



ಕರ್ನಾಟಕ ರಾಜ್ಯ ಹಣಕಾಸು ಸಂಸ್ಥೆ

1951ರ ರಾಜ್ಯ ಹಣಕಾಸು ಸಂಸ್ಥೆಗಳ ಕಾಯಿದೆ ಅನ್ವಯ ಸ್ಥಾಪಿತ

KARNATAKA STATE FINANCIAL CORPORATION

Established under the State Financial Corporations' Act, 1951



ಸಂಖ್ಯೆ : ಕ.ರಾ.ಹ.ಸಂ./ಪ್ರ.ಕ./P-497
Ref. No. KSFC/H.O./

C I R C U L A R

ದಿನಾಂಕ :
Date 17/07/2018

Sub: Consideration of payment of arrears and extending designation in the 2nd personal promotion under Minimum Career Plan (MCP).

- Ref: 1. Personnel Bulletin No.382 KSFC/HO/P-1007 dated 11.09.2000.
2. Personnel Bulletin No.386 KSFC/HO/P-2034 dated 21.03.2001.
3. Circular No.KSFC/HO/Pers/P-15/2002-2003 dated. 03.5.2002.
4. Personnel Bulletin No.390 KSFC/HO/P-1094/02-03 dated 16.11.2002
5. Circular No.KSFC/HO/Pers/P/474 dated 05.08.2003.
6. Circular No.KSFC/HO/P-1063/05-06 dated 08.04.2005.
7. Personnel Bulletin No.414 KSFC/HO/Pers/100 Dated 29.04.06.
8. Circular No.KSFC/HO/Pers/514 dated 13.08.2009.
9. Circular No.KSFC/HO/Pers/1071 dated 19.02.2011.
10. Circular No.KSFC/HO/Pers/1018 dated 29.11.2014.

The Board in its meeting held on 06.11.2014 decided to extend the 2nd personal promotion as per the earlier guidelines of MCP to the employees who are eligible as on 06.11.2014 with prospective financial benefit and to extend time bound promotion for 2nd time by giving next higher pay scale to the eligible employee without designation of the next cadre. Some of the employees have requested the Corporation to consider the payment of arrears to those employees who have been given 2nd personal promotion as on 06.11.2014 and also to consider 2nd personal promotion by giving next higher pay scale with designation of the next cadre. These details were placed before the Board meeting held on 27.06.2018. The Board after detailed deliberation on the subject approved the following.

(a) To pay arrears of salary to those eligible employees who were considered for second personal promotion as per the earlier guidelines of MCP, prior to 06.11.2014;

(b) To extend time bound promotion for second time to those eligible employees who were considered / being considered after 06.11.2014 by giving next higher pay scale along with designation of the next cadre under MCP.

Contd....2/-

ಪ್ರಧಾನ ಕಛೇರಿ : ಕೆ.ಎಸ್.ಎಫ್.ಸಿ ಭವನ, ನಂ. 1/1, ತಿಮ್ಮಯ್ಯ ರಸ್ತೆ, ಕಂಟೋನ್‌ಮೆಂಟ್ ರೈಲ್ವೆ ನಿಲ್ದಾಣದ ಹತ್ತಿರ, ಬೆಂಗಳೂರು - 560 052
ದೂರವಾಣಿ ಸಂಖ್ಯೆ ಸಾಮಾನ್ಯ: 22263322 ಫ್ಯಾಕ್ಸ್: 080-22250126 ಇ-ಮೇಲ್: info@ksfc.in ವೆಬ್: www.ksfc.in

HEAD OFFICE : KSFC Bhavan, No. 1/1, Thimmaiah Road, Near Cantonment Railway Station, Bengaluru - 560 052
Telephone: Gen : 22263322 Fax : 080-22250126, e-mail : info@ksfc.in Website : www.ksfc.in



CONTINUATION SHEET NO.

- :2:-

Except the modifications caused above, all other eligibility criteria and conditions of Minimum Career Plan issued from time to time vide various circulars under above reference remain unaltered.

EXECUTIVE DIRECTOR-II

All the Principal Officers/Section Heads in HO
All the DGMs/AGMs/BMs of BOs/IA Cells
All the GMs/EDs
The Presidents Employees Union/Officers Assn./SC-ST Employees Assn.

