नॉर्थ बिहार पावर डिस्ट्रीब्यूशन कम्पनी लिमिटेड

(CIN No:- U40109BR2012SGC018920) बेवसाइट:- www.nbpdcl.co..in

निबंधित कार्यालयः– विद्युत भवन, जवाहरलाल नेहरू मार्ग, पटना–01

DEPARTMENT OF HR & ADMINISTRATION

पत्रांक :...../ दिनांक :...../

N-XIII/विविध –3002 / 2025

प्रेषक,

धीरज कुमार,
अवर सचिव।

सेवा में,

डी0बी0ए0,
नॉर्थ बिहार पावर डिस्ट्रीब्यूशन कंपनी लिमिटेड, पटना।

विषयः– आंतरिक नियुक्ति नियमावली प्रारूप को कंपनी के वेबसाइट एवं नोटिस बोर्ड पर अपलोड करने के सम्बन्ध में।

महाशय,

निदेशानुसार, उपर्युक्त विषय के संबंध में कहना है कि बिहार स्टेट पावर (हो0) कंपनी लिमिटेड, पटना के गै0सं0प्रे0सं0–43 दिनांक–05.12.2025 के द्वारा बिहार स्टेट पावर (होल्डिंग) कंपनी लिमिटेड के निदेशक मंडल की दिनांक 17.09.2025 को सम्पन्न 125वीं बैठक में पारित संकल्प संख्या–125–05.02 के अनुपालन में बिहार स्टेट पावर (हो0) कंपनी लिमिटेड, पटना के कार्यालय आदेश संख्या–1445 दिनांक 23 / 02 / 2025 के माध्यम से गठित समिति द्वारा बिहार स्टेट पावर (होल्डिंग) कंपनी लिमिटेड एवं इसकी अनुषंगी कम्पनियों में आंतरिक नियुक्ति हेतु आंतरिक नियुक्ति नियमावली प्रारूप समर्पित किया गया है। समिति द्वारा समर्पित प्रतिवेदन के संबंध में कर्मियों (पदाधिकारियों / कर्मचारियों) का मंतव्य / सुझाव एक सप्ताह के अंदर प्राप्त किये जाने हेतु आंतरिक नियुक्ति नियमावली प्रारूप कंपनी के वेबसाईट पर अपलोड किया जाना है।

अतः उक्त की प्रति अनुलग्नक सहित संलग्न करते हुये अनुरोध है कि आंतरिक नियुक्ति नियमावली प्रारूप कंपनी के वेबसाईट पर अपलोड एवं सूचना पट्ट पर प्रकाशित करने की कृपा की जाय।

अनु0:–तथैव।

विश्वासभाजन

ह0 / –
(धीरज कुमार)
अवर सचिव

ज्ञापांक...../ दिनांक...../

प्रतिलिपिः–प्रबंध निदेशक के आप्त सचिव, नॉर्थ बिहार पावर डिस्ट्रीब्यूशन कंपनी लिमिटेड, पटना को सूचनार्थ प्रेषित।

ह0 / –
(धीरज कुमार)
अवर सचिव

ज्ञापांक..... / दिनांक..... /

प्रतिलिपिः–सभी निदेशक / सभी महाप्रबंधक / परियोजना प्रबंधक, (तकनीकी सेवा) / सभी मुख्य अभियंता / सभी उपमहाप्रबंधक / सभी उप सचिव / सभी अवर सचिव / सभी प्रशाखा पदाधिकारी, नॉर्थ बिहार पावर डिस्ट्रीब्यूशन कंपनी लिमिटेड, पटना को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित।

2. उनसे अनुरोध है कि कंपनी में कार्यरत कर्मियों (पदाधिकारियों / कर्मचारियों) से एक सप्ताह की समयावधि में आवश्यक सुझाव / मंतव्य (यदि कोई, हो तो) स्वंय अथवा अपने अधिनस्थ से प्राप्त कर ई–मेल nbpdclgmhr@gmail.com पर अधीकतम एक सप्ताह के अंदर उपलब्ध कराना सुनिश्चित किया जाय।

