



# കേരള ഗസറ്റ് KERALA GAZETTE

## അസാധാരണം EXTRAORDINARY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്  
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358

GOVERNMENT OF KERALA

Water Resources (Water Supply-C) Department

NOTIFICATION

G. O. (P) No. 1/2023/WRD.

Dated, Thiruvananthapuram, 27th January, 2023  
13th Makaram, 1198  
7th Magha, 1944.

S. R. O. No. 156/2023

In exercise of the powers conferred by clause (a) of sub-section (2) of section 64 of Kerala Water Supply and Sewerage Act, 1986 (14 of 1986) and sub-section (3) of section 8 thereof, and in supersession of all existing rules and orders on this subject, the Government of Kerala hereby make the following Kerala Water Authority Technical Service Rules, namely:—



## RULES

1. *Short title and commencement.*—(1) These rules may be called the Kerala Water Authority Technical Service Rules, 2023.

(2) They shall come into force at once.

2. *Constitution and Classification.*—The Service shall consist of the following categories of officers namely:—

### **I. Engineering and other Technical Service**

1. Chief Engineer
2. Deputy Chief Engineer/Superintending Engineer/Director/Secretary
3. Executive Engineer/Deputy Superintending Engineer
4. Assistant Executive Engineer/Deputy Executive Engineer
5. Assistant Executive Engineer (Electrical)
6. Data Base Administrator

### **II. Technical Subordinate Service**

1. Assistant Data Base Administrator
2. Assistant Engineer
3. Assistant Engineer (Electrical)
4. Head Surveyor
5. Life Guard-cum-Coach
6. Mechanical Superintendent
7. Senior Chemist
8. Senior Meter Inspector
9. Senior Plumbing Inspector
10. Chief Vehicle Inspector

### **III. Engineering Subordinate Service**

1. Computer Operator/Analyst
2. Draftsman Grade I/Sub Engineer
3. Draftsman Grade I (Electrical)
4. Head Operator
5. Surveyor Grade I
6. Vehicle Inspector
7. Driver Selection Grade



8. Meter Inspector
9. Plumbing Inspector
10. Sanitary Chemist
11. Micro Biologist
12. Head Fitter
13. Draftsman Grade II
14. Draftsman Grade II (Electrical)
15. Driver (Senior Grade)
16. Telephone Operator
17. Surveyor Grade II
18. Driver Grade I
19. Overseer Grade III
20. Overseer Grade III (Electrical)
21. Operator
22. Meter Reader
23. Plumber
24. Fitter
25. Driver-cum-Office Attendant (Medium/Heavy Passenger/Goods Vehicle)
26. Driver-cum-Office Attendant (Light Motor Vehicles)
27. Electrician
28. Garden Superintendent
29. Lab Assistant
30. Binder

#### **IV. Last Grade Service**

1. Gardener
2. Lineman
3. Worker
4. Cleaner
5. Lascar

3. *Method of Appointment and Qualifications.*—Appointment to various categories of post mentioned in column (2) of the table below shall be made by the method of appointment specified in column (3) thereof from those who possess the qualification specified in the corresponding entry in column (4), thereof:



TABLE  
**Category I—Engineering and other Technical Service**

<i>Sl. No.</i>	<i>Name of Post</i>	<i>Method of Appointment</i>	<i>Qualifications</i>
(1)	(2)	(3)	(4)
1	Chief Engineer	By Promotion from Sl. No. 2 of Category I	<p>(1) B.Tech. Degree in Civil/Mechanical/Chemical/Environmental Engineering or equivalent from a UGC recognized University/National Institutes established by Central or Institutions established by Government of Kerala;</p> <p style="text-align: center;">OR</p> <p>Pass in Sections A&amp;B of the Associate Membership Examination of the Institution of Engineers (India) in Civil/Mechanical Engineering</p> <p>(2) Postgraduate Degree in Engineering/Management from a recognized University or its equivalent.</p> <p><i>Note:</i>—Persons who got regular appointment in ex-Public Health Engineering Department and completed 45 years of age will be exempted from acquiring Postgraduate Degree.</p>
2	Deputy Chief Engineer/ Superintending Engineer/ Director/Secretary	By promotion from Sl. No. 3 of Category I	<p>(1) B.Tech Degree in Civil/Mechanical/Chemical/Environmental Engineering or equivalent from a UGC recognized University/National Institutes established by Central or Institutions established by Government of Kerala;</p> <p style="text-align: center;">OR</p> <p>Pass in Sections A &amp; B of the Associate Membership Examination of the Institution of Engineers (India) in Civil/Mechanical Engineering.</p> <p>(2) Postgraduate Degree in Engineering/Management from a UGC recognized University or its equivalent.</p> <p><i>Note:</i>—(1) For the promotion from category 3, four years time will be allowed for acquiring the requisite qualification from the date of effect of appended Special Rules. No relaxation will be given after four years.</p>



			(2) Persons who got regular appointment in ex-Public Health Engineering Department and completed 45 years of age will be exempted from acquiring Postgraduate Degree.
3	Executive Engineer/ Deputy Superintending Engineer	By promotion from Sl. No. 4 of Category I	<p><b><i>I. For promotion from Category 4 of Category I</i></b></p> <p>B.Tech. Degree in Civil/Mechanical/Chemical/Environmental Engineering or equivalent from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala;</p> <p style="text-align: center;">OR</p> <p>Pass in Sections A &amp; B of the Associate Membership Examination of the Institution of Engineers (India) in Civil/Mechanical Engineering.</p> <p><b><i>II. For Promotion against 5% reserved quota</i></b></p> <p>(i) SSLC or its equivalent.</p> <p>(ii) Diploma in Civil/Mechanical Engineering awarded by the Directorate of Technical Education, Government of Kerala.</p> <p><i>Note (1):</i>—No person shall be eligible for promotion from category 4 unless he has rendered satisfactory service as Assistant Executive Engineer for a period of not less than 2 years. Such number of vacancy among Executive Engineer but not exceeding 5% of the total sanctioned cadre strength shall be reserved to be filled by selection from Assistant Executive Engineer, who possess Diploma or equivalent qualification as specified in the corresponding entries in Column (4) against that category and who have put in not less than 20 years of service under the Authority.</p> <p><i>Note (2):</i>—A person who acquires the Degree or equivalent qualifications after appointment as Assistant Executive Engineer shall be eligible for promotion as Executive Engineer only after the claims of all Assistant Executive Engineers possessing required qualification prior to the date of publication of the results of the qualifying examination, have been considered.</p> <p><i>Note (3):</i>—Assistant Executive Engineers who possess the Diploma or equivalent qualifications shall not be eligible for promotion over a graduate Assistant</p>



