTE- Permission so required for joining educational institution shall be given by the appointing authority only in suitable cases when he is satisfied that according such permission shall have no adverse effect on the efficient discharge of his duties. (c) misuse his position or influence directly or indirectly to secure employment for any person related, whether by blood or marriage to the employee or to the wife or husband of the employee whether or not such a person is dependent on the employee;

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(d) engage or participate in any demonstration which involves incitement to an offence;

(e) join or continue to be member of an Association the object or objectives of which are prejudicial to interests of the sovereignty of India or public morality.

(3) (i) Except in so far as may otherwise be specifically authorised by any law, no employee shall be a member of or be otherwise associated with any political party or any organisation which takes part in politics nor shall take part or subscribe in aid of, or assist in any other manner, any political movement or activity.

(ii) it shall be the duty of every employee to try to prevent any member of his family from taking part in or subscribing in aid of or assisting any movement or activity which is, or tends directly to the subversive of the Government as by law established and where a member of service is unable to prevent a member of his family from taking part in or subscribing in aid of or assisting in any other manner any such movement or activity, he shall make a report to that effect to the Corporation.

(iii) No employee shall canvass or otherwise interfere or use his influence in connection with or take part in election to any legislature or local body. He may, however, exercise his right to vote, but where he does so, he shall give no indication of the manner in which he proposes to vote or has voted.

(iv) An employee shall not be deemed to have contravened the provisions of this sub-regulation by reason only that he assists in the conduct of an election in the due performance of duty imposed on him by or under any law for the time being in force.

Explanation Any electoral symbol displayed on his person or vehicle (while he is travelling in it) shall amount to using his influence in connection with an election within the meaning of this sub-regulation.

(4) No employee shall, without the previous sanction of the competent authority, own wholly or in part, or conduct or participate in editing or management of any newspaper or other periodical publication.

(5) An employee shall not communicate, without the previous sanction of the competent authority, or otherwise than in the (bona fide) discharge of his duties, any information relating to the Corporation or participate in a radio or television broadcast or contribute any article or write any letter either in his own name or anonymous or pseudonymously or in the name of other person to any newspaper or priodical:

Provided that no such sanction shall be required if such broadcast or such contribution is of purely literary, artistic, cultural or scientific character.

NOTE- In any radio or television brad cast or in a document published in his name or in any public utterances no employee shall make any statement -

(a) which has the effect of adverse criticism of any policy or action of the Central or State Government or is against the interest of the Corporation or public interest;

(b) which is capable of embarrassing the relations between the Corporation and the State Government or any other Corporation or the public:

Provided that nothing in this regulation shall apply to any statement or view expressed by an employee, which is of a purely factual nature and which is not considered to be of a confidential nature in his official capacity or due performance of the duties assigned to him; Provided further that nothing contained in this clause shall apply to bonafide expression of view by him as an office bearer of recognised trade unions for the purpose of safeguarding the conditions of service of such employee or for acquiring an improvement thereof,

Provided also that no freedom allowed by the Trade Unions Act, 1926 or any other law for the time being in force in this regard shall be deemed to be abridged by any provision of these regulations.

(5) No employee shall accept or permit any member of his family or any person acting on his behalf to accept any gift.

Explanation- The expression "GIFT" shall include free transport, board, lodging or other service or any other pecuniary advantage when provided by any person other than near relative or a personal friend having no official dealing with the employee,

Note- (i) An employee shall avoid acceptance of lavish or frequent hospitality from any individual or firm having official dealing with him.

(ii) On occasion such as weddings, anniversaries, funerals or religious functions, when the making of gifts is in conformity with the prevailing religious or social practices, an employee may accept, gift from near relatives.

(6) No employee shall, except with the previous sanction of the competent authority, engage directly or indirectly in any trade or business or other employment except an honorary work of social, cultural or charitable nature or occasional work of a literary, artistic, scientific or cultural nature subject to the condition that his official duties do not thereby suffer.

(7) Every employee shall intimate the competent authority about acquisition or disposal of any immovable property the value of which exceeds Rs.5,000 in any one transaction.

(8) Every employee shall on first appointment in the corporation, submit a return of assets and liabilities in the prescribed form regarding immovable property, owned acquired or inherited by him or held by him on lease or mortgage either in his own name or in the name of any other member of his family living with or in any way dependent on him.

(9) Every employee shall intimate to the competent authority about shares, debentures including bank deposit etc. and every movable property owned, acquired or inherited by him if the value exceeds Rs:5,000.

62. Without prejudice to the generality of the term misconduct the following acts of omission and Misconduct commission shall be treated as misconduct:

(1) Fraud or dishonesty in connection with the business or property of the Corporation or of property of another person within the premises of the Corporation.