ह0 /–
(धीरज कुमार)
अवर सचिव

ज्ञापांक :– 538 / दिनांकः– 11/12/2025

प्रतिलिपिः–उपमहाप्रबंधक–सह–विद्युत अधीक्षण अभियंता, सभी विद्युत आपूर्ति क्षेत्र / विद्युत अधीक्षण अभियंता, सभी विद्युत आपूर्ति अंचल / विद्युत कार्यपालक अभियंता, सभी विद्युत आपूर्ति प्रमंडल, नॉर्थ बिहार पावर डिस्ट्रीब्यूशन कंपनी लिमिटेड को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित।

2. उनसे अनुरोध है कि आपके क्षेत्रांतर्गत में कार्यरत कर्मियों (पदाधिकारियों / कर्मचारियों) से एक सप्ताह की समयावधि में आवश्यक सुझाव / मंतव्य (यदि कोई, हो तो) स्वंय अथवा अपने अधिनस्थ से प्राप्त कर ई–मेल nbpdclgmhr@gmail.com पर अधीकतम एक सप्ताह के अंदर उपलब्ध कराना सुनिश्चित किया जाय।

अनु0ः–तथैव।

धीरज कुमार
11/12/25
(धीरज कुमार)
अवर सचिव
Amit

बिहार स्टेट पावर (होल्डिंग) कंपनी लिमिटेड
Bihar State Power (Holding) Company Limited
बिहार सरकार का उपक्रम (A Govt. of Bihar Undertaking)
सामान्य प्रशासन विभाग (Department of General Administration)
GST Number : 10AAFCB2394A2ZD, CIN Number : U40102BR012SGC018495

चर्या टिप्पणी 43
दिनांक 05.12.2025

महाप्रबंधक (मा0सं0 / प्रशा0)
नार्थ बिहार पावर डिस्ट्रीब्यूशन कम्पनी लिमिटेड, पटना /
साउथ बिहार पावर डिस्ट्रीब्यूशन कम्पनी लिमिटेड, पटना /
बिहार स्टेट पावर ट्रांसमिशन कम्पनी लिमिटेड, पटना /
बिहार स्टेट पावर जेनरेशन कम्पनी लिमिटेड, पटना

GM(HR/A) (P)
G.M. (HR & Admn.)
08 DEC 2025
North Bihar Power Distribution Co. Ltd., Patna

बिहार स्टेट पावर (होल्डिंग) कंपनी लिमिटेड के निदेशक मंडल की दिनांक 17 / 09 / 2025 को सम्पन्न 125वीं बैठक में पारित संकल्प संख्या–125–05.02 के अनुपालन में कार्यालय आदेश संख्या–1445 दिनांक 23 / 02 / 2025 के द्वारा गठित समिति द्वारा बिहार स्टेट पावर (होल्डिंग) कम्पनी लिमिटेड एवं इसकी अनुषंगी कम्पनियों में आंतरिक नियुक्ति हेतु समर्पित **आंतरिक नियुक्ति नियमावली प्रारूप** को कम्पनी के बेबसाईट पर प्रकाशित कर कम्पनी में कार्यरत कर्मियों से एक सप्ताह की समयावधि में आवश्यक सुझाव (यदि कोई, हो तो) प्राप्त की जानी है।

DIS / N-XIII
9-12-25

तदनोलोक में आंतरिक नियुक्ति नियमावली प्रारूप, सूचना एवं आवश्यक सुझाव हेतु तैयार प्रारूप कम्पनी के बेबसाईट पर प्रकाशनार्थ एवं आपके आवश्यक कार्रवाई हेतु संलग्न है।

US-XIII
09/12/25

साथ ही, अनुरोध है कि निर्धारित समयावधि में प्राप्त सुझाव पर आवश्यक मन्तव्य के साथ प्रतिवेदन अधोहस्ताक्षरी को प्रेषित करने की कृपा की जाए।

S.O-N-XII
10/12/25

4148/DS
10/12/25

3030/DGM(P)
09-12-25

(राम अनुग्रह नारायण सिंह)
महाप्रबंधक (मा0सं0 / प्रशा0)

