



ಕರ್ನಾಟಕ ರಾಜ್ಯಪತ್ರ

ಅಧಿಕೃತವಾಗಿ ಪ್ರಕಟಿಸಲಾದುದು
ವಿಶೇಷ ರಾಜ್ಯ ಪತ್ರಿಕೆ

ಭಾಗ - ೪ ಎ Part - IV A	ಬೆಂಗಳೂರು, ಶನಿವಾರ, ೧೬, ನವೆಂಬರ್, ೨೦೨೪(ಕಾರ್ತಿಕ, ೨೫, ಶಕವರ್ಷ, ೧೯೪೬) BENGALURU, SATURDAY, 16, NOVEMBER, 2024(KARTHIKA, 25, SHAKAVARSHA, 1946)	ನಂ. ೫೫೩ No.553
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Government of Karnataka

No. RDPR 80 GPK 2021 (E)

Karnataka Government Secretariat,
Vidhana Soudha,
Bengaluru, dated:16.11.2024.

NOTIFICATION

Whereas the draft of the following rules Karnataka State Civil Services (Regulation Of transfers of Senior Panchayat Development Officers, Panchayat Development Officers, Gram Panchayat Secretaries and Rural Development Assistant (Grade I and II) and Second Division Accounts Assistants) Rules, 2024 was published as required by sub section (1) of section 3 read with section 8 of the Karnataka State Civil Services Act, 1978 (Karnataka Act 14 of 1990) in Notification No. RDPR 80 GPK 2021 (E), Dated:05-07-2024 in Part IV-A in Karnataka Extraordinary Gazette dated: 05-07-2024 and Addendum No. RDPR 80 GPK 2021 (E), Dated:11-09-2024 in Part III in Karnataka Extraordinary Gazette dated: 12-09-2024 inviting objections and suggestions from all persons likely to be affected thereby by within fifteen days from the date of its publication of the draft in the Official Gazette.

Whereas, the said Gazette was made available to the public on 05-07-2024 and 12-09-2024.

And whereas the objections and suggestions received in respect of the said draft rules have been considered by the State Government;

(೧)

Now, therefore, in exercise of the powers conferred by sub-section (1) of Section 3 read with Section 8 of the Karnataka State Civil Services Act, 1978 (Karnataka Act 14 of 1990), the Government hereby makes the following rules, namely:-

RULES

1. Title and commencement (1) These rules may be called the Karnataka State Civil Services (Regulation of Transfers of Senior Panchayath Development Officers, Panchayath Development Officers, Gram Panchayath Secretaries and Rural Development Assistant (Grade I and II) And Second Division Accounts Assistants) Rules, 2024.

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

2. Definitions: - (1) In these Rules, unless the context otherwise requires:

- a) "**Actual working**" means working place of employees where his daily attendance is recorded;
- b) "**Appointment**" means appointment by direct recruitment, by absorption or by promotion;
- c) "**Appointing Authority**" means,-
 - i. The Commissioner, Panchayat Raj in respect of Senior Panchayat Development Officer and Panchayat Development Officer.
 - ii. The Chief Executive Officer Zilla Panchayat in respect of Grama Panchayat Secretary and Rural Development Assistant(Grade-1);
 - iii. Deputy Secretary (Development) Zilla Panchayat in respect of Gram Panchayat Secretaries and Rural Development Assistant (Grade-2) and Second Division Accounts Assistants;
- d) "**Competent Authority**" means Transfer Process Controlling Authority as defined in Table-1 of the Schedule.
- e) "**Counseling** " means the process of counseling by giving opportunity to a person considered for transfer to opt for a place or post available as per these rules;
- f) "**Employee**" means Senior Panchayat Development Officer, Panchayat Development Officer, Gram Panchayat Secretary and Rural Development Assistant (Grade -I & II) and Second Division Accounts Assistant;
- g) "**Form**" means form appended to these rules;