(2) Taking or giving bribes or any illegal gratification.

(3) Possession of pecuniary resources or property disproportionate to the known sources of income by the employee or on his behalf by another person which the employee cannot satisfactorily account for.

(4) Furnishing false information regarding name, age, father's name, qualifications, ability or previous service or any other matter relating to the employment at the time of employment or during the course of employment.

(5) Acting in a manner prejudicial to the interest of the corporation.

(6) Wilful insubordination or disobedience either alone or in combination with others of any lawful and reasonable order of his superior.

(7) Absence without leave or over-staying the sanctioned leave without sufficient grounds or proper or satisfactory explanation.

(8) Habitual late coming or irregular attendance.

(9) Neglect of work or negligence in the performance of duty,

(10) Damage to any property of the Corporation.

(11) Interference or tampering with any safety devices installed in or about the premises of the Corporation.

(12) Drunkenness or riotous or disorderly or indecent behaviour in the premises of the corporation or outside such premises where such behaviour is related to or connected with the employment.

(13) Gambling within the premises of the establishment.

(14) Smoking within the premises of the establishment.

(15) Habitual indebtedness and insolvency.

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(16) Unauthorised communication of official documents or information and disclosures to any unauthorised person of information relating to the operation and business of Corporation.

(17) Sleeping while on duty.

(18) Collection without the permission of the competent authority of any money within the premises of the Corporation except as sanctioned by the law of the land for the time being in force or under the authority of the Corporation,

(19) Absence from appointed place of works without permission or sufficient cause,

(20) Commission of any act which amounts to criminal offence involving moral turpitude.

(21) Commission of any act subversive of discipline or of good behaviour.

(22) Abetment or attempt at abetment of any act which amounts to misconduct.

Penalties

63. The following penalties may, for good and sufficient reasons and as hereinafter provided, be imposed on an employee, namely-

Minor Penalties

- (1) Censure;
- (2) Withholding of increment;
- (3) Stoppage at an efficiency bar otherwise than on the ground of unfitness to cross the bar;
- (4) Recovery from pay or deposit at his credit the whole or the part of a pecuniary loss caused to the Corporation by negligence or breach of order;

Major Penalties

- (5) Reduction to a lower grade or post or to a lower stage in a time scale;
- (6) Removal from service which shall not be a disqualification for future appointment;
- (7) Dismissal from service which shall be disqualification for future appointment,

Procedure for awarding Major 64. (1) Without prejudice to the right to terminate the service in accordance with regulation 29 no order (other than order based on facts which had led to his conviction in a criminal court) of dismissal, Penalties removal or reduction in a rank, whihe includes, reduction to a lower post or time scale or to a lower stage in the time scale but excludes the reversion to a lower post of a person who is officiating on a higher post, shall be passed against an employee unless he has been afforded adequate opportunity of defending himself.

(2) The ground on which it is proposed to take action shall be reduced in the form of a definite charge or charges which along with the evidence proposed to be relied upon in support of the charge shall be communicated to the person charged and he shall be required, with in a reasonable time, to put in a written statement of his defence and to state whether he desires to examine or cross-examine any witness and whether he desires to be heard in person. He shall also be informed that, in case he does not file a written statement of his defence, it will be presumed that he has none to furnish and orders will bepassed (ex-parte.)

(3) If the employee desires or the Enquiry officer considers it necessary an oral inquiry shall be held in respect of such allegations as are not admitted. At the enquiry such oral evidenec shall be heard as the Enquiry Officer considers necessary. The person charged shall be entitled to cross-examine the witnesses, to give evidence in person and to have such witness called as he may wish, provided that the officer conducting the enquiry may for sufficient reasons to be recorded in writing refuse to call or examine any witness.

(4) The proceedings shall contain sufficient record of evidence and the statement of findings and grounds thereof. The enquiry Officer may also, separately from the proceedings, make his own reconumondation regarding the penalty to be imposed. Theproceedings and the record shall be forwarded to the appointing authority.

(5) The appointing authority shall pass such orders as he considers proper on the basis of record and report. NOTE- (i) Where the punishing authority himself enquires into the charges, he may, if he considers proper, appoint any employee to present the case on his behalf.

(ii) The employee may take the assistance of any other employee to present the case on his behalf but shall not be entitled to engage a legal practitioner or any person other than an employee.

65. (1) Where the appointing authority or an authority to whom powers in this behalf are delegated by the Board is satisfied that good and sufficient reasons exist for adopting such a course, it may, subject Minor to the provisions of sub-regulation (2) impose one or more of the following penalties: Namely -

Procedure for
Imposing
Penalties

- (i) Censure;
- (ii) Stoppage at efficiency bar;
- (iii) Withholding of increments in the time scale where there is no efficiency bar;
- (iv) Recovery from pay or deposit at his credit of the whole or part of any pecuniary loss caused to the Corporation by negligence or breach of orders.