			Executive Engineer who is senior to him on his date of option unless the latter is otherwise rendered ineligible for promotion.
4	Assistant Executive Engineer/Deputy Executive Engineer	By promotion from Sl. Nos. 2 & 6 of Category II <i>Note:</i> —The promotion from category (6 of Category II) will be considered according to the combined seniority of Assistant Engineer (Diploma) – Clause (ii) of Sl. No. 2 & Sl. No. 6 of Category II	<p>B.Tech Degree in Civil/Mechanical/Chemical/Environmental Engineering or equivalent from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala;</p> <p>OR</p> <p>Pass in Sections A &amp; B of the Associate Membership Examination of the Institution of Engineers (India) in Civil/ Mechanical Engineering;</p> <p>OR</p> <p>(i) SSLC or its equivalent.</p> <p>(ii) Diploma in Civil/Mechanical Engineering awarded by the Directorate of Technical Education, Government of Kerala after the completion of 3 years full time course and must have rendered service as Assistant Engineer under the Kerala Water Authority for a total period of not less than three years.</p> <p><i>Note (1):</i>—Promotion from persons possessing Degree or equivalent qualifications and Diploma or equivalent qualifications shall be in the ratio 3:1 on cadre strength of the posts.</p> <p><i>Note (2):</i>—A person who acquires the Degree qualification as specified in column (4) against this category after his appointment as Assistant Engineer shall be eligible for promotion as Assistant Executive Engineer only after considering the claims of all Assistant Engineers who possess the qualification prior to the date of publication of the result of the qualifying examination.</p> <p><i>Note (3):</i>—Assistant Engineers who possess the Diploma or equivalent qualification shall not be eligible for promotion over a graduate Assistant Engineer who is senior to him unless the latter is otherwise rendered ineligible for promotion.</p>
5	Assistant Executive Engineer (Electrical)	By promotion from Sl. No. 3 of Category II	<p>B.Tech Degree in Electrical/Electrical &amp; Electronics Engineering or equivalent from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala;</p> <p>OR</p> <p>Pass in Sections A &amp; B of the Associate Membership Examination of the Institution</p>



			<p>of Engineers (India) in Electrical/Electrical &amp; Electronics Engineering; OR</p> <p>(i) SSLC or its equivalent.</p> <p>(ii) Diploma in Electrical/Electrical &amp; Electronics Engineering awarded by the Directorate of Technical Education, Government of Kerala after the completion of three years full time course and must have rendered service under the Kerala Water Authority as Assistant Engineer (Electrical) for a period of not less than three years.</p> <p><i>Note (1):</i>—Promotion from persons possessing Degree or equivalent qualifications and Diploma or equivalent qualifications shall be in the ratio 2:1.</p> <p><i>Note (2):</i>—A person who acquires the Degree qualifications as specified in column (4) against this category after appointment as Assistant Engineer shall be eligible for promotion as Assistant Executive Engineer only after considering the claims of all Assistant Engineers who possess the qualification prior to the date of publication of the result of the qualifying examination.</p> <p><i>Note (3):</i>—Assistant Engineers who possess the Diploma or equivalent qualification shall not be eligible for promotion over a graduate Assistant Engineer who is senior to him unless the latter is otherwise rendered ineligible for promotion.</p>
6.	Data Base Administrator	<p>(i) By Promotion from Sl. No. 1 of Category II</p> <p>(ii) In the absence of qualified hands for promotion, by Direct Recruitment through KPSC</p> <p>(iii) In the absence of qualified hands under (i) and (ii), by deputation from other Government Departments from candidates possessing the requisite qualification.</p>	<p><b><i>For Promotion</i></b></p> <p>MCA/B.Tech. (Computer Science/IT/M.Sc. (Computer Science) from any recognized University or its equivalent with 5 years experience as Assistant Data Base Administrator in the service of Kerala Water Authority.</p> <p><b><i>For Direct Recruitment</i></b></p> <p>1. MCA/B.Tech. (Computer Science)/Information Technology/M.Sc (Computer Science) from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>2. Three years experience as Data Base Administrator/EDP Programmer/System Analyst in a Government/Quasi Government or a public/registered private sector undertaking.</p>



**Category II—Technical Subordinate Service**

<i>Sl. No.</i>	<i>Name of Post</i>	<i>Method of Appointment</i>	<i>Qualifications</i>
(1)	(2)	(3)	(4)
1	Assistant Data Base Administrator	<p>(1) By Direct Recruitment through KPSC-</p> <p>(2) By transfer appointment from among in-service personnel who have rendered minimum five years service under Kerala Water Authority and possessing the educational qualification prescribed for direct recruitment.</p> <p><i>Note:</i>—(i) 50% of the total vacancies shall be filled up by 1<sup>st</sup> method of appointment and remaining 50% by 2<sup>nd</sup> method of appointment.</p> <p>(ii) In the absence of qualified hands under 2<sup>nd</sup> method of appointment, such vacancies shall be filled up by direct recruitment.</p> <p>(3) In the absence of (i) and (ii) above, by deputation from other Government Departments from candidates possessing the requisite qualification.</p>	<p>MCA/B.Tech. (Computer Science)/Information Technology)/M.Sc. (Computer Science) or equivalent from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p>
2	Assistant Engineer	<p>(i) By Direct Recruitment through KPSC.</p> <p>(ii) By promotion from Sl. No. 2 and 5 of Category III.</p> <p><i>Note:</i>— (1) Appointment between first and second method shall be in the ratio 6:4 starting with direct recruitment.</p>	<p><b><i>For Direct Recruitment</i></b></p> <p>B.Tech. Degree in Civil/Mechanical/ Chemical Engineering or equivalent from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala;</p> <p align="center">OR</p> <p>Pass in Sections A &amp; B of the Associate Membership Examination of the Institution of Engineers (India) in Civil/ Mechanical Engineering.</p>





