

**KARNATAKA STATE ROAD TRANSPORT CORPORATION
CENTRAL OFFICES BANGALORE**

No. KST:CO:ADM:101:2994:220:88-89

Date: 29-7-1988

CIRCULAR No. 716
(Issued by Rules Section)

Sub:- Karnataka State Road Transport Corporation
Employees (Premature Retirement) Regulations,
1983-Enforcement there of-

Ref:- Corporation Board Resolution Nos.

1. 5925 dated 26-5-1988 and
2. 5932 dated 30-6-1988.

* * *

The Government of Karnataka vide order No. FTD 33 TRE 85 dated 12-5-1988, has accorded sanction to the Karnataka State Road Transport Corporation Employees (Premature Retirement) Regulations, 1983.

As per the Corporation Board Resolutions under reference, the said KSRTC Employees (Premature Retirement) Regulations, 1983 are brought into force with effect from 12-5-1988 in the Corporation.

In order to implement the said regulations, the Board of Directors in Resolution No. 5925 dated 26-5-1988 has issued the following directions:-

1. The appointing authorities specified under Regulation-2(2) of KSRTC (Cadre and Recruitment) Regulations, 1982 shall consider requests for voluntary retirement by the employees under Regulation- 4(1).
2. The following committees shall screen the performance of officers/ officials and make recommendations regarding Premature Retirement of officers/ officials to the Board of Directors:-

Screening committee- I

For Class-I (Junior) officers and above

1. Vice- Chairman and Managing Director : Chairman
 2. Director (Personnel) : Member
 3. Executive Director (Security & Vigilance) : Member
- (* vide circular No. 885 dated 14-1-1992)

Screening committee- II

For Class-II officers and below:

1. Director (Personnel) : Chairman
2. Concerned Head of Department : Member
3. Chief Personnel Manager : Member

The quorum shall be chairman and one member.

- (3) The appointing authorities shall communicate the decision of the Board of Directors to be concerned officers/ officials.

Copies of the KRSTC Employees (Premature Retirement) Regulations, 1983 and Government order No. FTD 33 TRE 85 dated 12-5-1988 are enclosed herewith for information and necessary action. The Heads of Department/ Unit Heads shall bring the contents of this circular and Regulations to the notice of all officers and employees working under them.

Sd/-

(P.P. PRABHU)

VICE-CHAIRMAN AND MANAGING DIRECTOR.

Copy to:-

All Directors/Head of Departments/Regional Managers/ Unit Heads.

The Administrative officer/ Assistant Administrative officer, KSRTC Central Offices, Bangalore.

The P.S. to chairman/ VC & MD/Stenos to Director (Personnel)/ CPM/Dy. CPM., Central Offices, Bangalore.

Notice Board of central offices, Bangalore.

Sd/-

CHIEF PERSONNEL MANAGER

PROCEEDINGS OF THE GOVERNEMENT OF KARNATAKA

Subject:- Karnataka State Road Transport Corporation
Employees (Premature Retirement) Regulations,
1983-Approval of-

READ: - Correspondence ending with letter No. KST:CO:
ADM:RULES:101:2518:268:87-88 dated 15-6-
1987, from the Managing Director, Karnataka
State Road Transport Corporation, Bangalore.

Order No. FTD 33 TRE 85

BANGALORE: DATED THE 12th MAY 1988.

WHEREAS, the Board of Directors of the Karnataka State Road Transport Corporation in the meeting held on 28-11-1983 has resolved vide Resolution No. 5163 and approved the draft Karnataka State Road Transport Corporation Employees (Premature Retirement) Regulations, 1983. The Managing Director, Karnataka State Road Transport Corporation, Bangalore has therefore requested approval of Government for the same.

Now, therefore, in exercise of the powers conferred by Section 45 of the Road Transport Corporation Act. 1950 (Central Act 54 of 1950), the Government of Karnataka hereby accords to the Karnataka State Road Transport Corporation Employees (Premature Retirement) Regulations, 1983.

A copy of the said Regulation approved by the Government is appended to this order.

By Order and in the name of the
Governor of Karnataka,
Sd/-
(G.S. Deshpande)
Under Secretary to Government,
Food and Transport Department.

To
The Managing Director, Karnataka State Road Transport Corporation,
Bangalore
The Accountant General Karnataka, Bangalore.
The Finance Department (Expenditure- V)
Spare copies.
/copy/
CHIEF PERSONNEL MANAGER

**ANNEXURE TO GOVERNMENT ORDER No. FTD. 33 TRE 85
DATED 12TH MAY 1988**

KARNATAKA STATE ROAD TRANSPORT CORPORATION EMPLOYEES
PREMATURE RETIREMENT REGULATIONS, 1983 (PROPOSED IN
TERMS OF AMENDMENT BY GOVERNMENT VIDE ORDER NO. FD 25
SRS 78, dated 23-10-1980)

* * *

1. Title and Commencement: (1) These Regulations may be called the Karnataka State Road Transport Corporation Employees Premature Retirement Regulations, 1983.

2. They shall come into force on such date as the Corporation may appoint by publication of a notice, specifying the date on the Notice Board at the Central Offices of the Corporation at Bangalore.