(2) The employee shall be informed of the charges against him and called lupon to submit his explanation within reasonable time. The authority, referred to in sub-regulation (1), shall pass such orders as he considers proper and, where penalty is awarded, reasons thereof shall be given:

Provided that it shall not be necessary to follow the said procedure where the increment of an employee is stopped in the time scale of pay due to his integrity remaining uncertified.

Service of
Charge-

Sheet and

Ex Parte

66. (1) The chargesheet shall be served on the employee personally or by registeredpost at the Proceedings address mentioned in the office records and may also be placed on the notice board.

(2) In case where the employee against whome an enquiry has been instituted. docs not appear on the date fixed in spite of service of the notice on him or, having knowledge of the date, he absents himself at any stage of the proceedings, the Enquiry Officer may proceed with the enquiry ex parte. In such a case, the Enqiry Officer shall record the statements of witnesses, if he considers the same to be necessary in view of the nature of the charges and after considering the statement, if any, and other record, he shall submit his report to the appointing authority or, as the case may be, to anauthority referred to in regulation 65 (1).

¹[66 (A)Notwithstanding anything contained in regulation 64, 65 of 66, the disciplinary authority may impose any

penalties specified in regulation 63 in any of the following circumstances:-

(1)- the employee has been convicted on a criminal charge, or on the strength of facts or conclusions arrived at by a Judicial trial; or

(II)- Where the disciplinary authority is satisfied for reasons to be recorded by it in writing that it is not reasonably practicable to hold any inquiry in the manner provided in these regulations; or (III)- Where the Board is satisfied that in the interest of the security of the Corporation it is not expedient to hold any inquiry in the manner provided in these regulations]

(1). Clause 66(A) addition by Noti. No. 345(1) SECY.CORP/98, dated 02 August 1998 (Sixth Amendment) Regulation, 1998, Published in U.P. Gazette Extra., Clause 66(A), dated 02 August 1998 (w.e.f.02.08.1998).

¹66-B (1) The Appoin ng Authority shall have the power to recover from re ral dues or from any other head of income of a re red employee, who has acted against the interests of the Corpora on or has caused financial loss to the Corpora on.
(2) The Appoin ng Authority shall have the power to withhold or withdraw the pension or any part thereof (in case of pensionable posts) of such re red employee, whether permanently or for a specified period, and it shall also have the right of ordering recovery of the whole or part of any pecuniary loss caused to the Corpora on by such re red employee from his pension:
Provided that if the financial loss caused to the Corpora on is not recovered through the aforesaid process, then the Appoin ng Authority may, in its discre on, approach the Civil Court or otherwise for the recovery of losses caused to the Corpora on.
(3) Such departmental proceedings, if not ins tuted while the employee was on duty, either before re rement or during re-employment,— (i) shall be ins tuted only a er the approval of the Chairman, U ar Pradesh State Road Transport Corpora on (UPSRTC);
(ii) shall be in respect of an event which took place not more than four years before the ins tu on of such proceedings.
(4) It shall be mandatory to complete any pending proceeding on re rement within three months from the date of re rement. If for any reason, the proceedings are not completed within three months, then the approval of Chairman of U ar Pradesh State Road Transport Corpora on (UPSRTC) shall be necessary for addi onal me.
(5) It shall be mandatory to complete the proceedings ini ated a er re rement within three months from the date of ins tu on of such proceedings. If for any reason, the proceedings are not completed within three months then the approval of Chairman of U ar Pradesh State Road Transport Corpora on (UPSRTC) shall be necessary for addi onal me.
(6) An employee punished under this regula on shall have the same right of appeal against the order, as that the serving employee. The process of appeal shall be same as that for the serving employee."

----- (1). Clause
66(B) insertion by Noti. No. 75/XXX-2-2025-30-2099-83-2021, dated 13th Jan, 2025 (Tenth Amendment) Regulation, 1982, Published in U.P. Gazette Extra., Clause 66(B), dated 13th Jan 2025 (w.e.f. 13-01-2025).

67. (1) An employee against whose conduct an enquiry is contemplated or is Suspension. proceeding may be placed under suspension pending the conclusion of the inquiry in the discretion of the appointing authority;
Provided that any other authority empowered by the Board in this behalf, may place an employee under suspension under this sub-regulation: Provided further that suspension should not be resorted to unless the allegations against the employee are so serious that, in the event of their being established may ordinarily warrant major penalty.