10903 GM (HR/Admn.) NORTH
Dated 08/12/2025

Sri Amit
ph
11/12/25

(208

सूचना

औपंबधिक आंतरिक नियुक्ति नियमावली प्रारूप

बिहार स्टेट पावर (होल्डिंग) कंपनी लिमिटेड के निदेशक मंडल की दिनांक 17/09/2025 को सम्पन्न 125वीं बैठक में पारित संकल्प संख्या–125–05.02 के अनुपालन में कार्यालय आदेश संख्या–1445 दिनांक 23/02/2025 के द्वारा गठित समिति द्वारा बिहार स्टेट पावर (होल्डिंग) कम्पनी लिमिटेड एवं इसकी अनुषंगी कम्पनियों में आंतरिक नियुक्ति हेतु समर्पित आंतरिक नियुक्ति नियमावली प्रारूप इस सूचना के साथ कम्पनी के बेबसाईट पर उपलब्ध कराई जा रही है।

उक्त नियमावली प्रारूप में बिहार स्टेट पावर (होल्डिंग) कम्पनी लिमिटेड एवं इसकी अनुषंगी कम्पनियों में कार्यरत कर्मियों से दिनांक 11.12.2025 से दिनांक 19.12.2025 विहित प्रपत्र में आवश्यक सुझाव (यदि कोई, हो तो) की मांग की जाती है। ईमेल nbpdclgmhr@gmail.com पर विहित प्रपत्र में प्राप्त ईमेल ही इस हेतु मान्य होगी। निर्धारित तिथि के उपरांत प्राप्त सुझाव पर कोई विचार नहीं किया जायेगा।

11/12/25

महाप्रबंधक (मा0सं0/प्रशा0)

आंतरिक नियुक्ति नियमावली प्रारूप में संशोधन/जोडक आदि के संदर्भ में सुझाव हेतु प्रपत्र

1	आवेदक का नाम	
2	पदनाम	
3	Employee ID	
4	पदस्थापन स्थान	
5	कम्पनी का नाम	

आंतरिक नियुक्ति नियमावली प्रारूप में सुझाव से	
संबंधित कंडिका	आवश्यक सुझाव/जोड़क, आदि की विवरणी (साक्ष्य, प्रमाण यदि कोई हो, तो)

आवेदक का हस्ताक्षर

606

BSPHCL INTERNAL RECRUITMENT RULE, 2025

(For BSPHCL and its subsidiary companies (NBPDCL, SBPDCL,BSPTCL, & BSPGCL)

Bihar State Power (Holding) Company Limited,
Vidyut Bhawan,
1st Floor, Vidyut Bhawan, Jawahar Lal Nehru Marg, Patna - 800 001.
www.bsphcl.co.in

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(1) **Short Title, Extent and Commencement**

This Rule shall be known as the BSPHCL Internal Recruitment Rules, 2025 and it will be applicable for Bihar State Power (Holding) Company Ltd. (BSPHCL), Bihar State Power Generation Company Ltd. (BSPGCL), Bihar State Power Transmission Company Ltd. (BSPTCL), North Bihar Power Distribution Company Ltd. (NBPDCL) and South Bihar Power Distribution Company Ltd. (SBPDCL) for recruitment against the temporary posts under internal quota. This rules come into force from the date of its notification.

1.1 **Objective:**

(i) To provide an opportunity for the employees working under regular establishment of BSPHCL and its subsidiary companies having higher qualifications but have been working on lower posts.

(ii) To ensure that the companies attract and retain the best of personnel in various areas of functioning of the organization.

(iii) To focus on the placement of its employees in jobs for which they are best fitted to ensure the contribution towards growth of the Company.

1.2 **DEFINITIONS**:

(i) "Companies" means the office of Bihar State Power (Holding) Company Ltd. (BSPHCL), Bihar State Power Generation Company Ltd (BSPGCL), Bihar State Power Transmission Company Ltd. (BSPTCL), North Bihar Power Distribution Company Ltd (NBPDCL) and South Bihar Power Distribution Company Ltd (SBPDCL) incorporated under the Company's Act, 1956 by the Government of Bihar in accordance with restructuring of Bihar State Electricity Board under Electricity Act 2003.

(ii) "CMD" means Chairman cum Managing Director of BSPHCL.

(iii) "Competent Authority" means an authority authorized by the Company to perform any function required under this rule.

(iv) "Appointing Authority" means CMD, Bihar State Power (Holding) Company Limited.