		<p><i>Note:— (2) 10% vacancies earmarked for Direct Recruitment shall be filled up by direct recruitment from among the in-service personnel working in the Kerala Water Authority, possessing the prescribed educational qualifications for the post for direct recruitment and have rendered at least three years service in the Kerala Water Authority, provided that if at any time qualified in-service candidates are not available, the appointment to the above quota shall also be made by direct recruitment. The Rules for reservation envisaged in rules 14 to 17 of the Kerala State and Subordinate Service Rules are not applicable to the in-service personnel.</i></p> <p><i>Note:—(3)Appointment by promotion shall be in the ratio 3:1 from among the Diploma holders and Certificate holders in the feeder Category. Separate seniority lists of Diploma holders and Certificate holders shall be maintained for this purpose. Surveyor Grade I, having Civil Engineering Diploma and who have put in a minimum service of 8 years as Surveyor Grade 1 or and Head Surveyor shall be included in the feeder category for promotion as Assistant Engineer in the diploma quota (20:1).</i></p>	<p><b><i>For Promotion</i></b></p> <p>Pass in SSLC and Diploma in Civil/ Mechanical Engineering awarded by the Directorate of Technical Education, Government of Kerala after the completion of 3 years full time course after SSLC or its equivalent and must have worked as Draftsman Grade-I /Sub Engineer in Kerala Water Authority for a total period of not less than three years;</p> <p style="text-align: center;">OR</p> <p>Pass in SSLC and National Trade Certificate (NTC) awarded by the National Council for Vocational Training in the trade of Draftsman Civil/ Mechanical after the completion of two year course or its equivalent and must have worked as Draftsman Grade-I /Sub Engineer in Kerala Water Authority for a period not less than five years;</p> <p style="text-align: center;">OR</p> <p>Pass in SSLC and Kerala Government Certificate Examination in Civil/ Mechanical Engineering awarded by Government of Kerala after completion of two years course or its equivalent with minimum five years service as Draftsman Grade I /Sub Engineer in Kerala Water Authority;</p> <p style="text-align: center;">OR</p> <p>Pass in SSLC and National Trade Certificate (NTC) in the trade of Surveyor awarded by the National Council for Vocational Training after the completion of two years metric course or its equivalent and must have worked in Kerala Water Authority under the category of Surveyor Grade I and or Head Surveyor for a minimum period of eight years;</p> <p style="text-align: center;">OR</p> <p>Pass in SSLC and KGTE Certificate in Surveying and Leveling (Higher) or its equivalent.</p> <p style="text-align: center;">AND</p> <p>(a). Pass in Building Drawing and Estimation (L), and (b). Mensuration (L)</p> <p style="text-align: center;">AND</p> <p>Must have worked as an Officer in Kerala Water Authority under category Surveyor Grade I and or Head Surveyor for a minimum period of 3 years.</p>
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		<p><i>Note:—(4)A</i> Certificate holder who acquires Diploma in Civil/ Mechanical Engineering or its equivalent qualifications after his appointment as Draftsman Grade I /Sub Engineer shall be eligible for promotion as Assistant Engineer against the quota allotted to those possessing such qualification, only after the claims of all Draftsman Grade I /Sub Engineer possessing these qualifications prior to the date of publication of the result of the qualifying examination, are considered. However, this shall not be prejudicial to his right for an earlier chance of getting promotion in the quota allotted for Certificate holders.</p> <p>In the absence of qualified hands under (ii) above, such vacancies shall also be filled up by method (i) above.</p>	<p><b><i>For Direct Recruitment from in-service personnel</i></b></p> <p>B.Tech Degree in Civil/Mechanical/ Chemical Engineering or equivalent from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala;</p> <p>OR</p> <p>Pass in Sections A &amp; B of the Associate Membership Examination of the Institution of Engineers (India) in Civil/ Mechanical Engineering and they should have worked in any of the lower categories included under these rules or Kerala Water Authority (Administrative, Ministerial and Last Grade) Service Rules, 2011 for a minimum period of eight years.</p>
3	Assistant Engineer (Electrical)	<p>(i) By Direct Recruitment through KPSC.</p> <p>(ii) By Promotion from Sl. No. 3 of Category III.</p> <p><i>Note:—(i)</i> Direct Recruitment and promotion shall be in the ratio 6:4</p> <p><i>Note:—(ii)</i> 10% vacancies earmarked for direct recruitment shall be filled up by direct recruitment from among the in-service personnel working in the KWA, possessing the prescribed educational qualifications for the</p>	<p><b><i>For Direct Recruitment</i></b></p> <p>B. Tech Degree in Electrical/Electrical &amp; Electronics Engineering or equivalent from UGC recognized University/National Institutes established by the Central Government or institution established by Government of Kerala;</p> <p>OR</p> <p>Pass in Sections A &amp; B of the Associate Membership Examination of the Institution of Engineers (India) in Electrical Engineering/Electrical &amp; Electronics Engineering</p> <p><b><i>For Direct Recruitment from in-Service personnel</i></b></p> <p>B. Tech. Degree in Electrical/Electrical &amp; Electronics Engineering from a UGC recognized University or its equivalent;</p> <p>OR</p>