(2) An employee in respect of, or against, whom an investigatio, enquiry or trial relating to a criminal charge is pending, may, at the discretion of the appointing authority under whom he is serving, be placed under suspension until the termination of all proceedings relating to that charge,

if the charge is connected with his position as an employee of the corporation or is likely to embarrass him in the discharge of his duties or involves moral turpitude:

Provided that any other authority empowered by the board in this behalf, may also place an employee under suspension.

(3) An employee shall be deemed to have been placed or, as the case may be, continued to be placed under suspension by an order of the appointing authority-

(a) with effect from the date of his detention, if he is detained in custody, whether the detention is on criminal charge or otherwise, for a period exceeding forty-eight hours; and

(b) With effect from the date of his conviction, if in the event of a conviction for an offence, he is sentenced to a term of imprisonment exceeding forty-eight hours and is not forthwith dismissed or removed consequent to such conviction.

Explanation- The period of forty-eight hours referred to in clause(b) of this sub-regulation shall be computed from the commencement of the imprisonment after the conviction and for this purpose, intermittent periods of imprisonment, if any, shall be taken into account.

(4) Where a penalty of dismissal or removal from service imposed upon an employee is set aside in appeal under these regulations and the case is remitted for further inquiry or action or with any other directions-

(a) if he was under suspension immediately before the penalty was awarded to him, the order of his suspension shall, subject to any such directions as aforesaid, be deemed to have continued in force on and from the date of the original order of dismissal or removal;

(b) if he was not under suspension, he shall if so directed by the appellate authority, be deemed to have been placed under suspension by an order of the appointing authority on and from the date of the original order of dismissal or removal:

Provided that nothing in this sub-regulation shall be construed as affecting the power of the competent authority, in a case where a penalty of dismissal or removal from service imposed upon an employee is set aside in appeal under these Regulations on grounds other than the merits of the allegations on which the said penalty was imposed but the case is not remitted for further inquiry or action or with any other directions, to pass an order of suspension pending further inquiry against him on those allegations, so, however, that any such suspension shall not have retrospective effect.

(5) Where a penalty of dismissal or removal from service imposed upon an employee is set aside or declared or rendered void in consequence of or by a decision of a court of law and the appointing authority, on a consideration of the circumstances of the case, decides to hold a further inquiry against him on the allegation on which the penalty of dismissal or removal was originally imposed, whether the allegation remain in their original form or are clarified or their particulars better specified or any part thereof a minor nature omitted-

(a) if he was under suspension immediately before the penalty was awarded to him, the order of his suspension shall; subject to nay direction of the appointing authority, be deemed to have continued in force on and from the date of the original order of dismissal or removal;

(b) if he was not under such suspension, he shall, if so directed by the appointing authority, be deemed to have been placed under suspension by an order of the competent authority on and from the date of the original order of dismissal or removal.

(6) (a) Any suspension ordered or deemed to have been ordered or to have continued in force, under this regulation shall continue to remain in force until it is modified revoked by any authority specified in suboregulation (1).

(b) Where an employee is suspended or is deemed to have been suspended (whether in connection with any disciplinary proceeding or otherwise), and any other disciplinary proceeding is commenced against him during the continuance of that suspension, the authority competent to place him under suspension may, for reasons to be recorded by him in writing, direct that the employee shall continue to be under suspension till the termination of all or any of such proceedings.

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68. An employee under suspension or deemed to have been placed under suspension by an order of the competent authority shall be entitled to the following payments, namely:-

Subsistence allowance

(a) A subsistence allowance at an amount equal to the leave salary which the employee would have drawn if he had been on leave on half average pay or on half pay and in addition, dearness allowance if admissible on the basis of such leave salary;

Provided that where the period of suspension exceeds 180 days the authority which made or is deemed to have made the order of suspension shall be competent to vary the amount of subsistence allowance for any period subsequent to the period of the first 180 days as follows:

(i) The amount of subsistence allowance may be increased by a suitable amount not exceeding 50 per cent of the subsistence allowance admissible during the period of first 180 days, if in the opinion of the said authority, the period of suspension has been prolonged for reasons to be recorded in writing, not directly attributable to the employee;

(ii) The amount of subsistence allowance may be reduced by a suitable amount not exceeding 50 per cent of the subsistence allowance admissible during the period of the first 180 days, if in the opinion of the said authority, the period of suspension has been prolonged due to reasons to be recorded in writing, directly attributable to the employee;

(iii) The rate of dearness allowance will be based on the increased or as the case may be, the decreased amount of subsistence allowance admissible under sub-clauses (i) or (ii) above.

(b) Any other compensatory allowance admissible from time to time on the basis of pay of which the employee was in receipt on the date of suspension:

Provided that the employee shall not be entitled to the compensatory allowances unless the said authority is satisfied that he continues to meet the expenditure for which they are granted.