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- h) "**Government**" means the Government of Karnataka;
- i) "**Gram Panchayat**" means Gram Panchayat established under the Karnataka Gram Swaraj and Panchayat Raj Act, 1993 (Karnataka Act No. 14 of 1993);
- j) "**Gram Panchayat Secretary**" means the Gram Panchayath Secretary and Rural Development Assistant (Grade I and II) of Gram Panchayat;
- k) "**Senior Panchayat Development Officer**" means the Senior Panchayat Development Officer of Gram Panchayats as notified by Govt. from time to time.
- l) "**Panchayat Development Officer**" means the Panchayat Development Officer of Grama Panchayat;
- m) "**Second Division Accounts Assistant**" means the Second Division Accounts Assistant of Gram Panchayat;
- n) "**Lien**" has the same meaning as defined in Karnataka Civil Service Rules 1958;
- o) "**Maximum Period**" means a continuous service of five years;
- p) "**Minimum Period**" means a continuous service of three years;
- q) "**Person with benchmark Disability**" means a person with benchmark disability as defined in Right of Persons with Disabilities Act, 2016 (Central Act 49 of 2016) and rules framed there under;
- r) "**Proforma**" means the Proforma specified in the form – II;
- s) "**Regular Posting**" means place of posting of employee where his lien exists;
- t) "**Schedule**" means Schedule appended to these rules;
- u) "**Serious Ailments**" means;"Cancer, Kidney Failure (End Stage Renal Failure), Primary Pulmonary Arterial Hypertension, Multiple Sclerosis, Major Organ Transplant, Coronary Artery Bypass Graft, Aorta Graft Surgery, Heart Valve Surgery, Stroke, Myocardial Infarction, Paralysis, Accident of serious/life threatening nature and any other serious ailments as notified by Health Department."
- v) "**Spouse case**" means the spouse of an employee who is an employee of the State Government or Central Government or nationalized bank or a public sector undertaking or enterprise or corporation or board owned by the State Government or Central Government or State University;

- w) “**Transfer**” means posting of an employee from one place of working to another place of working and includes transfer within or outside the unit of seniority; and
- x) “**Unit of Seniority**” means the jurisdiction of the Appointing Authority competent to make appointment to the post of Senior Panchayat Development Officer, Panchayat Development Officer, Gram Panchayat Secretary and Rural Development Assistant (Grade –I and II) and Second Division Accounts Assistant, as the case may be.

(2) Words and expressions used, but not defined in these rules shall have the same meaning assigned to them in the Karnataka State Civil Service (General Recruitment) Rules, 1977.

3. Transfer of employees by counseling in the interest of public service or on request: (1) The transfer of an employee under these rules shall be done through a process of counseling conducted in the manner specified in rule 7 to ensure rational filling up of vacancies.

(2) An employee who is in service on the date of commencement of these rules and has a service of not less than three years continuously in any Gram Panchayat may be transferred on the basis of length of service in the Gram Panchayat to another Gram Panchayat which could be in public interest or on own request:

Provided that, the employees who have put in more than five years of service shall be transferred on the basis of the length of service. The longest standing employee shall be considered in the descending order of his stay in a place of regular posting shall be compulsorily transferred in the interest of public service through a process of counseling subject to restrictions imposed in Rule 4.

(3) The employees belonging to categories 1, 2, 3, 4 and 5 as specified in rule 4 may request for transfer through counseling after completion of minimum period of three years of service at the place of present regular posting as stipulated in sub-rule (2), subject to restrictions imposed in rule 4. For this purpose, the employees shall apply from any of the categories 1, 2, 3, 4 and 5 as specified in rule 4. Total weightage shall be calculated by adding the scores of categories 2, 3, 4 and 5 as mentioned in rule 4.

4.Restriction on transfer – The total number of transfers through counseling shall not exceed fifteen percent of the sanctioned strength of the employees. Out of fifteen percent of the total number of transfers, nine percent shall be earmarked for compulsory transfers in the interest of public service through counseling and general request transfers, remaining six percent shall be earmarked for transfers on request for

categories 2,3,4 and 5 as specified in the table below, on completion of minimum period of service:

Provided,

1. Those employees of Category-1 who have completed 7 years of continuous service in a Taluk will not be posted to a Grama Panchayats in the same Taluk.
2. Those employees who are facing Departmental Enquiries/Criminal proceedings shall not be posted to the places where the Departmental Enquiry/Criminal proceedings emerged.

TABLE

Sl. No.	Category	Percentage of transfers	Weightage
1.	Compulsory transfers in the interest of public service and general request transfer	9 %	-
	Request Transfers		
2.	Spouse cases	3 %	1
3.	Cases of Single Woman or Single Parent with children below 12 years or employees having physically dependent spouse / children with bench mark disability/Serious Ailments .	1 %	2
4.	Serious ailment cases	1 %	3
5.	Cases of employees with benchmark disabilities	1 %	3
	Total	15%	

If the quota prescribed in categories 2, 3, 4 and 5 is left unutilized, the same can be utilized for Category-1.

5. Exceptions to transfers: - (1) The minimum period of service as specified in these rules may be reduced to one year for the employees belonging to categories 2, 3, 4 and 5 specified in the table under rule 4, if the concerned employee so desires and shall ordinarily be availed only once in the total span of service:

Provided that,-

(i) where an employee, spouse or children suffering from serious ailment, for which medical treatment is not available at the place of work of employee and the transfer of employee is necessary to a place where such treatment is available, the above provision shall not be applicable.