		<p>post for direct recruitment and have rendered at least three years service in the Kerala Water Authority, provided that if at any time qualified in-service candidates are not available, the appointment to the above quota shall also be made by direct recruitment.</p> <p><i>Note:</i>—(iii) The appointment of Diploma holders and certificate holders for promotion shall be made in the ratio 3:1.</p>	<p>Pass in Sections A &amp; B of the Associate Membership Examination of the Institution of Engineers (India) in Electrical Engineering/Electrical &amp; Electronics Engineering.</p> <p><b><i>For Promotion</i></b></p> <p>Diploma in Electrical Engineering awarded by the Directorate of Technical Education, Government of Kerala after the completion of three years full time course after SSLC or its equivalent and must have worked as Draftsman Grade-I (Electrical) in Kerala Water Authority for a period of not less than three years;</p> <p style="text-align: center;">OR</p> <p>A Pass in SSLC and National Trade Certificate (NTC) awarded by National Council for Vocational Training in the trade of Electrician after the completion of two year course and must have worked as Draftsman Grade-I (Electrical) in the Kerala Water Authority for a period of not less than five years;</p> <p style="text-align: center;">OR</p> <p>A pass in SSLC and Kerala Government Certificate Examination in Engineering in Electrical awarded by Government of Kerala after completion of two years course or its equivalent and must have worked as Draftsman Grade-I (Electrical) in Kerala Water Authority for a period of not less than five years.</p>
4	Head Surveyor	Promotion from Sl. No. 5 of Category III	<p>Must have worked as Surveyor Grade I in Kerala Water Authority for a minimum period of 2 years.</p>
5	Life Guard Cum Coach	By deputation from Sports Council	<p>(i) Pass in SSLC or its equivalent.</p> <p>(ii) Diploma in Swimming awarded by the India Life Saving Society, Calcutta or its equivalent recognized by Sports Authority of India;</p> <p style="text-align: center;">OR</p> <p>Life Saving Certificate awarded from Nethaji Subash National Institute of Sports, Motibagh, Patiala Punjab or its equivalent.</p>



6	Mechanical Superintendent	By Promotion from Sl. No.4 of Category III	(i) Must have worked as Head Operator in Kerala Water Authority for a period of not less than three years. (ii) Diploma in Mechanical Engineering. (iii) In the absence of the above qualification the Senior most Head Operator may be considered.
7	Senior Chemist	By Promotion from Sl. No. 10 and 11 of Category III in the ratio 1:1	1. A Bachelors Degree in Science with Chemistry/Biochemistry/Microbiology/ Environmental Science as the main subject obtained from a UGC recognized University or its equivalent. 2. Must have worked as Sanitary Chemist/ Microbiologist in Kerala Water Authority for a period of not less than three years.
8	Senior Meter Inspector	By Promotion from Sl. No. 8 of Category III	Must have worked as Meter Inspector in Kerala Water Authority for a period not less than two years.
9	Senior Plumbing Inspector	By Promotion from Sl. No. 9 of Category III	Must have worked as Plumbing Inspector in Kerala Water Authority for a period not less than two years.
10	Chief Vehicle Inspector	By Promotion from Sl. No. 6 of Category III	Must have worked as Vehicle Inspector in Kerala Water Authority for a period not less than two years.



**Category III—Engineering Subordinate Service**

<i>Sl. No.</i>	<i>Name of Post</i>	<i>Method of Appointment</i>	<i>Qualifications</i>
(1)	(2)	(3)	(4)
1	Computer Operator/ Analyst	<p>(i) By direct recruitment through KPSC</p> <p>(ii) By direct recruitment from in-service personnel through KPSC</p> <p><i>Note:—</i>(i) and (ii) shall be in the ratio 2:1. In the absence of qualified hands under</p> <p>(ii) above, such vacancies shall also be filled up by method (i) above.</p>	<p>(i) Bachelor's degree from any UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>(ii) PGDCA from any Institute recognized by Government of Kerala/Government of India.</p> <p><b><i>For Recruitment from In-service personnel</i></b></p> <p>Must have worked in any of the lower categories included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011 for a period of not less than three years and have the above requisite qualification.</p>
2	Draftsman Grade I/Sub Engineer	<p>(i) By Direct Recruitment through KPSC</p> <p>(ii) By direct recruitment from in-service personnel working in any of the lower categories included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011 for a period of not less than three years.</p> <p>(iii) By promotion from Sl. No. 13 of Category III</p> <p><i>Note:—</i>(1) Direct recruitment, Direct recruitment from in-service personnel and promotion shall be in the ratio 7:3:10</p> <p><i>Note:—</i>(2) In the absence of qualified</p>	<p><b><i>For Direct Recruitment</i></b></p> <p>(1) SSLC or its equivalent.</p> <p>(2) Diploma in Civil/Mechanical Engineering awarded by the Directorate of Technical Education, Government of Kerala.</p> <p><b><i>For Recruitment from in-service personnel</i></b></p> <p>Diploma in Civil/Mechanical Engineering awarded by the Directorate of Technical Education, Government of Kerala after the completion of three years course after pass in SSLC or its equivalent and must have worked in any of the lower categories included in these rules or under the Kerala Water Authority (Administrative, Ministerial and last Grade ) Service Rules, 2011 for a period of not less than three years.</p> <p><b><i>For Promotion</i></b></p> <p>(i) A pass in SSLC and National Trade Certificate (NTC) awarded by the</p>