(2) No payment under sub-regulation (1) shall be made unless the employee furnishes a certificate that he has not been engaged in any other employment, business, profession or vocation, if such a certificate is found on enquiry to be incorrect, the appointing authority may withhold further payment:

Provided that in case of an employee dismissed or removed from service, who is deemed to have been placed or to continue to be under suspension from the date of such dismissal or removal and who fails to produce such a certificate of any period or periods during which he is deemed to be placed or to continue to be under suspension, he shall be entitled to the subsistence allowance and other allowances equal to the amount by which his earnings during such period or periods, as the case may be, fall short of the amount of subsistence allowance and other allowances that would otherwise be admissible to him but if the same are equal to or less than the amount earned by him, nothing in this proviso shall apply to him.

(3) Where the enquiry is by an outside agency or as the case may be, where the criminal proceedings against the employee are under investigation enquiry or trial the subsistence allowance shall for the first 180 days from the date of suspension, be equal to his basic salary and in addition dearness allowance and other compensatory allowances to which he would have been entitled had he been on leave. If the proceeding get prolonged and the employee continues to be under suspension beyond 180 days the subsistence allowance shall for such period, be equal to three-fourth the basic salary and in addition the allowances referred to above, where he is not involved in any heinous crime or an act of moral turpitude:

Provided that where such enquiry or criminal proceedings is prolonged beyond a period of 180 days for reasons directly attributable to the employee the subsistence

allowance shall, for the period exceeding 180 days, be one-fourth of his basic salary and in addition the allowance referred to above,

¹[68(A). (1) When the employee under suspension is reinstated, the Competent Authority may grant to him the following pay and allowances for the period of suspension,—

(a) if the employee is fully exonerated, then the full pay and allowances which he would have been entitled to if he had not been suspended, less the subsistence allowance already paid to him;

(b) if otherwise, then such proportion of pay and allowances as the Competent Authority deems fit.

(2) In cases falling under clause (a) of sub-regulation (1), the period of absence from duty will be treated as a period spent on duty. In cases falling under clause (b) of sub-regulation (1), the period of absence from duty will not be treated as a period spent on duty unless the Competent Authority so directs.

(3) Where the Competent Authority is of the opinion that the suspension was wholly unjustified, the employee shall be paid full pay and allowances to which he would have been entitled to had he not been suspended:

Provided that where the Competent Authority is of the opinion that the termination of proceedings instituted against the employee had been delayed due to reasons directly attributable to the employee, it may, after giving him an opportunity to make his representation within sixty days from date on which the communication in this regard is served on him and after considering the representation, if any, submitted by him, direct, for reasons to be recorded in writing, that the employee shall be paid for the period of such delay only such amount, not being the whole, of such pay and allowance as it may determine.

(4) In a case falling under sub-regulation (3), the period of suspension shall be treated as a period spent on duty for all purposes.

(5) The Competent Authority, after giving notice to the employee of the quantum proposed and after considering the representation, if any, submitted by him in that behalf, within a fixed period which shall not exceed sixty days from the date on which notice has been served, may order the pay and allowances to be paid to the employee for the period of suspension. (6) Where suspension is revoked pending finalization of disciplinary proceedings or proceedings in Court, the Competent Authority may review, on its own motion after the conclusion of such proceeding, and pass such orders as it deems fit.

(7) The Competent Authority shall, on conclusion of proceedings, pass orders for treating the period of suspension as the period spent on duty or not, for any specific periods, if necessary: Provided that the Competent Authority may also order that such period of suspension shall be converted into leave of any kind due and admissible to the employee."

--- 1). Clause 68(A) addition by Noti. No. 75/XXX-2-2025-30-2099-83-2021, dated 13 January 2025 (Tenth Amendment) Regulation, 2025, Published in U.P. Gazette Extra., Clause 68(A), dated 13 January 2025 (w.e.f. 13-01-2025)

"Proceedings

Appeal

69. (1) An employee shall be entitled to appeal to the next higher authority from an order passed by the appointing or any other authority.

(2) An employee preferring an appeal shall do so in his name. The memorandum of appeal shall contain all material statements and arguments relied upon by the appellant.

(3) The appeal shall not contain any intemperate language. Any appeal which contains such language may be liable to be summarily dismissed.

(4) The appeal shall be addressed to the appellate authority and submitted to the authority, against whose order it is preferred through the normal proper channel.

(5) The appeal shall be preferred within three months of the date of the order. An appeal, preferred beyond three months but not beyond six months of the date of the order, may be accepted by the appellate authority if sufficient cause is shown for the delay. An appeal preferred beyond time shall be dismissed summarily.