(ii) no transfer shall be considered under this provision unless the concerned employee produces a Certificate from the District Medical Board or specialized Government institutions specifying the nature of ailment, stating the fact that the required treatment is not available at his actual place of work and also specifying the

place where the required treatment is available and certifying that this transfer is necessary to such a place to provide him the required medical treatment.

(2) An employee who has completed minimum period of services as specified in these rules shall be subject to exemptions from transfer in the following cases namely:-

- (i) an employee who has less than one year of service for superannuation shall not be transferred if the employees so desires.
- (ii) an employee who is central office bearer of the Karnataka Government Employees Association and has completed minimum period of service as specified in these rules shall not be transferred till the completion of the term of the concerned office bearer unless a request is made.
- (iii) persons with bench mark disabilities shall not be transferred without their request.
- (iv) persons with serious ailments shall not be transferred without their request.

(3) Reinstatement and posting of employees under suspension/ disciplinary proceedings/criminal proceedings if any shall only be made to vacancies other than the place where he/she was working before suspension and/or initiation of disciplinary proceedings/criminal proceedings and not to the place where the cause of action has emerged. Such postings can be done during the entire year as and when such situation arises.

6. Preparation of Priority lists: (1) Transfers by counseling shall be done in respect of employees by allowing them to select any Gram Panchayat listed for transfer except the present place of posting as per the priority list. It shall be ensured that the employees displaced because of transfers of employees from other categories, are given postings within the limit of 15%, specified under these rules.

(2) The priority lists of the employee who has completed minimum period of service at a place and maximum period of service as specified in these rules and a separate list of employees who have requested for transfer under sub-rule (3) of rule 3 and of those employee desiring to avail relaxation (reduction) of minimum service specified in rule 5 at the present regular posting shall be prepared by the Commissioner, Panchayat Raj in respect of Senior Panchayat Development Officers and Panchayat Development Officers and district wise lists by the Chief Executive Officer of respective Zilla Panchayats in respect of Gram Panchayat Secretary Grade-1 and Grade-2 and Second Division Accounts Assistant.

(3) Within each unit of seniority, priority lists shall be prepared individually for each category under these rules. Transfers shall be done in the following order of

priority on the basis of the weightage calculated as mentioned in the Table under Rule 4. In case of equal weightage obtained by different employees, then priority list shall be prepared in the following order namely:-

- i. Cases of persons with benchmark disabilities.
- ii. Serious ailment cases.
- iii. Cases of Single Woman or Single Parent with children below 12 years or employees having physically dependent spouse / children with bench mark disability/Serious Ailment.
- iv. Spouse cases.
- v. Compulsory transfers in the interest of public service.
- vi. **Own requests excluding (i) to (iv).**

(4) Employees who have put in longer service in their present place of working shall be considered on priority basis, and when the length of service is equal, the age of the employee shall be the criteria for consideration (the elder employee will get precedence over the younger one).

(5) The Competent authorities shall prepare provisional priority lists as per procedure specified above and notify the same for submission of objections if any, within the time notified by the Competent Authority. On receipt of objections from the employees, the same may be considered or rejected according to these rules and the final priority list shall be published.

7. Procedure for conducting counseling- (1) Before initiation of counseling procedure, the number of sanctioned posts, working strength and vacant posts, consequential vacancies arising due to proposed transfers of those who have completed minimum period of service in a post and those who have put in more than five years of service at a place shall be notified in the Proforma as specified in Form II.

(2) Application for transfer on request by the employee belonging to categories as specified in these rules shall be notified by the Competent authorities.

(3) The posts falling vacant or to be filled by compulsory transfer through counseling in interest of public service shall be notified by the competent authorities.

(4) The applications received on or before the last date shall be scrutinized and if the information furnished in transfer application is found to be incorrect, it shall be treated as misconduct under the Karnataka Civil Services (Conduct) Rules, 2021 and suitable disciplinary action may be initiated against the applicant as per the Karnataka Civil Services (Control, Classification and Appeal) Rules, 1957.

(5) The employees on receipt of instructions from the respective Competent authorities shall appear for counseling and select any of the places displayed within the time allotted by the Competent Authorities under these rules. In the event of the employee, who is scheduled to appear for counseling on request as per notified timeline does not appear for counseling and fails to select a place within the stipulated time, the employee shall be deemed to be continued in the existing working place, unless otherwise the employee is transferred compulsorily in the interest of public service:

Provided that if in the event of the employee, who is scheduled to appear for counseling for compulsory transfer in the interest of public service, does not appear for counseling or appears and fails to select a place within the stipulated time, then the Competent Authority is empowered to transfer and post the said employee against any of the displayed places at the end of the counseling for compulsory transfer in public interest.