		<p>hands under (ii) or (iii) methods, such vacancies shall also be filled up by 1<sup>st</sup> method.</p> <p><i>Note:—</i>(3) Rules of reservation envisaged in Rules 14-17 of KS&amp;SSR are not applicable for recruitment from in-service personnel. The selection to this category shall be under through Public Service Commission</p>	<p>National Council for Vocational Training in the trade of Civil/Mechanical after the completion of two years course or its equivalent;</p> <p style="text-align: center;">OR</p> <p>A pass in SSLC and Kerala Government Certificate Examination in Mechanical/Civil Engineering awarded by Government of Kerala after completion of two years course or its equivalent.</p> <p>(ii) Must have worked as Draftsman Grade II in Kerala Water Authority for a period of not less than three years.</p>
3	Draftsman Grade-I (Electrical)	<p>(i) By Direct Recruitment through KPSC</p> <p>(ii) By direct recruitment from in-service personnel working in any of the lower categories included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade )Service Rules, 2011 for a period of not less than three years.</p> <p>(iii) By Promotion from SI No. 14 of Category III</p> <p><i>Note:—</i>(1) Direct recruitment, Direct recruitment from in-service personnel and promotion shall be in the ratio 7:3:10.</p> <p><i>Note:—</i>(2) In the absence of qualified hands under (ii) or (iii) methods, such vacancies shall also be filled up by 1<sup>st</sup> method.</p> <p><i>Note:—</i>(3) Rules of reservation envisaged in Rules 14-17 of KS&amp;SSR are not applicable for recruitment from in-</p>	<p><b><i>For Direct Recruitment</i></b></p> <p>(1) SSLC or its equivalent.</p> <p>(2) Diploma in Electrical/Electrical &amp; Electronics Engineering awarded by the Directorate of Technical Education, Government of Kerala after the completion of three years course.</p> <p><b><i>For Recruitment from in-service personnel</i></b></p> <p>Diploma in Electrical/Electrical &amp; Electronics Engineering awarded by Directorate of Technical Education, Government of Kerala, after the completion of three years course after pass in SSLC or its equivalent and must have worked in any of the lower categories included in these rules or under the Kerala Water Authority( Administrative, Ministerial and Last Grade) Service Rules, 2011 for a period not less than three years.</p> <p><b><i>For Promotion</i></b></p> <p>Must have worked as Draftsman Gr. II (Electrical) in Kerala Water Authority for a period of not less than 3 years.</p>



		service personnel. The Selection from this category shall be under through KPSC	
4	Head Operator	By Promotion from Sl. No. 21 of Category III	Must have worked as Operator in Kerala Water Authority for a period of not less than two years.
5	Surveyor Grade-I	By Promotion from Sl. No. 17 of Category III	Must have worked in the category of Surveyor Grade II under Kerala Water Authority for a minimum period of 3 years.
6	Vehicle Inspector	By Promotion from Sl. No. 7 of Category III	Must have worked as Driver Selection Grade for one year in Kerala Water Authority.
7	Driver Selection Grade	By Promotion from Sl. No. 15 of Category III	Must have worked as Driver Senior Grade for one year in Kerala Water Authority.
8	Meter Inspector	By Promotion from Sl. No. 22 of Category III	Two years service in the feeder category.
9	Plumbing Inspector	By Promotion from Sl. No. 23 of Category III	Two years service in the feeder category.
10	Sanitary Chemist	(i) By Direct Recruitment through KPSC (ii) By Direct Recruitment from in-service personnel through KPSC <i>Note</i> :—(i) and (ii) above shall be in the ratio 4:1. In the absence of qualified hands under item (ii) above, those vacancies shall be filled by direct recruitment under item No. (i) above.	A Bachelors Degree in Science with Chemistry/Bio Chemistry/Microbiology as the main subject or its equivalent obtained from a recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala. <i>Note</i> :—In-service personnel must have worked in any of the lower categories included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011 for a period of not less than two years.



11	Microbiologist (Bacteriologist)	<p>(i) By Direct Recruitment through KPSC</p> <p>(ii) By Direct Recruitment from in-service personnel through KPSC</p> <p><i>Note</i> :—A ratio of 4:1 shall be maintained between 1<sup>st</sup> and 2<sup>nd</sup> method of appointment. In the absence of qualified hands under item (ii) above, those vacancies shall be filled by direct recruitment under item No. (i) above.</p>	<p>A Bachelors Degree in Science with Microbiology as the main subject or its equivalent obtained from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p><i>Note</i> :—In-service personnel working in any of the lower categories included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade )Service Rules,2011 for a period of not less than two years.</p>
12	Head Fitter	By Promotion from Sl. No. 24 of category III	Two years service in the feeder category.
13	Draftsman Grade-II	<p>(i) By Direct recruitment</p> <p>(ii) By Promotion from Sl. No. 19 of category III</p> <p><i>Note</i>:—Appointment by direct recruitment and promotion will be in the ratio 1:1.</p>	<p><b><i>For Direct Recruitment</i></b></p> <p>(i) Pass in SSLC or its equivalent.</p> <p>(ii) National Trade Certificate awarded by the National Council for Vocational Training in the trade Draftsman (Civil/ Mechanical) after the completion of 2 year course or its equivalent;</p> <p style="text-align: center;">OR</p> <p>Kerala Government Certificate Examination in Engineering in Civil/Mechanical issued by Government of Kerala after the completion of two years course or its equivalent.</p> <p><b><i>For Promotion</i></b></p> <p>(i) Pass in SSLC or its equivalent.</p> <p>(ii) National Trade Certificate awarded by the National Council for Vocational Training in the trade Draftsman (Civil/ Mechanical) after the completion of 2 year course or its equivalent.</p>