¹[69(A). Notwithstanding anything contained in these regulations, the Chairman and the Managing Director or in their absence the Additional Director or in their absence the Additional Managing Director of U.P. State Road Transport Corporation may, on his own motion, or otherwise, call for the record of any case relating to dismissal, removal and reduction in rank decided by any of the authorities subordinate to him in exercise of powers conferred by these regulations and—(a) Confirm, modify, or reverse the order passed by such authority or (b) Direct that a further enquiry be held in the case or (c) Reduce or enhance the penalty imposed by such order or (d) Make such other order in the case as it may deem fit.

Provided that if enhancement in the penalty imposed when by any such order, the employee concerned, shall be given an opportunity of showing cause against the proposed enhancement. Provided further that the revisional authority exercising the power on its own motion or otherwise, shall not call for the record]

----- (1). Clause 69(A) substituted by Noti. No. 372/SECY.COR/02, dated 30 October 2000 (Ninth Amendment) Regulation, 2000, Published in U.P. Gazette Extra., Clause 69(A), dated 30 October 2000 (w.e.f. 30.02.2000).

PART XI-MISCELLANEOUS

House Rent Allowance
City Compensatory allowance.

70. An employee shall be entitled to such house rent allowance and city compensatory allowance and as is allowed by the State Government to its employees from time to time subject to approval by the Board.

Bonus/Ex-Gratia

the provisions of Payment of Bonus Act, 1965, if applicable.

71. An employee shall get annual bonus/ex-gratia at the rate decided by the Corporation subject to the provisions of Payment of Bonus Act, 1965, if applicable.

Medical facility

72. (1) Medical benefits and facilities will be available to an employee: Provided that such employees as are covered by the employees State Insurance Scheme shall get this benefit from the date exemption is granted by the Government from the operation of the Employees State Insurance Act 1948,

(2) An employee shall be entitled to full reimbursement of all cost of medicines and fees of examination and test charged by the authorised medical attendant of the employee and the members of his family in cases of serious diseases like Heart Attack, Cancer, T.B. Asthma, Leprosy etc. on being certified by the medical attendant authorised by the Board and subject to such regulations or directions as may be issued by the Board.

Free Passes.
city borne by

73. (1) An employee shall be given free passes to travel in the Corporation's buses in the area only from his residence to the place of work and vice versa. Passenger Tax shall be borne by the employee,

family

(2) An employee shall enjoy the privilege of the two free family passes and three P.T.O. passes during a calendar year.

	(3) Free passes to the school children, of the employees, shall be given for going to their school and back to their residence in the city buses but the passenger tax shall be borne by the employee.	
Legal Aid. him Corporation, he will issued by	74. If an employee is prosecuted in any court of law in India on account of any act done by him during the course of due discharge of his official duty done in the interest of the Corporation, he will be given legal aid by the Corporation subject to such regulations and directions as may be issued by the Board from time to time.	
Employees Injured treated in Accident to be or the treated on duty.	75. If an employee is injured or disabled as a result of accident while on duty he shall be on duty during the period of medical treatment on being certified by the Medical Attendant prescribed medical authority. This period shall not exceed 30 days at a time.	
	76. If an employee has been certified by the Chief Medical Officer of the district or a medical officer of the appointing authority may give him some other suitable job for which he is eligible.	Adjustment
	Provided that if an employee receives compensation in accordance with law applicable to him the provision of this regulation shall not apply,	
	77. In the event of death or permanent disability of an employee while in service his son or daughter shall be entitled to the limit and academic qualifications	Employment t incapacitated Working Time Application to Part-time emp
	78. No employee shall be normally required to work for more than 8 hours in a day or for more than 56 hours in a week.	
	79. An employee seeking employment elsewhere outside the Corporation shall forward his application to the Corporation.	
	80. No employee while in service or on leave of any period shall accept or seek an outside interest of the Corporation.	
	81. (1) An employee shall comply with instructions issued from time to time relating to the conduct of work etc.	Attendance re
	(2) Employees attending late by more than 10 minutes shall be liable to be sent out and treated as absent at the discretion of the competent authority, Attendance of employees shall be marked in the appropriate register maintained for the purpose. An employee found absent from his place of work during working hours without permission, if he is not able to properly explain the reasons for his absence, shall be treated as absent for the whole day,	
	(3) An employee shall not absent himself from his duties without having first obtained the permission of the competent authority. However, in special circumstances like sudden sickness or accidents, the employee may obtain permission subsequently but within 24 hours.	
	(4) An employee who is habitually late in attendance will be liable to such penalty as the competent authority may deem fit to impose and may have one day of his casual leave or any other leave due (if casual leave is not available) forfeited for every three days of late attendance in a month.	
	82. An employee shall be entitled to holidays and rest in accordance with Acts, Rules, and Rest Regulation or orders applicable to them.	Holidays
	83. Notwithstanding anything to the contrary contained in these Regulations, the service provisions conditions, including the conditions relating to seniority, promotion, pay fixation, leave and retirement while benefits, of the persons who were employees of the State Government in the U.P. Government State Roadways department shall not be inferior to the conditions before their absorption in the service Government of the Corporation and the provisions of Government G.O. no. 3414/302-170-N-77, dated July 5, 1972 shall apply,	Special regarding Erst- Employees of
	84. Subject to the orders of the Board, in regard to matters not covered by these Regulations or other or any other Regulations or orders of the Boards issued from time to time, decision shall be taken in conformity with the Rules or Orders applicable to the State Government employee or issued under the authority of the State Government, as the case may be.	Regulation matters.