(v) "Day" means a Calendar day beginning and ending at midnight

(vi) "Internal Appointment" means the recruitment process initiated for appointment on higher post for the employees, working in regular establishment of BSPHCL or its subsidiary companies.

(vii) "Employee" means any person employed by or in the name of the Company.

(viii) "Government" means Government of Bihar

(ix) "MD" means Managing Director of the SBPDCL/ NBPDCL/BSPTCL/ BSPGCL.

(x) "Month" means a calendar month. In calculating a period expressed in terms of months and days, complete calendar months irrespective of

number of days should be calculated first and subsequently the odd number of days.

(xi) "Pay" means

a. The amount drawn monthly by an Employee as the Pay to which he is entitled by reason of his position and

b. Any other emoluments, if payable, as per Company Rule.

(xii) "Regular Employee" means an employee who has been appointed in the regular establishment and have satisfactory completed his probation period.

(xiii) "Selection Committee" means a committee constituted to recommend for selection of candidates as per advertisement.

(xiv) "Service" means service in any of the companies namely Bihar State Power (Holding) Company Ltd. (BSPHCL)/ Bihar State Power Generation Company Ltd: (BSPGCL)/ Bihar State Power Transmission Company Ltd. (BSPTCL)/ North Bihar Power Distribution Company Ltd. (NBPDCL)/ South Bihar Power Distribution Company Ltd (SBPDCL),

(xv) "Entry level post" means the lowest or initial position in the specified cadre, determined for recruitment.

(2) **Centralized Internal Recruitment:-**

(i) In all manner, the process of Internal Recruitment for entry level post of BSPHCL and its four subsidiary companies namely NBPDCL, SBPDCL, BSPTCL & BSPGCL will be completed centralized by BSPHCL. The CMD, Bihar State Power (Holding) Company Ltd. will be the appointing authority of the recruited employees in all manners.

(ii) The Internal recruitment process will be initiated separately as per the vacancy of entry level posts in accordance with the defined quota (%) followed by Roster clearance.

(iii) No regular post will be created against the work of temporary nature for Internal Recruitment.

(3) **Planning for Internal Recruitment :-**

Aa detailed vacancy report for Internal Recruitment will be prepared by the Human Resource Department headed by General Manager (HR) of the Company for the identified posts. The Internal Recruitment Plan, containing details of expenditure involved will form a part of the overall Manpower Budget of the company.

(4) Identified entry level post and its quota for Internal Recruitment

Sl. No.	Name of the post	Internal Quota
1	2	3
1)	Assistant Electrical Engineer (General)	Internal – 5%
2)	Assistant Executive Engineer (GTO)	Internal – 5%
3)	Assistant Engineer (Civil)	Internal – 5%
4)	Junior Electrical Engineer (General)	Internal – 25%
5)	Junior Electrical Engineer (GTO)	Internal – 25%
6)	Junior Engineer (Civil)	Internal – 25%
7)	Assistant IT Manager	Internal – 20%
8)	Accounts Officer	Internal – 5%
9)	Junior Accounts Clerk	Internal – 20%
10)	Assistant	Internal – 10%
11)	Correspondence Clerk	Internal – 20%
12)	Store Assistant	Internal – 20%
13)	Assistant Law Officer	Internal – 5%
14)	Assistant Personnel Officer	Internal – 5%

(5) Calculation of Vacancy

(i) The concerned establishment section of BSPHCL will be the in-charge of Recruitment Roster and responsible for vacancy clearance on the basis of roster, which will be maintained as per the rule & regulations guided by Govt. of Bihar.

(ii) Based upon the roster clearance as per the specified rule & regulation formulated by Govt. of Bihar and the requirement of manpower towards sanctioned post as demanded by BSPHCL or its subsidiary companies, the establishment section will send the category-wise vacancy details (including backlog vacancy) to BSPHCL (Recruitment section) for centralized Internal Recruitment after approval of competent authority.

(6) Qualification :-

(i) For Internal appointments, the educational qualification and requisite percentage of marks shall be in accordance with the qualification prescribed under the cadre rules for entry level posts. ***Educational Qualification shall be deemed modified only where a specific order has been issued for internal appointment for the particular post.***

(ii) In such cases, only those candidates who possess the prescribed specific qualification shall be considered as eligible for the said posts.