			(iii) Must have worked as Overseer Grade III in Kerala Water Authority for a period of not less than three years.
14	Draftsman –Grade II (Electrical)	(i) By Promotion from Sl. No. 20 of Category III (ii) By Direct Recruitment through KPSC <i>Note:—Appointment by (i) and (ii) method shall be in the ratio of 4:1</i>	(i) Pass in SSLC or its equivalent.; and (ii) National Trade Certificate awarded by the National Council for Vocational Training in the trade Electrician after the completion of 2 year course or its equivalent;  OR  Kerala Government Certificate Examination in Engineering in Electrical issued by Government of Kerala after the completion of two year course or its equivalent
15	Driver Senior Grade	By Promotion from Sl. No. 18 of Category III	
16	Telephone Operator	By Transfer appointment from any of the lower category included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011 <i>Note :—The persons will be considered in the order of their seniority in the respective cadre or category. In the absence of qualified in-service personnel, by direct recruitment through KPSC.</i>	A bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or institution established by Government of Kerala. Good communication skill in English and Malayalam.
17	Surveyor Grade II	Direct Recruitment though KPSC	1.Pass in SSLC or its equivalent.  2. National Trade Certificate (NTC) awarded by the National Council for Vocational Training in the trade Surveying after the completion of 2 years metric course or its equivalent;  OR



			<p>(i) Pass in SSLC or its equivalent examination.</p> <p>(ii) KGTE Certificate in Surveying and Levelling (Higher) or its equivalent, and</p> <p>(a) Pass in Building Drawing and Estimating (Lower)</p> <p>(b) Mensuration (Lower)</p>
18	Driver – Grade I	By Promotion from Sl. Nos. 25 & 26 of Category III from common seniority list of the above categories.	
19	Overseer Grade III	<p>(i) By Direct Recruitment through KPSC</p> <p>(ii) By Direct Recruitment from qualified in-service personnel included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011 and who have worked for a period of not less than 3 years.</p> <p><i>Note 1:</i>— Appointment under item (i) and item (ii) shall be made in the ratio 3:1</p> <p><i>Note 2:</i>—In the absence of qualified persons for appointment by method (ii) above, such vacancies shall also be filled up by method (i) above</p>	<p><b><i>For Direct Recruitment</i></b></p> <p>(i) Pass in SSLC or its equivalent.</p> <p>(ii) National Trade Certificate awarded by the National Council for Vocational Training in the trade Draftsman (Civil/ Mechanical) after the completion of 2 year course or its equivalent;</p> <p style="text-align: center;">OR</p> <p>(i) Pass in SSLC or its equivalent.</p> <p>(ii) Kerala Government Certificate Examination in Engineering in Civil/Mechanical issued by Government of Kerala after the completion of two years course or its equivalent</p> <p><b><i>For Recruitment from in-service personnel</i></b></p> <p>(i) Pass in SSLC or its equivalent.</p> <p>(ii) National Trade Certificate awarded by the National Council for Vocational Training in the trade Draftsman (Civil/ Mechanical) after the completion of 2 year course or its equivalent;</p> <p style="text-align: center;">OR</p> <p>(i) Pass in SSLC or its equivalent.</p>



			(ii) Kerala Government Certificate Examination in Engineering in Civil/mechanical issued by Government of Kerala after the completion of two years course or its equivalent
20	Overseer Grade III (Electrical)	<p>(i) By Direct Recruitment through KPSC</p> <p>(ii) By promotion from Sl. No. 27 of Category III</p> <p><i>Note:—Direct recruitment and promotion shall be made in the ratio 1:1.</i></p>	<p><b><i>For Direct Recruitment</i></b></p> <p>(i) Pass in SSLC or its equivalent</p> <p>(ii) National Trade Certificate (Electrician);</p> <p style="text-align: center;">OR</p> <p>Kerala Government Certificate Examination (Electrical) or its equivalent.</p> <p><b><i>For Promotion</i></b></p> <p>(i) Pass in SSLC or its equivalent</p> <p>(ii) National Trade Certificate in Electrician or Wire man (awarded by National Council for Vocational Training) in the respective trade after passing SSLC.</p> <p>(iii) Current wire man license.</p> <p>(iv) Must have worked as Electrician in Kerala Water Authority for a period of not less than three years.</p>
21	Operator	<p>(i) By Direct Recruitment through KPSC</p> <p>(ii) By Direct Recruitment from in-service personnel working in any of the lower categories included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011 for a period of not less than 2 years.</p> <p>(iii) By Transfer appointment from persons working in any of the lower categories included under these rules or</p>	<p>(i) Pass in SSLC or its equivalent.</p> <p>(ii) National Trade Certificate (NTC) awarded by the National Council for Vocational Training in the trade of Electrician/Mechanic Motor Vehicle/Electrical/Mechanical after the completion of 2 year Course or its equivalent;</p> <p style="text-align: center;">OR</p> <p>Kerala Government Certificate Examination in Engineering in Electrical issued by the Govt. of Kerala after the completion of 2 year Course or its equivalent.</p>



		<p>under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011 for a period of not less than three years based on their seniority in the respective cadre or category.</p> <p><i>Note:—(1)</i> Appointment under item (i), (ii) and (iii) shall be made in the ratio 12:3:1</p> <p><i>Note:—(2)</i> in the absence of qualified persons for appointment by method (ii) or (iii) above, such vacancies shall also filled up by method (i) above.</p>	
22	Meter Reader	<p>(i) By Direct Recruitment through KPSC</p> <p>(ii) By transfer appointment from among persons working in any of the lower categories included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011 for a period of not less than three years according to seniority.</p> <p><i>Note:—(1)</i> Appointment under item (i) and (ii) above shall be in the ratio 1:1.</p> <p><i>Note:—(2)</i> in the absence of qualified persons for appointment by method (ii) above, such vacancies shall also filled up by method (i) above.</p>	<p><b><i>For direct recruitment</i></b></p> <p>(i) Pass in SSLC or its equivalent.</p> <p>(ii) National Trade Certificate awarded by the National Council for Vocational Training in the trade of Plumber after the completion of 1 year Course or its equivalent.</p> <p><b><i>By transfer appointment</i></b></p> <p>(i) Pass in SSLC or its equivalent.</p> <p>(ii) National Trade Certificate awarded by the National Council for Vocational Training in the trade of Plumber after the completion of 1 year Course or its equivalent.</p>
23	Plumber	<p>(i) By Direct Recruitment through KPSC</p> <p>(ii) By Direct Recruitment from qualified</p>	<p>(i) Pass in SSLC or its equivalent.</p>