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ANNEXURE 'A'

(See Regulation 4)

संख्या 3414/302-170 एन-77

मि. श्री,

श्री गणेश जी सादर पांडे,

आयुक्त एवं सचिव,

उत्तर प्रदेश शासन।

सेवा में,

महानिरीक्षक,

उत्तर प्रदेश राज्य सड़क परिवहन निगम,

लखनऊ, ०८ नवंबर १९७२ लखनऊ

वषय- उत्तर प्रदेश राज्य सड़क परिवहन निगम का गठन एवं परिवहन संगठन के अधिकार्य/कर्मचार्य का उद्देश्य निगम में विलक्षण करण।

महोदय,

उत्तर प्रदेश राजकाय रोडवेज के अंतर्गत कार्य करने वाले अधिकार्य/कर्मचार्य के राज्य सड़क परिवहन निगम में विलक्षण करण के पश्चात् निगम के अंतर्गत सेवाओं में विलक्षण करण के संबंध में महानिरीक्षक शासनादेश संख्या ०००/३०-२-१७० एन-७२, ०८ नवंबर ७ जून, १९७२ का संशोधन करते हुये मुझे निम्नवत कहने का निर्देश हुआ है-

(१) उपरोक्त शासनादेश के पैरा (१) (क) में उद्देश्य के अनुसार वे समस्त स्थायी या अस्थायी अध

कार/कम[चार]जो राँय सड़क पारवहन ँनगम के गठन के पूव[राजकय रोडवेज क सेवाओं म, क सेवाय ँनगम म ँतुनयुित पर मानी जायगी। इस ँतुनयुित क अभी कोई अवध ँनित नहं क जा रह है।

(र) राँय सड़क पारवहन ँनगम ने रोड ँंसपोट[कारपोरेशन ऐेट क धारा ४५ के अतगत अपने अधीनथ अधिकारय[एवं कम[चारय] क सेवा शत[के सबुध म अभी तक ँनयम नहं बनाये ह। इसलए उपरोेत शासनादेश ँदनांक ७, जून १६७२ म चचत अनुेद १(१) (क) को छोड़कर शेष अनुेद अभी ँनरत समझे जायगे। कतु ँनगम द्वारा सेवा शत[के ँनयम बनाये जायगे तो उनम शासन का यह आवासन समावट होगा। क ँनगम के अधीन अधिकारय/कम[चारय] क सेवा शत[कसी भी दशा म उन शत[से हेय न हगी जो इह सिबलयन से पूव उर ँदेश राजकय रोडवेज के अधीन उपलथ थी तथा सरकार सेवा काल, ँनगम के अधीन इनक वरयता, ँतुनत, वेतन ँनधारण, अवकाश सबुधी हक तथा वीय लाभ उसी ँकार वचाय[होगा जैसा क इनक सरकार सेवा म बने रहने पर होते।

भवदय,
गारजा ँसाद
पांडे,
आयुेत एवं
सचव,

ANNEXURE 'B'
[See REGULATION.8 (1)]

1. Officers posts carrying a scale of pay maximum of which is more than Rs.1,200 p.m. Group 'A'
 2. Officers posts carrying a scale of pay maximum of which is not more than Rs. 1,200 Group 'B' p.m.
 3. Assistants subordinate, ministerial etc. posts carrying a scale of pay minimum of which Rs.200 or more p.m. (Teachers irrespective of their initial pay (even if it is less than Rs.200 p.m.) will also be clasified under this group) Group 'C' is
 4. Others -All other remaining posts Group 'D'
- Note-The Board may, however, change the classification in respect of any particular class or classes of posts.

