



Government of Karnataka

No: LD 217 LET 2018

Karnataka Government Secretariat,
Vikasa Soudha,
Bengaluru, Dated:22/06/2020.

NOTIFICATION

In exercise of the powers conferred by section 19 and 62 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (Central Act 27 of 1996) read with rule 27 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) (Karnataka) Rules, 2006 the Board with previous approval of the State Government, hereby makes the following rules in respect of the terms and conditions of service of officers and employees of the Board, namely:-

RULES

1. Title and commencement.- (1) These rules may be called the Karnataka Building and Other Construction Workers' Welfare Board (Cadre and Recruitment of officers and employees) Rules, 2020.

(2) They shall come into force from the date of their publication in the Official Gazette.

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

- a) **"Act"** means the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996 (Central Act 27 of 1996);
- b) **"Appointing Authority"** means the Authority as specified in schedule III;
- c) **"Appellate Authority"** means the Authority as specified in schedule III;
- d) **"Board"** means the Karnataka Building and Other Construction Workers' Welfare Board constituted under sub-section (1) of section 18 of the Act;
- e) **"Direct Recruitment"** in relation to any service or post means appointment otherwise than by promotion, deputation;



- f) **“Disciplinary Authority”** means the Authority as specified in schedule III;
- g) **‘Officer’** or **‘employee’** means officer or employee appointed under these rules in an administrative, executive or ministerial capacity in the Board and does not include persons employed on daily wages or on contract or on consolidated pay or in casual employment;
- h) **“Outsourcing”** means hiring the services of staff with required skills/ qualifications as specified by the Appointing Authority from service providers after following mandatory procedures as prescribed by law;
- i) **Promotion’** means the appointment of an officer or an employee of the Board to the higher post carrying higher scale of pay as per these Rules;
- j) **“Rules”** means the Building and Other Construction Workers’ (Regulation of Employment and Conditions of Service) (Karnataka) Rules, 2006;
- k) **“Schedule”** means the Schedule appended to these rules; and
- l) **“Secretary”** means the Secretary of the Board appointed under section 19 of the Act.

3. Method of recruitment and minimum qualifications: The establishment of the Karnataka Building and Other Construction Workers’ Welfare Board shall consist of such categories of posts with scales of pay as specified in column (2) of the Schedule-I, their number the method of recruitment and minimum qualification, shall be as specified in the corresponding entries thereof.

4. Appointment by direct recruitment.- All the appointments by direct recruitment shall be made on the basis of competitive examination to be held by the Recruitment Committee in accordance with the procedure laid down in Schedule-II.

5. Reservation in appointment.- The reservation policy shall be followed in direct recruitment and promotion as per the guidelines issued by the State Government from time to time.

6. Age limit.- The minimum and maximum age limit for direct recruitment shall be as under the provisions of the Karnataka Civil Services (General recruitment) Rules, 1977:

Provided that, the candidates who are already working in the Board on contract/outsourced basis as on the date of notification for direct recruitment under these rules, are eligible for a relaxation in age equal to the total service rendered on contract/outsourced basis in the Board. The maximum age relaxation shall not exceed forty five years of age.

7. Weightage of marks.- The additional weightage of one percent shall be given for each year of the service rendered by the candidates who are already working in the Board on contract/outsourced basis while considering them for direct recruitment:

8. Departmental Examination.- A person appointed on direct recruitment basis shall within a period of probation pass the Departmental Examinations prescribed in Schedule IV.

9. Application of certain rules.- The provisions of,-

- a) The Karnataka civil services (Classification, Control and Appeal) Rules, 1957;
- b) The Karnataka civil services (Seniority) Rules, 1957;
- c) The Karnataka civil services Rules, 1958;
- d) The Karnataka Government Servants (Family Pension) Rules, 2002, for employees appointed before 01.04.2006 ;
- e) The Karnataka civil services (Conduct) Rules, 1966;
- f) The Karnataka civil services (Service and kannada Language Examinations) Rules, 1974;
- g) The Karnataka civil services (Determination of Age) Act, 1974;
- h) The Karnataka civil services (General Recruitment) Rules, 1977;
- i) The Karnataka civil services (Probation) Rules, 1977;
- j) The Karnataka civil services (Regulation of Promotion, Pay and Pension) Rules, 1978;
- k) The Karnataka civil services (Performance Reports) Rules, 2000;

- l) The Karnataka civil services (Appointment on Compassionate Grounds) Rules, 1996;
- m) The Karnataka Civil Services (Computer Literacy Test) Rules, 2012;
- n) The Karnataka Government Servants (Medical) Attendance Rules, 1963;
- o) Other rules, made or deemed to have been made under the Karnataka State Civil Services Act, 1978 (Karnataka Act 14 of 1990), orders and special orders of the Government issued from time to time, and adopted in those rules;

-shall mutatis mutandis apply subject to such modifications by the Board.