(7) **Minimum service length for Internal Recruitment: -**

The workmen of BSPHCL or its subsidiary companies working on regular establishment and have completed of service minimum 3 (three) years (including probation period).

(8) **Probation Period :**

(i) The period of probation shall be in accordance with the respective cadre rules. Probationer shall be confirmed after completion of satisfactory probation period (Original or extended).

(ii) In case the service during the probation period is not found satisfactory, it will be extended for one year.

(iii) In case of the services not found satisfactory during the extended period also, the services of probationer will be terminated.

(9) **Remuneration : -**

From the date of Internal appointment, Regular Pay will be admissible to the selected employees. Only in case of unsatisfactory performance or conduct or any false information is found in their internal selection, the appointing authority will be competent to terminate the services or revert to their initial post to such employee.

(10) **Reservation :**

(i) Reservation will be applicable in terms of reservation rules and policies as per Govt. of Bihar.

(ii) The post for Divyang (Physically Challenged) Candidates will be reserved as per the rule of General Administration, Govt. of Bihar.

(iii) The reservation for Women/EWS will be as per the rule and policies of Govt. of Bihar.

(iv) The reservation for Grand Son / Grand Daughter/Maternal Grand Son / Maternal Grand Daughter of freedom fighter of Bihar will be applicable as per the rule and policies of Govt. of Bihar

(v) The benefit of reservation will be given only to the permanent domiciles of Bihar. The Candidate who claims for BC/ EBC reservation benefit will have to submit the Caste & Non Creamy Layer Certificate issued by the Competent Authority of his/ her home district in the prescribed Performa of Govt. of Bihar issued before not more than a year. The Candidates belonging to SC/ST are required to submit only caste certificate issued by the competent authority of his/her home district.

(vi) Candidates (Male/Women) claiming under any category under any reservation (Horizontal/Vertical), will have to submit domicile certificate.

(vii) The candidate, who claims for reservation against relatives of Freedom

Fighter as per Govt. of Bihar Resolution, will have to submit the Certificate issued by the Competent Authority in the prescribed Performa of Govt. of Bihar.

(viii) The candidate, who claims reservation for economically weaker section, will have to submit the Certificate issued by the Competent Authority in the prescribed Performa of Govt. of Bihar.

(ix) Land losers/ Land displaced persons due to land acquisition by erstwhile Bihar State Electricity Board, shall get relaxation in maximum age limit by 5 years additionally. For claiming relaxations in the Category of land losers/ land displaced persons, the Candidates will have to produce certificate from concerned District Magistrate of the following effect to avail the benefit:-

a. That he/she is a land displaced person due to land acquisition by the erstwhile Bihar State Electricity Board.

b. That his/her one acre or more land has been acquired for the construction of power plant or any other infrastructure of the Board.

c. That no one from his family has benefited in preferential treatment earlier in employment on the basis of land displaced person.

(x) If a Candidate does not produce valid certificate of Caste & Creamy Layer, Freedom Fighter, Divyang, Land looser/ Land displaced persons or domicile etc., (as applicable), in original at the time of document's verification, his/ her claim for such reservation benefit will be forfeited and his/ her Candidature will be considered under UR category/ general candidate.

(11) Age:-

(i) The minimum and maximum age for Internal recruitment at entry level posts will be as follows :-

Age	UR (General)/ EWS	SC	ST	EBC	BC	Female (UR)
Minimum	21	21	21	21	21	21
Maximum	50	50	50	50	50	50

(ii) The Cutoff date for calculation of minimum and maximum age will be as follows-

a. In case, publishing the advertisement between the months from January to June, the cutoff date for calculation of minimum and maximum age will be fixed as 01 (first) January.

b. In case, publishing the advertisement between the months from July to December, the cutoff date for calculation of minimum and maximum age will be fixed as 01 (first) July.

(12) **Application Fee :**

(i) The application fee details for applying the form is as follows :-

• Unreserved (UR) • Extremely Backward Class (EBC) • Backward Class (BC) applicants	**Rs.1,000/- (Rupees One thousand) only**
• Scheduled Caste (SC) • Scheduled Tribes (ST) **(domicile of Bihar only)** • For Divyang applicants (40% and above only) (in any category) • Females applicants **(domicile of Bihar only)**	**Rs.250/- (Rupees Two Hundred Fifty) only.**

(ii) Fee will be accepted through online payment mode only.