		<p>in-service personnel who are working in any of the lower categories included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011 for a period of not less than 3 years.</p> <p><i>Note:—(1) Appointment under item (i) and (ii) above shall be in the ratio 3:1.</i></p> <p><i>Note:—(2) In the absence of qualified persons for appointment by method (ii) above, such vacancies shall also be filled up by method (i) above.</i></p>	<p>(ii) National Trade Certificate awarded by the National Council for Vocational Training in the trade of Plumber after the completion of 1 year Course or its equivalent.</p>
24	Fitter	<p>(i) By Direct Recruitment through KPSC</p> <p>(ii) By Direct Recruitment from in-service personnel working in any of the lower categories included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011 for a period of not less than 3 years.</p> <p><i>Note:—(1) Appointment under item (i) and (ii) above shall be in the ratio 3:1.</i></p> <p><i>Note:—(2) in the absence of qualified persons for appointment by method (ii) above, such vacancies shall also be filled up by method (i) above.</i></p>	<p>(i) Pass in SSLC or its equivalent.</p> <p>(ii) National Trade Certificate awarded by the National Council for Vocational Training in the trade of Fitter after the completion of 2 year Course or its equivalent.</p>
25	Driver Cum Office Attendant (Medium/Heavy Passenger/Goods Vehicle)	<p>By Direct Recruitment through KPSC.</p>	<p>(1) A pass in standard VII or equivalent qualification.</p> <p>(2) Must possess current Motor Driving Licence to drive Light Motor Vehicles and Heavy Motor vehicles with Driver's Badge. Heavy Motor Vehicle Driving Licence shall be of at least 3 years standing and in the case of Driving Licence issued after 16-1-1979 separate endorsement to drive Heavy duty Goods Vehicles and</p>



			<p>Heavy Duty Passenger Vehicles.</p> <p>(3) Medical Fitness: Should be medically fit as per the standards specified below:—</p> <p>(i) Ear:—Hearing should be perfect</p> <p>(ii) Eye :—</p> <p style="padding-left: 40px;">Distant vision : 6/6 snellen</p> <p style="padding-left: 40px;">Near vision : 0.5 snellen</p> <p style="padding-left: 40px;">Colour Vision : Normal</p> <p style="padding-left: 40px;">Night Blindness: Nil.</p> <p>(iii) Muscles and Joints :—No Paralysis and all joints with free movements.</p> <p>(iv) Nervous System:—Perfectly normal, free from any infectious diseases.</p> <p>Notes:—</p> <p>(1) Driving Licence shall be valid not only at the time of application but also at each stage of selection.</p> <p>(2) Proficiency in driving Heavy duty vehicles is to be proved by a practical test conducted by the KPSC during the course of selection.</p> <p>(3) Medical fitness shall be proved by a proper Medical Certificate obtained from a Medical Officer not below the rank of an Assistant Surgeon.</p> <p>(4) Physically Handicapped persons are not eligible to apply for the post.</p>
26	Driver cum Office Attendant (Light Motor Vehicles)	<p>(i) By Direct Recruitment through KPSC.</p> <p>(ii) By transfer appointment from regular employees holding lower grade posts included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011.</p>	<p>(1) A pass in Standard VII or Equivalent qualification</p> <p>(2) Must possess a current, Motor Driving Licence of three years standing to drive Light Motor Vehicles with Drivers Badge</p> <p>(3) Medical Fitness: Should be medically fit as per the standards specified below:—</p> <p style="padding-left: 40px;">(i) Ear :—Hearing should be perfect</p>



		<p><i>Note:</i>—Ratio between (i) &amp;(ii) will be 4:1</p>	<p>(ii) Eye:—  Distant vision : 6/6 snellen  Near Vision :—0.5 snellen  Colour Vision : Normal  Night Blindness: Nil</p> <p>(iii) Muscles and Joints :—No Paralysis and all joints with free movements  (iv) Nervous System:—Perfectly normal, free from any infectious diseases.</p> <p><i>Notes:</i>—</p> <p>(1) Driving Licence shall be valid not only at the time of application but also at each stage of selection.</p> <p>(2) Proficiency in driving Light Motor vehicles is to be proved by a practical test conducted by the KPSC during the course of selection.</p> <p>(3) Medical fitness shall be proved by a proper Medical Certificate obtained from a Medical Officer not below the rank of an Assistant Surgeon.</p> <p>(4) Physically Handicapped persons are not eligible to apply for the post.</p>
27	Electrician	<p>(i) By Direct Recruitment through KPSC.</p> <p>(ii) By transfer appointment from regular employees holding lower grade posts included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011 and who have completed 2 years service in Kerala Water Authority.</p> <p><i>Note:</i>—Ratio between direct recruitment and by transfer appointment will be 3:1. In the absence of candidates in</p>	<p>(i) Pass in SSLC or its equivalent</p> <p>(ii) National Trade Certificate in Electrician or Wireman (awarded by National Council for Vocational Training) in the respective trade after passing SSLC or its equivalent.</p> <p>(iii) wireman license.</p>



		method of appointment (ii), the vacancy shall be filled up by (i) methods of appointment.	
28	Garden Superintendent	By promotion from Sl. No. 1 of Category IV	
29	Lab Assistant	(i) By Direct Recruitment through KPSC. (ii) By transfer appointment from regular employees holding lower grade posts included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011 in the ratio 3:1. <i>Note:—</i> In the absence of qualified persons for appointment by method (ii) above, such vacancies shall also be filled up by method (i) above.	Pass in Plus Two Science Stream/VHSC Lab Assistant or its equivalent.
30	Binder	By transfer appointment from any of the lower categories included under these rules or under Kerala Water Authority (Administrative, Ministerial and last Grade) Service Rules, 2011.	(i) Pass in 7 <sup>th</sup> Standard. (ii) NCVT Certificate in Book Binding; OR Pass in M.G.T.E or K.G.T.E in Book Binding (Lower). <i>Note:—</i> In the absence of persons possessing 2 <sup>nd</sup> qualification, persons with 18 months experience in book binding may be selected and such persons should prove their proficiency in book binding in a practical test conducted by the Kerala Water Authority.