Provided further that, if the employee does not report to duty at the place of posting by transfer, it shall be treated as mis-conduct and the said employee shall be liable for suitable disciplinary action under Karnataka Civil Services (Control, Classification and Appeal) Rules, 1957 and Karnataka Civil Services (Conduct) Rules 2021.

Provided also that, in case of employees belonging to categories 2 and 3 specified in the table under rule 4, who have completed minimum period of service at the place of present posting, their stay may be extended by one year and for categories 4 and 5 thereof, their stay may be extended by one year at a time for a maximum period of two years on the request of the concerned employee.

(6) The posts of employees/ vacancies displayed as notified in sub- rule (5) of rule-6 to be filled by counseling shall include the vacancies that will be created by compulsory transfer of employees who have completed maximum period of service as specified in these rules and within limits specified in these rules. Employee belonging to categories (2), (3), (4) and (5) as specified in the table under rule 4 shall be allowed to select the notified and displayed posts by counseling. If the said employee opts to continue in the existing working place he shall be continued unless otherwise, is compulsorily transferred in the interest of public service by counseling Further, on selection of displayed post by an employee by counseling, the said post shall be removed from list of displayed posts for further counseling.

(7) After first round of counseling for the employees belonging to categories 2, 3, 4 and 5 specified in the table under rule 4, the vacant posts to be filled by second round of counseling shall be notified and displayed by the Competent authorities taking

into consideration the vacancies created after first round of counseling. The second round of counseling shall then be conducted for the employees belonging to categories (2), (3), (4) and (5) as specified in the table under rule 4.

(8) After completion of second round of counseling the remaining posts shall be notified and displayed by the competent authorities based on the vacancies created in the first two rounds of counseling as per requirement. Thereafter, counseling shall be held for employees to be compulsorily transferred in the interest of public service and general request transfers. Further, on selection of displayed post by employees through counseling, the said post shall be removed from list of displayed posts for further counseling.

(9) Transfer process shall conclude on reaching the prescribed quota.

8. Issue of Orders - The Competent authorities shall issue transfer orders, made on request and in the interest of public service to the employees against the post selected or allotted by the Competent authorities in counseling after due completion of the process. The copies of transfer order shall be issued and posted on the website of the Competent authorities It may be ensured that no employee is left without postings.

9. Transfer period - All transfers whether made in interest of public service or on request may be ordinarily done between the months of April and May in a calendar year or as notified by the Government in exceptional circumstances:

Provided that the above transfer period shall not apply to cases coming under rule 10.

10. Powers of Competent authorities – Notwithstanding anything contained in these rules, any employee may be transferred to any place in the district in respect of Gram Panchayat Secretary and Rural Development Assistant (Grade-I and Grade-II) Second Division Accounts Assistant and throughout the state in respect of Senior Panchayat Development Officer and Panchayat Development Officer in public interest by the respective Competent authorities on the basis of prima facie findings of misconduct or miss behavior or financial irregularities or any other act of indiscipline. Such employee is barred from selecting the postings of his choice in the first occasion of counseling consequent to his imposition of penalty if any, provided they do not fall under category of serious ailments.

11. Article 371-J – All guidelines issued by the Government of Karnataka with respect to implementation of Article 371-J shall be followed.

SCHEDULE**Table-1****(See rule 2(1)(d))****Competent Authorities for Transfer process**

Sl. No.	Category of Posts	Competent Authority (Transfer process controlling authority)
1	Senior Panchayat Development Officers	The Commissioner, Panchayat Raj
2	Panchayat Development Officers	The Commissioner, Panchayat Raj
3	Outside the district in respect of Gram Panchayat Secretary and Rural Development Assistant Grade-I & Grade-II, Second Division Account Assistant in the category 2 of the table under rule 4.	The Commissioner, Panchayat Raj
4	Gram Panchayat Secretary and Rural Development Assistant (Grade- I)	The Chief Executive Officer of concerned Zilla Panchayat
5	Gram Panchayat Secretary and Rural Development Assistant (Grade- II)	The Chief Executive Officer of concerned Zilla Panchayat
6	Second Division Accounts Assistant	The Chief Executive Officer of concerned Zilla Panchayat

Table-2
Certificates Issuing Authorities

Sl. No.	Priority or Exemption Claim	Supporting Documents
1	Spouse of an Employee who is in turn employee of State or Central Government or Nationalized Bank or State / Central Government owned Public Sector undertaking or enterprise or Corporation or Board or State University.	Certificate from the appointing authority of the spouse.
2	Employee or their direct dependents suffering from terminal illness/serious ailments.	Certificate from the Medical Board/Specialized Government institution. (Signature with Seal)
3	Employee with benchmark Disability	Certificate Signed by Member, Medical Board. Counter Signed by the Medical Superintendent/CMO/Head of Hospital (with seal)
4	Elected Central office bearer of KSGEA.	Certificate from the State President of KSGEA..
5	For being Single women	Death Certificate of the spouse.