Library

IT Section- To publish this circular in website.

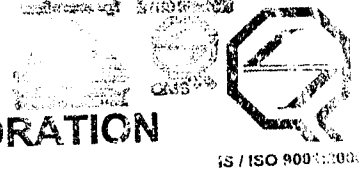
NOTICE BOARD

ಕರ್ನಾಟಕ ರಾಜ್ಯ ಹಣಕಾಸು ಸಂಸ್ಥೆ

1951ರ ರಾಜ್ಯ ಹಣಕಾಸು ಸಂಸ್ಥೆಗಳ ಕಾಯಿದೆಯ ಅನ್ವಯ ಸ್ಥಾಪಿತ

KARNATAKA STATE FINANCIAL CORPORATION

Established under the State Financial Corporations' Act, 1951



IS / ISO 9001:2008

ಸಂಖ್ಯೆ : ಕ.ರಾ.ಹ.ಸಂ./ಪ.ಕ./
Ref. No. KSFC/H.O./P/05/11013

ದಿನಾಂಕ : 29/11/2014
Date: 29/11/2014

CIRCULAR

The Board of Directors in their meeting held on 31.08.2000 have accorded approval for the introduction of Minimum Career Plan covering Class 'B' & 'C' employees of the Corporation. The Board in their meeting held on 29.04.2002 have accorded approval for the introduction of Minimum Career Plan covering Officers in the rank of Deputy Manager and Managers of the Corporation.

The Board in its meeting held on 29.04.2011 accorded approval to continue the existing MCP to the all the eligible 'B' & 'C' employees for the 2nd time on par with the guidelines applicable to the Class 'A' employees. Subsequently, the concept of extension of 2nd personal promotion to those employees who have completed 10 years in 1st personal promotion was despatched with effect from 22.02.2013. On the request of the Employees Union, Officers Association and SC/ST Employees Association to re-consider the matter of giving 2nd personal promotion, the matter was placed before the Board on 06.11.2014 after obtaining certain clarifications from the Government of Karnataka. The Board after detailed deliberations decided the following.

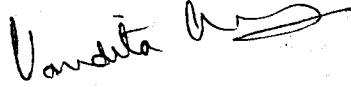
1. To extend the benefit of second personal promotion as per the earlier guidelines of MCP to the employees who are eligible as on 6.11.2014 with prospective financial benefit.
2. To extend time bound promotion for second time by giving next higher pay scale to the eligible employees in future without the designation of the next grade.

Contd...



- : 2 : -

Except the modifications caused above, all other eligibility criteria and conditions of Minimum Carrer Plan issued from to time to time vide various circulars remains unaltered.


**CHAIRPERSON &
MANAGING DIRECTOR**

All the Principal Officers/Section Heads in HO
All the DGMs/AGMs/BMs of BOs/IA Cells
All the GMs/EDs
The President, KSFC Employees Union,
The President, KSFC Officers' Assn.
The President, KSFC SC-ST Es' Assn.

Library
NOTICE BOARD



ಕರ್ನಾಟಕ ರಾಜ್ಯ ಹಣಕಾಸು ಸಂಸ್ಥೆ

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KARNATAKA STATE FINANCIAL CORPORATION

Established under the State Financial Corporations Act, 1951



ISO 9001:2008

ಕಂಪ್ಯುಟರ್ : ಕ. ರಾ. ಹ. ಸಂ/ಪ್ರ.ಕ./
Ref. No. KSFC/H.O./ ೨೦೨/೧೦೭೧

ದಿನಾಂಕ
Date : 19/02/2017

CIRCULAR

**Sub: Amendment to Minimum Career Plan and to the
C&R Rules.**

Ref: Circular bearing No.KSFC/HO/Pers/514 dated 13.08.09

The Board in its meeting held on 31.07.2009 decided to discontinue the concept of adhoc promotion in respect of those employees where Lokayukta / departmental inquiry proceedings are pending and also in the event the employee is acquitted of all charges in such proceedings, then employee shall be promoted from the prospective date subject to the eligibility and / or availability of posts as the case may be.