**Category IV—Last Grade Service**

<i>Sl. No.</i>	<i>Name of Post</i>	<i>Method of Appointment</i>	<i>Qualifications</i>
(1)	(2)	(3)	(4)
1	Gardener	(i) By Transfer from Part Time Employees under the service of Kerala Water Authority. (ii) In the absence of qualified Part Time employees of Kerala Water Authority, by direct recruitment through KPSC	One year experience as Gardener in KWA or in a Government/Quasi Government/registered private sector undertaking/Public sector undertaking.
2	Lineman	By transfer appointment from any of the lower category included under these rules or under Kerala Water Authority (Administrative, Ministerial and Last Grade) Service Rules, 2011 on the basis of seniority in the respective cadre or category.	Pass in 7 <sup>th</sup> Standard or its equivalent. <i>Note:—</i> Must have worked for a period not less than two years under Kerala Water Authority.
3	Worker	(i) By Direct Recruitment through KPSC. (ii) By transfer appointment from Part Time employees of Kerala Water Authority on the basis of Seniority. <i>Note:—</i> The ratio between (i) & (ii) will be 4:1. In the absence of candidates under by transfer appointment such vacancies shall be filled up by direct recruitment.	Pass in 7 <sup>th</sup> Standard or its equivalent.
4	Cleaner	By Transfer appointment from Part Time Employees of Kerala Water Authority on the basis of Seniority.	7 <sup>th</sup> Standard or its equivalent.
5	Lascar	By Direct Recruitment through KPSC.	7 <sup>th</sup> Standard or its equivalent.

*Note:—*The conversions proposed under rule 3 above shall come into effect as and when the existing incumbents vacate the post by retirement or otherwise. Re-designation of the existing vacancies will be with immediate effect.



4. *Qualification regarding age.*—No person shall be eligible for appointment by direct recruitment if he/she has not completed 18 years of age and if he/she has completed 36 years of age except for those posts wherein specific age limit is specified in the rule, subject to usual relaxation in the case of SC, ST and OBC candidates. In no case, the maximum age limit shall exceed 50 years for direct recruitment.

5. *Reservation of appointment.*—The rules regarding reservation of appointment ie, General Rules 14 to 17, Part II of the Kerala State and Subordinate Service Rules, 1958 as amended from time to time shall apply to the appointment by direct recruitment. The above rules shall not apply to direct recruitment from in-service personnel.

6. *Direct Recruitment from Inservice Quota.*—Shall be filled up by KPSC Recruitment. In no case, the maximum age limit shall exceed 50 years for in service recruitment.

7. *Appointing Authority.*—The appointing authority for all categories of posts mentioned in these rules shall be the Managing Director, Kerala Water Authority.

8. *Probation.*—Every person appointed to any of the categories of posts shall from the date of which he/she joins duty be on probation,

- (i) if appointed by direct recruitment or by direct recruitment from qualified in-service personnel, for a total period of two years on duty within a continuous period of three years.
- (ii) if appointed by promotion, for a period of one year on duty within a continuous period of two years.

9. *Departmental Tests.*—Every Person appointed to categories mentioned as Sl. No. 4 & 5 of Category I and Sl. No. 1, 2, 3, 4 of Category II shall within the prescribed period of probation pass the Account Test (Lower) and the PWD Tests.

10. *Application of the Kerala State and Subordinate Services Rules and of the Kerala Civil Services (Classification, Control and Appeal) Rules to the employees of the Authority.*—The provisions under the Kerala State and Subordinate Service Rules 1958 and of the Kerala Civil Services (Classification, Control and Appeal) Rules, 1960 & of the Kerala Government Servant's Conduct Rules and Kerala Last Grade Service Special Rules, 1966 as may be in force from time to time shall apply to the employees appointed under these Rules, in respect of any matter that is not specifically provided under these Rules.



11. *Application of the Kerala Service Rules to the employees of the Authority.*—The provisions contained in Parts I, II and III of the Kerala Service Rules as amended from time to time shall apply to the employees appointed under these rules in the matter of pay, fixation of pay, joining time, travelling allowances and such other matters with respect to which the Kerala Water Authority is not competent to make provisions under the Kerala Water Supply & Sewerage Act, 1986 or rules made thereunder.

12. *Protection of rights of employees appointed in the Public Health Engineering Department.*—The rights and benefits of the employees who had been appointed in the erstwhile Public Health Engineering Department & KWA before the coming into force of these Rules are prescribed in the KPHESS Special Rules, shall be protected in matters relating to qualification and promotions. Wherever minimum in-service experience is specified in the rule for promotions to higher posts, the service rendered in the erstwhile Public Health Engineering Department shall also be taken into account. Similarly in the case of staff transferred from Municipalities, the service in the Municipalities shall be deemed to be the service for the purpose of these rules.

13. *Eligibility for promotion & By Transfer.*—Prescribed qualifications shall be attained on or before the date of occurrence of vacancy.

By order of the Governor,  
PRANABJYOTI NATH, IAS,  
*Secretary to Government.*

### **Explanatory Note**

(This does not form part of the notification, but is intended to indicate its general purport.)

Government have decided to frame Service Rules for the Engineering/Technical staff of Kerala Water Authority in supersession of the Notifications issued as per G. O. (P) No. 612 dated 16th September, 1960 published in Kerala Gazette No. 38 dated 27th September 1960, G. O. (P) No. 403 dated 14th October, 1966 published in Kerala Gazette No. 44 dated 8th November 1966, and all orders issued on the above subject.

The notification is intended to achieve the above object.