(13) **Advertisement :**

An advertisement for recruitment on different post containing no. of vacancy, qualification, mode of selection, reservation, selection procedure etc. will be prepared with the prior approval of CMD. The Advertisement will be uploaded on the company website only.

(14) **Application Form : -**

(i) Web portal would be created with the help of HR agency/ IT wing to receive online application. The Web portal will be designed in such a way that all the essential documents will be attached with the online application of the candidate. The web portal would also have link with payment gateway where candidates can submit their examination fees along-with submission of their application using credit cards/debit cards/ internet banking/ Ru pay etc.

(ii) Incomplete or incorrect applications should not be allowed to be submitted. As far as possible, such a provision should be incorporated in the online application software.

(iii) The preliminary verification of the certificates attached/ uploaded with the online application and their verification with the original certificates should be done only at the time of the documents verification. Normally, no verification will be done before this. Later, in case verification of any certificate is found to be incorrect or any fact/ evidence provided by the candidate is found to be wrong/false, the candidate's application will be cancelled. The decision of BSPHCL in this regard will be final, and the candidate will not be allowed to raise any objection. In addition, the candidate may be declared ineligible for the present and future selections as well as suitable disciplinary action will also be initiated against the candidate and the entire responsibility for this will lie with the candidate. A

provision should be made for the candidate's self-declaration regarding this in the application and for a disclaimer by the BSPHCL.

(15) **Finalization of Examination Centre :**

A standard procedure for the selection of examination centres should be prepared, and a checklist should be made. The recommendation for such centres should be sent to the agency only after verification of centre by the District Magistrate or Officers deputed by BSPHCL with the prior approval of CMD.

(16) **Prevention of Malpractice during exam :**

(i) **Biometric/ IRIS Authentication** : The identity of candidates should be verified through biometric/ IRIS authentication and by matching their signature/ photographs.

(ii) **Jammer Installation** : Jammers should be installed at every examination centre. Carrying any telecommunication or electronic devices such as mobile phones, smart watches, Bluetooth devices, headphones, etc., inside the examination centre shall be prohibited for everyone. The centre superintendent may be permitted to keep a basic mobile phone on the condition that it can be placed under surveillance, to which they will have no objection. However, even they will not be allowed to carry a Smartphone.

(iii) **CCTV** : The whole examination will be commissioned in the surveillance of CCTV Camera. After conduction of examination the agency will provide CCTV footage to BSPHCL.

(iv) **Deputation of Magistrate/ Observer / Static observer/ Flying Squad from Govt. of Bihar/ Company** : The General Administration Department, Government of Bihar, and the concerned District Magistrate/Superintendent of Police shall be requested to deploy a Magistrate/Observer/Static Observer during the examination period. In addition, BSPHCL may also depute its officers, not below the rank of Under Secretary, as Static Observers/Flying Squad for effective monitoring of the examination process.

(v) During the entire duration of the examination, candidates will not be allowed to leave the examination hall and re-enter.

(vi) For the fair and malpractice-free conduct of examinations, no person other than those appointed by the government/ BSPHCL should be involved in any stage of the examination process.

(17) **Conduction of Test & Inviting Objection:**

(i) All the Internal Recruitment at the entry level posts will be done based on examination/ computer Based Test (CBT). The examination will be based on the syllabus as determined by the company for the respective posts.

(ii) For such purpose, a call letters for online test will be prepared and a link will

be hosted on the company website for downloading detailing a unique roll no, venue of the Examination Centre and timing of the test etc. If required the call letter may also be sent to the candidates through e-mail. The candidates will also be informed regarding online test through SMS (if required).

(iii) Mapping of Examination Centre for the shortlisted candidates will be on the basis of guidelines issued by BSP(H)CL in this regard.

(iv) Exam/CBT will be conducted for the candidates who submitted online application in terms of advertisement.

(v) After successfully conduction of test, the model answer key will be provided on the company website for inviting objection (if any). After resolving the objection with approval of CMD the further course of action related to preparing a result / merit list will be initiated.

(18) **Selection Criteria:-**

(i) Generally, the Internal Recruitment Exam/ CBT will be conducted in single batch.