- a. "Corporation" means the Karnataka State Road Transport Corporation
- b. "Competent Authority" in relation to exercise of any power under these Regulations is the Corporation.
- c. "EMPLOYEE" means an employee of the Corporation whose conditions of appointment and service can be determined by the corporation by Regulations made under R.T.C Act, 1950.
- d. "Qualifying Service" means service rendered in both substantive and officiating posts.
- e. "Year" means a year reckoned according to the Gregorian calendar.
- f. Words and expressions used in these Regulations and not herein defined but defined in other Regulations made by the Corporation under Section 45 of the R.T.C. Act 1950 shall have respectively the meaning assigned to them in these Regulations.

3. Application: These Regulation Shall apply to all Class-I and II Officers and Supervisory Class III employees as set out in the schedule appended to these Regulations.

4. Premature Retirement:- (1) An employee may retire from service after completion of a qualifying service of not less than 20 years before attaining the age of compulsory retirement at 58 years provided that he shall give in this behalf a notice in writing to the Competent Authority atleast 3 months before the date on which he wishes to retire.

(2) Corporation may by order retire any employee in the interests of the Corporation after he has completed 25 years of qualifying service or after he has attained 50 years of age which ever is earlier provided that the employee concerned is given a notice of 3 months before the date of retirement or make payment of salary or wages equal to three months of service, and any increment which accrues to him during the period of three months shall be paid to him.

The qualifying service is set out hereunder:-

- a). A Corporation employee's service does not qualify till he has completed eighteen years of age.
- b). The service of every employee begins when he takes charge of the office to which he is first appointed.
- c) The service of an employee does not qualify unless he is appointed and his duties and pay are regulated by the Corporation or under conditions determined by the Corporation.
- d) Service of an employee does not qualify unless the employee holds a substantive office on a permanent establishment but an employee transferred from a temporary to a permanent appointment can count his service in full in the temporary office, if though at first created experimentally or temporary, it eventually becomes permanent.
- c) Temporary and/or officiating service under the Corporation followed without interruption by confirmation in the same or another post, shall count in full as qualifying service provided he held a substantive appointment on a permanent establishment on the date of his retirement except in respect of
 - i. Periods of service in work- charged establishment
 - ii. Periods of service paid from contingencies.

NOTE:-1. "Temporary Service" shall include "Officiating service" rendered either in a temporary post or a permanent post provided such service is followed by confirmation in a permanent post.

NOTE:-2. In regard to counting of temporary service the benefit can be given only by taking into consideration the period of duty and leave with allowances. The period spent on leave without allowance has to be omitted for purpose of assessing the benefit.

- f). An employee without a substantive appointment officiating in an office which is vacant, or the permanent incumbent of which does not draw any part of the pay or count service, may, if he is confirmed without interruption in his service count his officiating service.

NOTE:-1. The Confirmation of the employee need not necessarily be in the same appointment in which officiating service is rendered by him.

NOTE:-2. Service as an apprentice does not constitute qualifying service.

NOTE:-3. The Service of a probationer who holds a substantive post and draws substantive pay, qualifies, so does that of an employee who is on probation for a substantive office if he is employed in a vacancy reserved for him, pending probation and in which no other employee simultaneously counts service.

- g). If an employee on a permanent establishment is detached on a temporary duty, on the understanding that, when the temporary duty ceases, he will return to the permanent establishment he counts his detached service.

5. Payment of Accumulations in case of Premature Retirement.

(1) Where an employee voluntarily retires from service after completion of a qualifying service of not less than 20 years but before attaining the age of superannuation of 58 years, he shall be eligible to receive in full all the accumulations in provident fund and full gratuity upto the date of voluntary retirement and encashment of accumulated leave as is applicable to employees retiring in the normal course subject to such limits and conditions prescribed in this behalf.

(2) Where an employee is retired from service by the Corporation after he has completed 25 years of qualifying service or after he has attained 50 years of age, he shall be eligible to received in full accumulations in provident fund account and proportionate Gratuity only and encashment of leave as is admissible to employees retiring in the normal course subject to such conditions and limits prescribed in this behalf.

6. Power to issue subsidiary orders:-

The Corporation or the delegated authority may issue such orders not inconsistent with the provisions of these Regulations, as it may deem necessary to give effect to the provisions of these Regulations.

7. Interpretation:- If any question arises relating to interpretation of any of these Regulations, it shall be referred to the corporation whose decision thereon shall be final.

Sd/-
(G.S. DESHPANDE)
UNDER SECRETARY TO GOVERNMENT
FOOD AND TRANSPORT DEPARTMENT.

SCHEDULE
SUPERVISORY CLASS- III employees

<u>Post</u>	<u>Department</u>
Chargeman and above	- Mechanical Engineering
Traffic Inspector and above	- Traffic
Store Keeper/ Stock verifier and above	- Stores and Purchases
Junior Engineering and Draughtsman and above	- Civil Engineering
Supervisor (Adm.) and Senior Stenographer and above	- Administration
Supervisor or (Statistical) and above	- Statistical
Divisional Security Inspector and above	- Security and Vigilance
Supervisor (Accounts) and above	- Accounts
Chargeman (Printing) and above	- PRINTING PRESS.

Note:- Any other posts carrying the pay scales/ status of the above posts shall be treated as Supervisory, Class III posts.

Sd/-
(G.S. DESHPANDE)
Under Secretary To Government,
Food And Transport Department.

/copy/
CHIEF PERSONNEL MANAGER