In partial modification of the above, the Board in its meeting dated 31.01.2011 decided to modify the said decision so as to read that in the event the employee is not being found guilty in such proceedings, then the employee shall be promoted from the retrospective date subject to fulfilling all other conditions. Except to the extent the modification caused as above, the earlier decision of the Board remain unaltered.

MANAGING DIRECTOR

To:

All the BMs / AGMs / IA Cells/ FO, Yadgir
All the ZMs / DGM of Super 'A' Grade Branch
All Principal Officers / Section Heads in HO
All General Managers
Executive Directors
The Presidents of Employees' Union / Officers' Association / SC & ST
Association
Notice Board.



ಕರ್ನಾಟಕ ರಾಜ್ಯ ಹಣಕಾಸು ಸಂಸ್ಥೆ

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KARNATAKA STATE FINANCIAL CORPORATION

Established under the State Financial Corporations Act, 1951



ISO 9001 : 2000

ಸಂಖ್ಯೆ : ಕ.ರಾ.ಹ.ಸಂ.ಪ್ರ.ಕ.1
Ref. No. KSFC/H.O./ 1514

ದಿನಾಂಕ
Date...13/08/09

CIRCULAR

Sub: Amendment to Adhoc promotion rules
under Minimum Career Plan and also in
C&R Rules.

The Board in its meeting held on 31.07.2009 decided to discontinue the concept of adhoc promotion in respect of those employees where departmental enquiries are pending and accordingly caused an amendment to the rules governing the Minimum Career Plan and C&R promotion Rules by deleting the clause of permitting adhoc promotion of employees who are facing departmental/Lokayukta enquiry proceedings. In the event the employees is acquitted of all the charges in such proceedings, then employees shall be promoted from a prospective date subject to eligibility and / or availability of posts, as the case may be. The above guidelines comes into effect from 01.08.2009. All other terms and conditions under MCP and also in C&R Rules remain unaltered.