(ii) Incase test is conducted in Multiple Batches, the answer sheet will be evaluated using Z-Normalized Score Method as determined in Advertisement.

(19) **Minimum Qualifying Marks :**

The Minimum Qualifying Marks(%) / Normalized Score in the Exam/CBT will be 40 for UR, 36.5 for BC, 34 for EBC & 32 for SC/ST/ Female candidates as per standard norms settled by Govt. of Bihar.

(20) **Merit list / Result :**

(i) A merit list will be prepared by the conducting Agency for documents verification/ appointment of the eligible candidates against the advertised posts as per the term and conditions stipulated in the advertisement followed by the reservation rule & regulation of Govt. of Bihar.

(ii) The merit list will be prepared on the basis of marks obtained by the candidate in CBT/ Z-normalized marks as the case may be and in accordance with reservation rules and regulation of Govt. of Bihar.

(iii) While preparing the merit list, if marks of two or more candidate is found equal, the seniority will be decided on the basis of date of birth (The older in date of birth will be treated as senior.) followed by alphabetical sequence of the name. If all three data are similar, the seniority will them be decided on the basis of sequence of registration number/ application number.

(iv) For Internal Recruitment, candidates will be shortlisted in the ratio of 1:1 (actual vacancy advertised) from the merit list for documents/ certificate

verification.

(v) Result/ select list will be finalized by a selection committee constituted by BSPHCL.

(vi) A link about displaying the score details of the candidates who appeared in the CBT (either pass or fail) will be hosted by BSPHCL on the company website.

(21) **Verification/ Counseling: -**

After successful conduction of recruitment examination and redressal of objection (if any), the shortlisted candidates against the vacancy will be called for documents/ certificate verification/ counseling. All the shortlisted candidates will have to be present physically before the verification committee. The verification committee will submit the report on the basis of verification/ counseling of the certificates / documents in terms of advertisement.

(22) **Selection committee**: -

A selection committee will be constituted with prior approval of CMD having not less than 3(three) members having knowledge of the respective fields and at least one member will be as the representative of SC/ST. The Selection Committee will recommend the name of suitable / eligible candidates as per the terms of advertisement/ reservation as well as on the basis of remarks made by the verification/ counseling committee.

(23) **Validity of Panel of Merit :-**

The validity of the panel / merit list will be for a period of one year from the date of preparation of panel by the selection committee.

(24) **Backlog** :

Incase qualified or eligible candidates are not available irrespective of advertised posts, the remaining category-wise post will be calculated as backlog vacancy in further recruitment as per the rule & regulation formed by Govt. of Bihar.

(25) **Joining Date** :

The selected candidates will be called for joining in BSPHCL at first, which will be known as Date of joining of the such candidates.

(26) **Allotment of Company** :

The Allotment of the company among the selected candidates will be done by BSPHCL which will be based on the merit followed by option/ preference, however, BSPHCL will have the right to allot the company as per requirement.

(27) **Penalty for misconduct :**

(i) A candidate who is or has been declared guilty of

a. Obtaining support for his candidature by any means, or
b. Impersonating or fraud; or
c. Procuring impersonation by any person, or
d. Submitting fabricated documents or documents which have been tampered with, or
e. Making statement which are incorrect or false, or suppressing material information, or
f. Resorting to any other irregular or improper means in connection with his candidature for the examination, or
g. Using unfair means in the examination hall, or
h. Misbehaving in the examination hall.

(ii) Attempting to commit or, as the case may be, abetting the company of all or any of the acts specifies in the foregoing clauses, may in addition to rendering himself liable to criminal prosecution, be liable:-

a. To be disqualified from the examination for which he is a candidate.
b. To be debarred either permanently or for a specified period by the following:-
    i. By BSPHCL From any employment under the company
    ii. By BSPHCL From any examination or selection conducted by them,
c. To disciplinary action under the appropriate rules.

(28) **Power to Relax :**

(i) Where the Company is satisfied that the operation of any of this rule cause under hardship in any particular case it may, by order dispense with or relax the requirements of that rule to such extent, and subject to such conditions, as it may consider necessary for dealing with the case in a just and equitable manner.

(ii) In case of any clarification CMD shall be competent authority to interpret the provisions of this rules and the same will be final.