10. Appointment by deputation.-

(1) The Board may borrow the services of an officer or employee of the Central or State Government or other statutory organizations or local bodies on deputation for the appointment in the Board against posts of the Board and the terms of deputation of such person shall be as may be agreed upon by the Board in each case and except in so far as they are not regulated by the terms of deputation, they shall be governed by the provisions of these rules.

(2) Officials of the State Government or Central Government or other statutory organizations or local bodies, on deputation to the Board shall be liable to be repatriated to their parent department or organization. The parent department may recall such of their officials whom the Board desires to repatriate. The decision of the Board to repatriate shall be final.


(3) Notwithstanding anything contained in the Schedule -I any post in the Board can be filled by borrowing the services of a person from Government or other organizations owned by the Government by way of deputation as deemed necessary by the Appointing Authority subject to the condition that such person fulfills the eligibility criteria prescribed for the post specified under direct recruitment method.

(4) The maximum period of deputation shall be three years.

13. Determination of Seniority.- The seniority shall be determined as under the provisions of the Karnataka Government Servants (seniority) Rules, 1957.

14. Retirement.- The retirement age of the officers and employees of the Board, on superannuation, shall be the last day of the month when he completes sixty years of age.

By order and in the name of the
Governor of Karnataka,


(Sandhya. L Nayak)

Deputy Secretary to Government,
Labour department.

To,

The Complier, to publish the above notification in Karnatak Gazatte, Bengaluru.

Copy to:

1. Principal Accountant General in Karnataka, New Building, Audit Bhavan, Post box No. 5398, Bengaluru-1.
2. The Commissioner, Labour Department, Karmika bhavan, Bannerghatta Road, Bengaluru.
3. Secretary, Karnataka Building and other Construction Workers Welfare Board, Koushalya Bhavan, Bannerghatta Road, Bengaluru
4. Private Secretary to Hon'ble Minister for Labour, Vidhana Soudha, Bengaluru.
5. P.S to Principal Secretary to Government., Labour Department, Vikas Soudha, Bengaluru.
6. S.G.F/ Spare Copies.

11. Appointment by contract or on outsource basis.- Notwithstanding anything contained in these rules, if no suitable officer or employee or candidate is available for deputation or direct recruitment, the Board may if it considers necessary and expedient for reasons to be recorded in writing that it is in the interest of the Board to do so, make appointment to a post, other than the posts of the Secretary of the Board or the Joint Secretary of the Board, on contract or outsource basis of any person who satisfies the conditions relating to education qualifications, experience as prescribed for various posts in the Schedule-I, on such terms and conditions and for such period as may be necessary, but not exceeding two years at a time, and depending on the necessity, such appointments may be continued as per actual requirement.

12. Promotion.- (1) Save as otherwise provided, all promotions shall be made on the basis of seniority cum merit subject to,-

- a) reservation in promotion for persons belonging to various categories as prescribed by the Government from time to time;
- b) holding the minimum qualifications as specified in the schedule- I;
- c) having completed the minimum period of qualifying service and having satisfactorily completed the probation (or officiating) period; and
- d) having passed the departmental examinations as specified in the Schedule-IV

(2) All appointments by promotion shall be on an officiating basis for a period of one year, which may for reasons to be recorded in writing, be extended by appointing authority for a further period not exceeding one year.

(3) For the purpose of promotion there shall be a promotion committee consisting of,-

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|--|--------------------|
| (i) Secretary of the Board | - Chairman |
| (ii) Joint Secretary of the Board | - Member Secretary |
| (iii) Assistant Secretary nominated by the Secretary of the Board; | -Member |
| (iv) Deputy Controller | - Member |

SCHEDULE - I
(See rules 3 and 10)