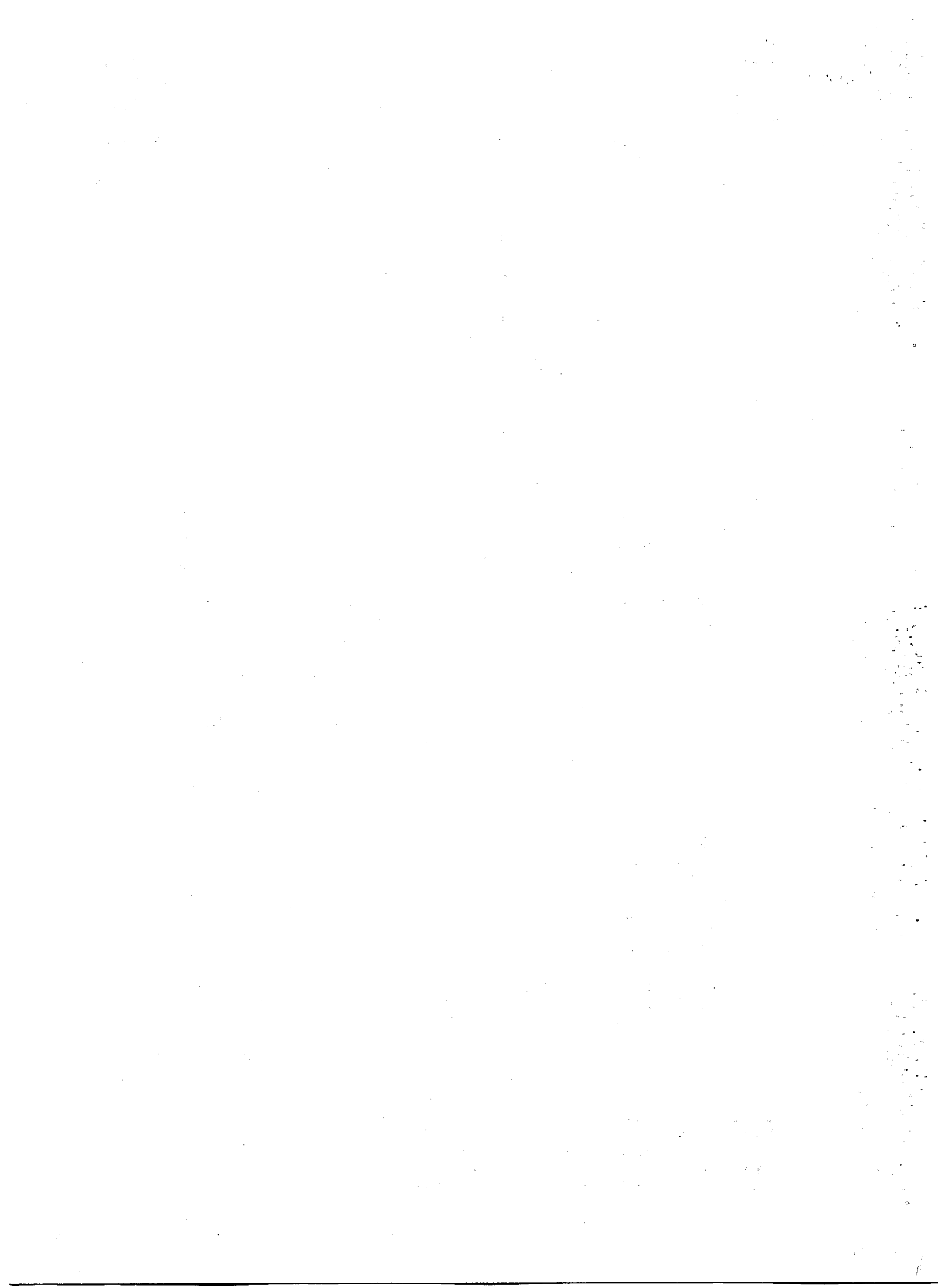
Kanniah
MANAGING DIRECTOR

To:

All the BOs/ZOs and IA Cells
All the Department Heads in Head Office
All the General Managers
Executive Directors

The President, KSFC Employees Union
The President, KSFC Officers Association
The President, KSFC SC/ST Employees Association
Library / Notice Board.

ಪ್ರಧಾನ ಕಛೇರಿ : ಕೆ.ಎಸ್.ಎಫ್.ಸಿ. ಭವನ, ನಂ. 1/1, ತಿಮ್ಮಯ್ಯ ರಸ್ತೆ, ಕಂಟೋನ್‌ಮೆಂಟ್ ರೈಲ್ವೆ ನಿಲ್ದಾಣದ ಪತ್ತಿರ, ಬೆಂಗಳೂರು - 560 052
ದೂರವಾಣಿ ಸಂಖ್ಯೆ ಸಾಮಾನ್ಯ : 22263322 ತಂತಿ : ಮೈಸೂರು ಕಾರ್ಪ್, ಫ್ಯಾಕ್ಸ್ : 080-22250126 ಇ-ಮೇಲ್ : info@ksfc.in ವೆಬ್ : www.ksfc.in
HEAD OFFICE : KSFC Bhavan, No. 1/1, Thimmaiah Road, Near Cantonment Railway Station, Bangalore - 560 052
Telephone : Gen : 22263322 Telegrams : MYFINCORP, Fax : 080-22250126, e-mail : info@ksfc.in Website : www.ksfc.in





ಕರ್ನಾಟಕ ರಾಜ್ಯ ಹಣಕಾಸು ಸಂಸ್ಥೆ
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KARNATAKA STATE FINANCIAL CORPORATION
Established under the State Financial Corporations Act, 1951



ISO 9001:2000

ಸಂಖ್ಯೆ : ಕೆ.ಎಸ್.ಎಫ್.ಸಿ/ಪ್ರ.ಸ./
Ref. No. KSFC/H.O./P/100/100

ದಿನಾಂಕ
Date : 22.04.06

PERSONNEL BULLETIN No. 414

Sub: Modification to the Minimum Career Plan.

- Ref: 1. Personnel Bulletin No.382 dated 11.09.2000
2. Personnel Bulletin No.386 dated 21.03.2001
3. Circular No.KSFC/HO/Pers/P-15/2002-03 dated
03.05.2002.
4. Personnel Bulletin No.390 dated 16.11.2002.

The Board of Directors in their Meeting held on 15.03.2006 accorded approval for granting personal promotion to the eligible employees under Minimum Career Plan immediately after competition of 10 years of continuous service instead of the present practice of reckoning the eligibility as on 1st January or 1st July of each year. All other terms and conditions of the Minimum Career Plan issued from time to time vide Circular/Personnel Bulletins stated under reference remain unaltered.