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ANNEXURE 'C'
(SEE Note under Regulation 10) (i)

Attached with Traffic and Workshop Side

1. Chowkidar
2. Waterboy
3. Watch and Ward
4. Peon
5. Mazdoor
6. Bhisti
7. Sweeper
8. Traffic Cleaner
9. Cleaner
10. Mali
11. Conductor
12. Conductor Grade A
13. Junior Clerk
14. Senior Clerk
15. Assistant Out Agency Clerk
16. Out Agency Clerk
17. Driver
18. Driver Grade B
19. Driver Grade A
20. Driver Instructor
21. Traffic Instructor
22. Assistant Cashier
23. Cashier
24. Head Cashier
25. Chief Cashier
26. Mochi
27. Mochi Grade A
28. Cleaner
29. Hammerman
30. Hammerman Grade A
31. Painter
32. Painter Grade B
33. Painter Grade A
34. Carpernter
35. Carpenter Grade B
36. Carpenter Grade A
37. Upholster
38. Unholster Grade B
39. Unholster Grade A
40. Welder

41. Welder Grade B
42. Welder Grade A
43. Turner
44. Turner Grade B
45. Turner Grade A
46. Blacksmith
47. Blacksmith Grade B
48. Blacksmith Grade A
49. Assistant Vulcanizer
50. Vulcanizer
51. Vulcanizer Grade B
52. Vulcanizer Grade A
53. Tinsmith
54. Tinsmith Grade B
55. Tinsmith Grade A
56. Assistant Electrician
57. Electrician
58. Assistant Mechanic
59. Mechanic
60. Fitter (Mech./Elec.)
61. Assistant Store Keeper
62. Store Keeper
63. Senior Store Keeper
64. Unskilled
65. Semi-skilled
66. Skilled
67. Specialist
68. Specialist Grade I
69. Body Building Supervisor
70. Tyre Inspector.

(ii) In the Regions, Central workshop, Central STores and Allen Forest

- | | |
|--|--|
| 1. Daftari | 2. Jamadar, |
| 3. Bundle/Ledger Lifter. | 4. Orderly Peon |
| 5. Peon | 6. Waterboy |
| 7. Chowkidar | |
| 8. Sweeper | 9. Mazdoor |
| cum/chowkidar | 10. Sweeper- |
| Treasury Peon | 11. Railway Dafadar |
| 13. Office Assistant Grade II | 12. |
| 15. Assistant Cashier | 14. Office Assistant Grade I |
| 16. Cashier | |
| 17. Head Cashier | |
| 18. Chief Cashier | |
| 19. Accountant | |
| 20. Senior Accountant | |
| 21. Senior Accountant Grade I | |
| 22. Compiler | |
| 23. Statistical Assistant | |
| 24.. Noter and Drafter. | |
| 25. Head Clerk | |
| 26. Stenographer | |
| 27. Stenographer Grade I | |
| 28. Office Superintendent | |
| 29. Junior Clerk | |
| 30. Senior Clerk | these post will be converted into O.A.G. II and I respectively |
| 31. Junior Cashier will be called as Assistant Cashier | |
| 32. Senior Cashier will be called as Cas..ier | |
| 33. Head Time Keeper | |
| 34 Accounts Clerk | |
| 35. Assistant Gate Sergeant | |
| 36. Gate Sergeant | |
| 37. Store Suprintendent (this includes Head Store Keeper and Superintendent R*D) | |
| 38. Staff Nurse male | |
| Compounder 39. | |
| 40 Technical Assistant | |
| 41 Research Assistant | |
| 42. Junior Foreman | |
| 43 Senior Foreman Grade II | |
| 44 Senior foreman Grade I | |
| ¹ [45. Station Incharge | |
| 46. Senior Station Incharge Including Station Master Out Agency. | |
| 47: Traffic Superintendent | |
| 48. Station Superintendent | |

(ii) S. No-45 substituted by Noti. No. 556/XXX-2-2025-30-2099/121/2022, dated 16th June, 2025 (Eleventh Amendment) Regulation, 1982,
Published in U.P. Gazette Extra., Part (ii) S. No-45), dated 16th June 2025 (w.e.f. 16-06-2025).

(iii) Headquarter

1 Sweeper	18. Stenographer Special Grade 2 Mali
	19. Assistant Cashier
3 Farrash	20. Cashier
4. Waterboy	21. Head Cashier
5 Chowkidar	22. Chief Cashier
6. Peon	23. Compilor
7. Orderly/Poon	24. Statistical Assistant
8. Bundle/Ledger Lifter	25. Head Clerk
9. Jamadar	26. Statistical Superintendent 10. Daftari
	27. Judicial Superintendent.
11 Lower Division Clerk	28. Publicity Assistant. 12. Upper
Division Clerk	29. Artist-cum-Photographer 13 Noter
and Drafter	30. Tracer.
14 Junior Accountant	31. Draftman.
15. Senior Accountant	32. Junior Engineer.
16. Accountant (Commercial)	33. Computor.
17. Stenographer	