Sl. No.	Category of posts and Scale of pay	Number of Posts	Method of Recruitment	Minimum qualification
1	2	3	4	5
Administration Section				
1	Secretary and Chief Executive Officer.	1	By deputation of the Labour commissioner or an IAS Officer in the Senior Scale or an Officer from the Central Services not below the rank of Group A Senior scale.	
2	Joint Secretary (Class I (senior) selection grade) (Rs.74400-109600)	1	By deputation of an officer in the rank of the Joint Labour Commissioner from the Labour Department, Govt of Karnataka.	
3	Deputy Secretary (Rs.67,550 – 1,04,600 or Equivalent Grade & Scale)	04	By deputation of an officer in equivalent cadre from the Karnataka Government Secretariat Service or an officer from Karnataka Administrative Service (not below the rank of Junior Scale) or by deputation of an officer in the rank of the Deputy Labour Commissioner from Labour Department Govt of Karnataka.	
4.	Deputy Comptroller (Rs. 67550-104600 or Equivalent Grade & Scale)	1	By deputation of an officer in equivalent cadre from the Karnataka State Audit and Accounts Department	
5	Special Officer (Rs.67,550 – 1,04,600 or Equivalent Grade & Scale)	1	By deputation of an officer in equivalent cadre from the Karnataka Government Secretariat Service or an officer from Karnataka Administrative Service (not below the rank of Junior Scale) or by deputation of an officer in the rank of the Deputy Labour Commissioner from Labour Department Govt of Karnataka.	

6	Assistant Secretary (Rs.52650- 97100 or Equivalent Grade & Scale)	4	By deputation of an officer in equivalent cadre from the Karnataka Government Secretariat Service or an officer from Karnataka Administrative Service (not below the rank of Junior Scale) or by deputation of an officer in the rank of the Assistant Labour Commissioner from Labour Department, Govt of Karnataka.	
7	Assistant Comptroller (Rs. 52650-97100 or Equivalent Grade & Scale)	2	By deputation of an officer in equivalent cadre from the Karnataka State Audit and Accounts department	
8	Executive Engineer (Rs. 67550-104600 or Equivalent Grade & Scale)	1	By deputation of an officer in the equivalent cadre from Public Works, Ports and Inland Water Transport Department.	
9	Assistant Executive Engineer. (Rs. 52650-97100 or Equivalent Grade & Scale)	1	By deputation of an officer in the equivalent cadre from Public Works, Ports and Inland Water Transport Department.	
10	Labour Officer (Rs. 40900- 78200)	7	By deputation of an officer in equivalent cadre from Labour department.	
11	Junior Engineer (Rs. 33450-62600 or Equivalent Grade & Scale)	2	By deputation of an officer in the equivalent cadre from Public Works, Ports and Inland Water Transport Department.	
12	System Analyst (Consolidated pay)	1	By direct recruitment	Must possess a post graduation in Engineering or post graduation in Technology or equivalent qualification from a university established by law.

13	Programmer: Design Software (Consolidated pay)	1	By direct recruitment	Must possess a Bachelor degree in Engineering in Computer Science or Bachelor degree in Information Technology or equivalent qualification from a university established by law.
14	Assistant Programmer: Web Design & Training (Consolidated pay)	1	By direct recruitment	Must possess a Bachelor degree in Engineering in Computer Science or Bachelor degree in Information Science Technology or equivalent qualification from a university established by law.
15	Network Administrator (Consolidated pay)	1	By direct recruitment	Must possess a Bachelor degree in Engineering in Computer Science or Bachelor degree in Information Science Technology (Electronics and Communication/ Network/ Hardware)
16	Accounts Superintendent (37900 – 70850 or Equivalent Grade & Scale)	2	By deputation of an officer in equivalent cadre from the Karnataka State Audit and Accounts department	
17	Senior Labour Inspector (Rs. 37900-70850)	7	By deputation of an officer in equivalent cadre from Labour department.	

18	Welfare Officers (Rs. 37900-70850)	35	Fifty percent by direct recruitment and fifty percent by promotion from the cadre of field inspectors.	<p>For direct recruitment.- Must possess a Bachelor degree from a University established by law.</p> <p>For Promotion.- Must have put in a service of not less than three years in the cadre of field Inspectors and must have passed all prescribed departmental examinations and considered fit by the Promotion Committee.</p>
19	Field Inspectors (Rs. 33450-62600)	215	Fifty percent by direct recruitment and fifty percent by promotion from the cadre of First Division Assistant.	<p>For direct recruitment.- Must possess a Bachelor degree from a University established by law.</p> <p>For Promotion.- Must have put in a service of not less than three years in the cadre of First Division Assistant and must have passed all prescribed departmental examinations and considered fit by the Promotion Committee.</p>