DEPUTY GENERAL MANAGER (ADMN)

To :

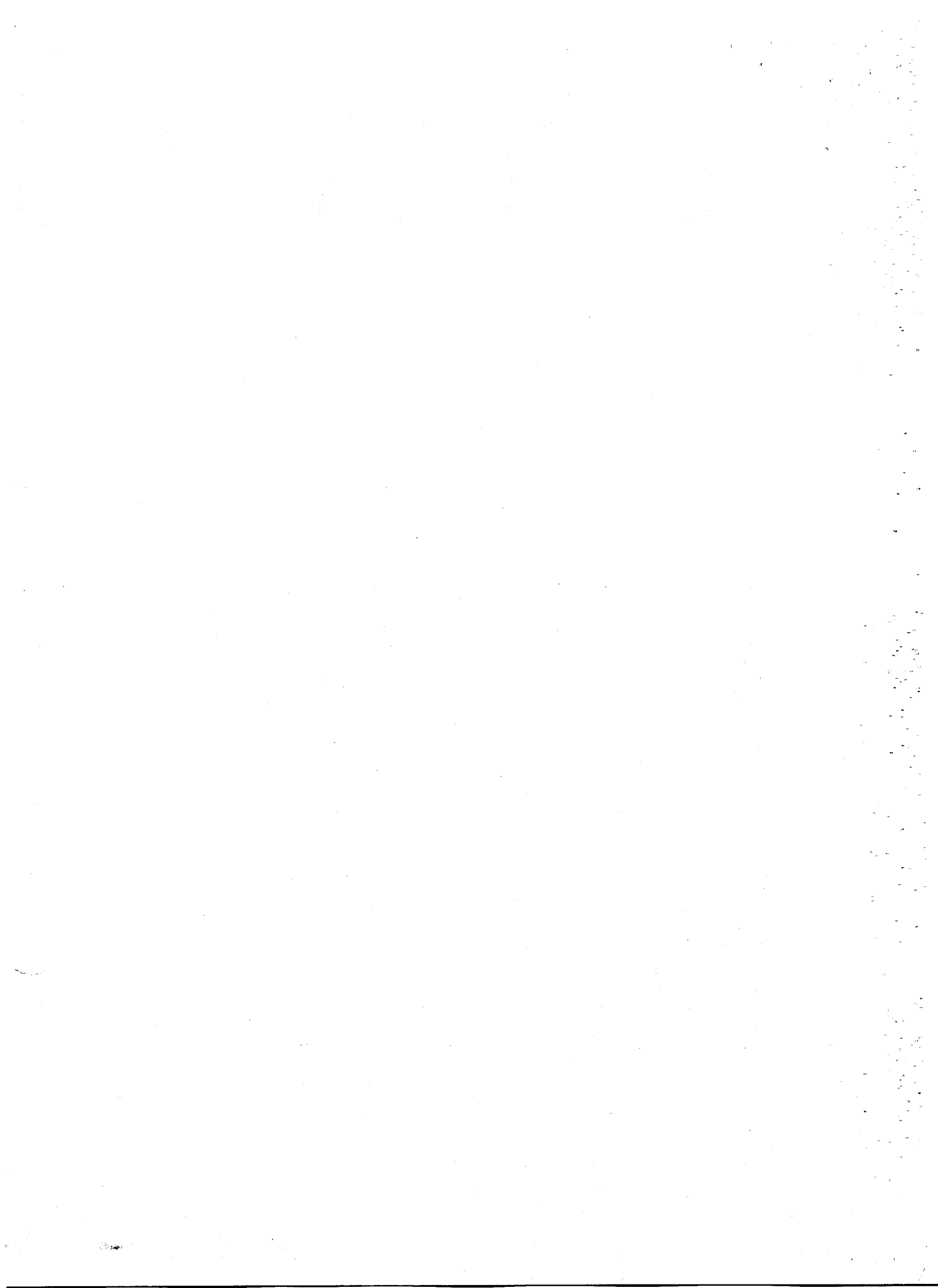
All the Department Heads in HO
All the DGMs of ZO's/ Super A Grade BOs
All the AGMs of A Grade BOs/IA Cells
All the BMs of B Grade BOs

The President, KSFC Officers' Association
The President, KSFC Employees' Union
The President, KSFC SC/ST Association

All the General Managers – for kind information
The Executive Directors – for kind information

EA to MD

ಪ್ರಧಾನ ಕಛೇರಿ : ಕೆ.ಎಸ್.ಎಫ್.ಸಿ. ಭವನ, ನಂ. 1/1, ತಿಮ್ಮಯ್ಯ ರಸ್ತೆ, ಕಂಟೋನ್ಮೆಂಟ್ ರೈಲ್ವೆ ನಿಲ್ದಾಣದ ಹತ್ತಿರ, ಬೆಂಗಳೂರು - 560 052.
ದೂರವಾಣಿ ಸಂಖ್ಯೆ ಸಾಮಾನ್ಯ : 22263322 ತಂತಿ : ಮೈಕಿನ್ ಕಾರ್ಪ್, ಫ್ಯಾಕ್ಸ್ : 22250126
HEAD OFFICE : KSFC Bhavan, No. 1/1, Thimmaiah Road, Near Cantonment Railway Station, Bangalore - 560 052.
Telephone : Gen : 22263322 Telegrams : MYFINCORP, Fax : 22250126, E-mail : enquiry@ksfc.net www.ksfc.kar.nic.in





ಕರ್ನಾಟಕ ರಾಜ್ಯ ಹಣಕಾಸು ಸಂಸ್ಥೆ

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KARNATAKA STATE FINANCIAL CORPORATION

Established under the State Financial Corporations Act, 1951



ISO 9002

ಸಂಖ್ಯೆ : ಕೆ.ಎಸ್.ಎಫ್.ಸಿ/ಪ್ರ.ಕ./ P-1063/05-06
Ref. No. KSFC/H.O./

ದಿನಾಂಕ : 08/04/05
Date :

CIRCULAR

Sub: Sealed Cover Procedure – considering employees
for ad-hoc promotions.

Ref: Circular KSFC/HO/Pers/P-474 dated 05.08.2003

The Board in its Meeting held on 15.03.2005 observed that the policy adopted by the Corporation to consider the employees for ad-hoc promotions under sealed cover procedure is in deviation with the policy that is in vogue in the State Government. The Board after deliberations desired that the Corporation should fall in line with the policy prevalent in State Government for ad-hoc promotions and accordingly accorded approval to change the period from 12 months to 24 months from the date of charge sheet.

Consequent to approval of this change the period of 12 months from the date of charge sheet stipulated at point III in Circular referred above is replaced by 24 months from the date of charge sheet. In other words where an employee is facing disciplinary/judicial/criminal/lokayukta proceedings and wherever such proceedings continue beyond a period of 24 months then the employee may be considered for promotion as per the C & R Rules/Rules governing MCP subject to his eligibility/selection/clearance by the DPC, as the case may be, on ad-hoc basis subject to a review on conclusion of such pending disciplinary/judicial/criminal/lokayukta proceedings. Except for this all other provisions of sealed cover procedure adopted in the Corporation vide Circular referred above will continue.


MANAGING DIRECTOR

To :

All the Department Heads in HO
All the DGMs of ZOs/Super A Grade BOs
All the AGMs of Class A BOs/IA Cells
All the BMs of Class B BOs
General Managers
Executive Directors
Presidents, O/AEU and SC/ST EA
Library/Notice Board.

ಪ್ರಧಾನ ಕಛೇರಿ : ನಂ. 1/1, ತಿಮ್ಮಯ್ಯ ರಸ್ತೆ, ಕಂಟೋನ್ಮೆಂಟ್ ರೈಲ್ವೆ ನಿಲ್ದಾಣದ ಹತ್ತಿರ, ಬೆಂಗಳೂರು - 560 052.

ಯೂರವಾಡ ಸಂಖ್ಯೆ ಸಾಕುಮಾನ್ಯ : 2263322 ತಂತಿ : ಮೈಸೂರು ಕಾರ್ಪ್, ಫ್ಯಾಕ್ಸ್ : 2250126

HEAD OFFICE : No. 1/1, Thimmaiah Road, Near Cantonment Railway Station, Bangalore - 560 052.