20	First Division Assistant (Rs.27650-52650)	47	Fifty percent by direct recruitment and fifty percent by promotion from the cadre of Second Division Assistants.	For direct recruitment.- Must possess a Bachelor degree from a University established by law. For Promotion.- Must have put in a service of not less than three years in the cadre of Second Division Assistant and must have passed all prescribed departmental examinations and considered fit by the Promotion Committee.
21	Personal Assistant (Rs.27650-52650)	3	By direct recruitment	Must possess a Bachelor degree with diploma in computer applications with knowledge of typing.
22	Second Division Assistant (Rs.21400-42000)	262	By direct recruitment	Must have passed PUC or equivalent examination.
23	Technical and Construction Training Expert (Rs.74400-109600)	1	By deputation of an officer in equivalent cadre of Superintendent Engineer of Government Department / Board / Corporation / Society (including Nirmithi Kendra)	
24	Pension and Insurance Expert (Consolidated pay)	1	By direct recruitment	Must be a person dealing with pension and insurance issues with ten years of experience and

				must not be above the age of fifty years.
25	Banking Expert (Consolidated pay)	1	By direct recruitment	Must be a person dealing with banking issues with ten years of experience and must not be above the age of fifty years.
26	Legal officer (Consolidated pay)	4	By direct recruitment	Must be an advocate with ten years practice and must not be above the age of fifty years.
27	Driver (Rs.21400 - 42000)	10	By direct recruitment	(1)Must have passed SSLC or equivalent examination; and (2)Must possess current light motor vehicle driving license.
28	Attender (Rs.17000 - 28950)	10	By direct recruitment	Must have passed SSLC or equivalent examination with Kannada as subject.
29	House Keeping (Rs.17000 - 28950)	6	By direct recruitment	Must have passed SSLC or equivalent examination with Kannada as subject.
30	Security (Rs.17000 - 28950)	10	By direct recruitment	1. Must have passed SSLC or equivalent examination with Kannada as subject; 2.Must have worked for a period of not less than two years as Home guards; 3.Must not be above fifty years of age; and 4.Must be physically fit.

SCHEDULE - II

(see rule 4)

(1) The Recruitment Committee to conduct direct recruitments to the posts for which the Secretary of the Board is the Appointing Authority shall be as follows :-

- | | | |
|------|--|-----------------------|
| i. | The Secretary of the Board | - Chairperson |
| ii. | Joint Secretary of the Board
nominated by the State Government | - Member
Secretary |
| iii. | Officer not below the rank of Deputy Secretary working in Labour Secretariat to be nominated by the Principal Secretary/Secretary Labour Department. | - Member |
| iv. | Deputy Controller | - Member |

(2) **Intimation of Vacancies.**- The Appointing Authority shall determine the provisional number of direct recruitment vacancies to be filled classifying the same in accordance with orders in force relating to reservation of appointments or posts etc and notify the same to the Recruitment Committee. The Appointment Authority may, for reasons to be recorded in writing, alter the number of vacancies to be filled up at any time before the publication of the select list by the Recruitment Committee.

(3) **Inviting Applications.**- The Recruitment Committee shall take necessary steps to invite applications from eligible candidates by issuing a detailed notification specifying the eligibility, method of selection, details and number of the posts, category wise number of posts as per the reservation policy of the State. The abstract of the notification shall also be published in at least one Kannada and one English newspaper and such other means as the Government specified in this regard.

(4) **Method of Selection.**- It is the choice of the Recruitment Committee to conduct the Direct Recruitment examinations ONLINE or manually.

(i) **In respect of direct recruitment of the First Division Assistant and Personal Assistant or the Second Division Assistant.**- The Recruitment Committee shall conduct a separate competitive

examination for (i) the First Division Assistant and Personal Assistants and (ii) the Second Division Assistant. The examination shall be in the form of objective multiple choice questions consisting of one written paper, covering General Knowledge of topics relating to current affairs, general science, matters of everyday knowledge and awareness, general proficiency and knowledge of basic mathematics, science, social studies, geography, history; including analytical skills.

a) A sample paper shall be made available in notification of the recruitment.

b) There shall be no interview.

(ii) In respect of direct recruitment of the Welfare Officer.- The Recruitment Committee shall conduct a competitive examination consisting of two papers carrying equal marks as follows:-

(a) **Paper 1: General Paper** – Covering General Knowledge of current affairs, general sciences, mathematics, logic, analytical skills, reasoning, history, geography, matters of everyday observation as may be expected of a person who has passed the qualifying examination.

(b) **Paper 2: Domain Paper:** The content of this paper shall be determined by the Recruitment Committee keeping in view the nature of the job and the areas of work that a Welfare Officer is expected to work in and be knowledgeable about.

(c) A sample paper shall be made available in notification of the recruitment for both Paper 1 and Paper 2.

(d) There shall be no interview.

(iii) In respect of direct recruitment of the Field Officer.-The Recruitment Committee shall conduct a competitive examination consisting of two papers carrying equal marks as follows:-

(a) **Paper 1: General Paper** – Covering General Knowledge of current affairs, general sciences, mathematics, logic, analytical skills, reasoning, history, geography, matters of everyday observation as may be expected of a person who has passed the qualifying examination.

(b) **Paper 2: Domain Paper:** The content of this paper shall be determined by the Recruitment Committee keeping in view the nature of the job and the areas of work that a Field Officer is expected to work in and be knowledgeable about.

(c) A sample paper shall be made available in notification of the recruitment for both Paper 1 and Paper 2.

(d) There shall be no interview.

(iv) The Merit List and the Final Selection List.- (a) The Recruitment Committee shall prepare the final selection list from among the eligible candidates for appointment as per the merit or rank determined on the basis of the aggregate marks in percentage in the competitive examination, taking into account the reservation policy of the State. The number of names of candidates in the selection list shall be equal to the number of vacancies notified.

(b) Additional list shall also be prepared in order to aggregate percentage marks scored in the competitive examination not exceeding twenty five percent of the main list which shall be valid for one year and the same shall be operated and used for appointment in case the final selection list candidate does not join or otherwise found unsuitable at any point of time until the time the waiting list is valid:

(c) If two or more candidates secure equal marks in the competitive examination then the order of merit of such candidates shall be fixed on the basis of their age with the older person being placed higher in order of merit.

(d) The Final Selection List as well as the information of marks scored by each candidate shall be displayed in public domain through Website of the Board and Labour Department as well as in such manner as the Appointing Authority may direct.

(v) Appointment of the candidates.- (a) The candidates whose names are included in the Selection List prepared by the Recruitment Committee may be appointed by the Appointing Authority in order in which their names appear in the Selection List after satisfying itself about the eligibility, suitability and physical fitness of each such candidate.

(b) The eligibility of candidates shall be intimated to the candidates by the Appointing Authority after the candidate is found qualified and fit after,-

- (i) Medical Examination;
- (ii) Certification of Physical Handicapped by an independent Medical Board of the government doctors that Recruitment Committee shall decide; and
- (iii) Verification of the original qualifying examination certificates
- (iv) Documents produced in support of claim of reservation

(c) The inclusion of name of a candidate in any Selection List published under these rules by the Recruitment Committee shall not confer any right of appointment to the candidate.

(d) If any candidate consequent upon issuance of order of appointment does not report for duty the vacancy against which he was selected shall be filled up in order of merit from the additional List. The additional List is valid for a period of one year from the date of publication of the additional List or till the Selection list of candidates upon next selection is published whichever is earlier.

(vi) All applicants shall be on a probation which shall be for a minimum period of two years. The conditions of probation shall be in accordance with the rules in force in State Government.

Schedule-III

(See rule 2 (b) (c) and (f))

Sl. No	Category of Post	Appointing Authority	Disciplinary Authority	Appellate Authority
1	2	3	4	5
1	Welfare Officers	Secretary Board	Joint Secretary Board	Secretary Board
2	Field Inspectors			
3	First Division Assistant			
4	Personal Assistant			
5	Second Division Assistant			

Schedule -IV

(see Rule 8)

Departmental Service Examinations

Sl.No	Name of the Post	Departmental Examinations
1	2	3
1	Welfare Officers	i. Accounts Higher ii. General Law (Part-1 & 2) iii. Labour Laws (Paper-1 & 2) iv. Special Labour Laws related to the Board v. Kannada Language Examination (If required) vi. Computer Literacy
2	Field Inspectors	
3	First Division Assistant	
4	Personal Assistant	
5	Second Division Assistant	i. Accounts Lower ii. General Law (Part-1) iii. Labour Laws (Paper-1 & 2) iv. Special Labour Laws related to the Board v. Kannada Language Examination (If required) vi. Computer Literacy