Telephone : Gen : 2263322 Telegrams : MYFINCORP, Fax : 2250126, E-mail : ksfceng@mail.kar.nic.in www.ksfc.kar.nic.in





ಕರ್ನಾಟಕ ರಾಜ್ಯ ಹಣಕಾಸು ಸಂಸ್ಥೆ

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KARNATAKA STATE FINANCIAL CORPORATION

Established under the State Financial Corporations Act, 1951



ISO 9002

ಸಂಖ್ಯೆ : ಕೆ.ಎಸ್.ಎಫ್.ಸಿ/ಪ್ರ.ಕ./
Ref. No. KSFC/H.O/ P/1474

ದಿನಾಂಕ
Date

5-8-2003

Circular

Sub: Sealed Cover Procedure

The sealed cover approach that was approved by the Board of Directors in their meeting held on 28-10-2002 and the relevant rules / procedures of the State Government on the subject that is being followed in the Corporation mutatis-mutandis is annexed to this Circular for the information of all the employees together with the fresh guidelines which the Board has approved in their meeting held on 21-7-2003 on the subject.

MANAGING DIRECTOR

All the Principal Officers / Section Heads in Head Office
All the DGMs / ZMs of Super 'A' grade BOs / ZOs
All the AGMs / BMs of Branch Offices / IA Cells

The Presidents, KSFC Officers' Assn. / SC-ST Es' Assn. / Es' Union

Library

NOTICE BOARD

ಪ್ರಧಾನ ಕಛೇರಿ : ನಂ. 1/1, ತಿಮ್ಮಯ್ಯ ರಸ್ತೆ, ಕಂಟೋನಮೆಂಟ್ ರೈಲ್ವೆ ನಿಲ್ದಾಣದ ಪಕ್ಕ, ಬೆಂಗಳೂರು-560 052.
ದೂರವಾರ್ತೆ ಸಂಖ್ಯೆ ಸಾಮಾನ್ಯ : 2263322 ಕಡಿ : ಮೈಟಿನ್ ಐರ್. ವೈಲ್ : 2250126. ಇ-ಮೇಲ್ : enquiry@ksfc
HEAD OFFICE : No. 1/1, Thimmaiah Road, Near Cantonment Railway Station, Bangalore - 560
Telephone : Gen : 2263322 Telegrams : MYFINCORP, Fax : 2250126, E-mail : enquiry@ksfc



I. THE SEALED COVER PROCEDURE THAT WAS APPROVED BY THE BOARD OF DIRECTORS IN THEIR MEETING HELD ON 28.10.2002

The promotion order under minimum career plan in respect of an employee upon whom disciplinary / judicial / criminal / Lokayuktha proceedings are pending shall be held back in a closed cover till such time the proceedings are completed. In the event such an employee is imposed with any penalty except censure, the promotion order shall then stand cancelled automatically. If not the promotion order shall be given effect to retrospectively.

II. THE PROCEDURE IN THE STATE GOVERNMENT ON THE SUBJECT THAT IS BEING FOLLOWED IN THE CORPORATION

Special Memorandum Dated 14th July 1993

2. Where a departmental enquiry or court proceeding is pending the following course of action shall be taken:

3. The Departmental Promotion Committee (DPC) shall assess the suitability of the officer / official for promotion without taking into consideration the disciplinary proceedings / court proceedings pending against the officer / official. The assessment on the basis of records, the view of the DPC shall be kept in a sealed cover. In the subsequent DPCs also, if any, during the period of disciplinary / court proceedings, the DPC shall consider the officer's / official's case and record its findings which will again be kept in a sealed cover in the above manner.

4. On the conclusion of the disciplinary / court proceedings and in case the officer / official is exonerated, the sealed cover or covers may be opened at the earliest possible date of promotion but for the pendency of the disciplinary / court proceedings against him / her, may be determined with reference to the position(s) assigned to him / her in the findings in the sealed cover / covers with reference to date of promotion of his / her junior on the basis of such position. The officer / official concerned may then be promoted in accordance with rules if necessary by reverting the junior most officiating person.

5. If any penalty is imposed on the officer / official as a result of the disciplinary proceedings or if he is found guilty in the court proceedings, the findings in the sealed cover / covers shall not be acted upon. The officer's / official's case for promotion may be considered in the usual manner by the next DPC which meets in the normal course after conclusion of the disciplinary / court proceedings.

6. The sealed cover procedure contemplated herein above, shall be adopted only after the date of issuance of charge Memo / Charge Sheet, that being the date from which the disciplinary proceedings can be taken to have been initiated.

7. The same procedure as detailed above shall be followed where an officer / official is placed under suspension. On his reinstatement in service at any stage of the enquiry, the procedure as explained in para-3 of this O.M., shall be followed and on conclusion of the enquiry the procedure as indicated in paragraph 4 and 5 shall be followed.

Official Memorandum dated 14th July 1999

In the Official Memorandum dated 14.07.1993 referred above (hereinafter referred to as said Off.Mem.):-

(i) for the words "Court proceedings" wherever they occur, the words "Criminal Prosecution or proceedings" shall be substituted.

(ii) for para 3 of the said Official Memorandum, the following para shall be substituted, namely:-

"3(a). The Departmental Promotion Committee shall assess the suitability of the Government servant for promotion, on the basis of records, without taking into consideration the disciplinary proceedings or criminal prosecution or proceedings pending against him. The assessment of the Departmental Promotion Committee shall be placed in a sealed cover by the Departmental Promotion Committee. The cover shall be superscribed, "Assessment regarding suitability for promotion to the grade / post of in respect of Sri. (name of the Government servant). Not to be opened till the termination of the disciplinary proceedings / criminal prosecution or proceedings against Sri.". The proceedings of the Departmental Promotion Committee need only contain the note "The assessment of the Departmental Promotion Committee in respect of Sri. is contained in the attached sealed cover." The same procedure shall be followed by the subsequent Departmental Promotion Committee convened, till the disciplinary proceedings / criminal prosecution or proceedings are terminated in respect of that Government Servant.

(b) Where the Departmental Promotion Committee has recommended the promotion of a Government servant, but before he is actually promoted, if disciplinary proceedings or criminal prosecution or proceedings are initiated against him, his case shall be treated as if it has been placed in a sealed cover by the Departmental Promotion Committee and he shall not be promoted. Further action shall be taken in accordance with paras 4 and 5, mutatis mutandis".

5. After para-7 of the said Official Memorandum, the following para shall be inserted, namely:-

"8. In the case of a Government servant to be promoted to a cadre or post for which no Departmental Promotion Committee has been constituted, if he is involved in disciplinary proceedings or criminal prosecution or proceedings, the procedure specified above shall mutatis mutandis apply.

III. FRESH GUIDELINES THE BOARD HAS APPROVED IN THEIR MEETING HELD ON 31.07.2003 ON THE SUBJECT:

"In case where an employee is facing disciplinary / judicial / criminal / lokayuktha proceedings and whenever such proceedings continue beyond a period of 12 months then the employee may be considered for promotion as per the C&R Rules / rules governing MCP subject to his eligibility / selection / clearance by the DPC, as the case may be, on ad-hoc basis subject to a review of his ad-hoc promotion on conclusion of the disciplinary / judicial / criminal / lokayuktha proceedings. In case, the disciplinary /

judicial / criminal lokayuktha proceedings of such an ad-hoc promotee conclude with a penalty other than censure, then the ad-hoc promotion will be cancelled and the employee will be reverted back to his original position. In which case, such an employee will be eligible to be considered for promotion / personal promotion afresh as and when he is eligible subject to availability of vacancies or completion of required number of years of services, as the case may be, for promotion / personal promotion. On the other hand, if the disciplinary / judicial / criminal / lokayuktha proceedings of the ad-hoc promotee conclude without any penalty other than censure, then the ad-hoc promotion will be confirmed retrospectively.

In the event an employee is facing more than one disciplinary / judicial / criminal / lokayuktha proceedings then the period of 12 months for the purpose of this guideline will be reckoned based on the latest proceedings faced by the employee.

This guideline will not give inherent right to an employee to automatically claim ad-hoc promotion soon after completion of 12 months of disciplinary / judicial / criminal / lokayuktha proceedings. Completion of the above period will only entail his eligibility for consideration of promotion / personal promotion as per the relevant rules and the recommendation of the DPC as in the sealed cover will be given effect to."