FORM-1(A)

(See rule 2(1)(d))

DOCUMENTS TO BE FURNISHED FOR INTER DISTRICT TRANSFERS

Information to be submitted by the Zilla Panchayat where the employee has been appointed in respect of Rule, 16-A cases under KCS (General Recruitment) Rules, 1977

1)	Name of the Employee.	
2)	Post to which the employee has been appointed and date.	
3)	If direct recruit, whether the probationary period has been declared; if so, mention the date and submit a copy.	
4)	Whether departmental enquiry or criminal proceedings against the employee is pending or contemplated? If so details to be furnished.	
5)	Undertaking to be given by the employee that the employee shall give up the seniority in the Zilla Panchayat where the employee is working and also to be the last employee in the particular cadre change to the new Zilla Panchayat.	
6)	Whether the employee has undergone inter district transfer in the past? If so details to be furnished.	
7)	Any others particulars/ additional information.	

**Chief Executive Officer
Zilla Panchayat**

FORM -1(B)

See rule 2(1)(d)

Particulars to be furnished by the Zilla Panchayat to where the employee (other than PDOs/ Senior PDOs) seeks transfer

1)	Vacancies available under the DR quota in the Zilla Panchayat to which employee seeks transfer (Details of posts/ vacancies to be furnished as per the sanctioned strength as per the C&R Rules)	
2)	Specific opinion on taking the employee to the Zilla Panchayat by inter district (permanent) transfer.	

**Chief Executive Officer
Zilla Panchayat**

**Form-II
(See rule 2)
Proforma-1**

Existing vacancy position in the cadres of Senior PDO, PDO, GP Secy Gr-I, GP Secy Gr-II, SDAA

Cadre	Sanctioned	Filled	Vacant

Proforma-2

Vacancies arising out of transfer of employees who have completed maximum period of stay

<u>Cadre</u>	<u>Place of vacancy</u>

Proforma-3

Vacancies arising out of transfer of employees who have completed minimum period of stay

<u>Cadre</u>	<u>Place of vacancy</u>

Form-III
(See rule 5)
Medical Certificate
(For serious ailments)

Name:

Nature of ailment:

Suffering since..... Years

Certificate by Medical Board or Specialized Government Institution

I, certify that Sri/Smt..... aged about..... is suffering from Disease which is serious ailment. Medical records enclosed:

- 1)
- 2)
- 3)

It is also certified that the treatment is not available in the present place of working of the Government employee. The nearest place/s to the present work station where the treatment available is mentioned below:

- 1)
- 2)

Medical Board or Specialized
Government Institution
(Signatures with seal)

Form-IV
(See rule 5)
Medical Certificate
(For serious ailments of Spouse and children)

Name:

Wife/son/daughter of:

Nature of ailment:

Certificate by Medical Board or Specialized Government Institution

We certify that Sri/Smt aged about..... years
wife/son/daughter of Sri/Smt..... (employee name) is suffering from
..... Disease/serious ailments.

Medical records enclosed:

- 1)
- 2)
- 3)

It is also certified that the treatment is not available in the present place of working
of the Government employee. The nearest place/s to the present work station where the
treatment available is mentioned below:

- 1)
- 2)

Medical Board or Specialized
Government Institution
(Signatures with seal)

**Form-V
(See rule 5)
Benchmark Disability Certificate**

Affix here recent photograph showing the disability duly attested by medical superintendent/CMO/Head of the Hospital (With seal)

Certificate No:

Date:

This is to certify that Sri/Smt..... Son/daughter of Sri/Smt..... Aged years, Registration No..... hearing impaired/leprosy cured and has..... % (..... %) permanent disability (physical impairment/visual impairment/speech and hearing impairment etc.)

Note:

This condition is progressive/not progressive/likely to improve/not to improve*.

1. Re-assessment is not recommended /is recommended after a period of months/years*. (*strike out whichever is not applicable)

Signature of Dr. Name of Dr. Specialization Seal with Degree (Member, Medical Board)	Signature of Dr. Name of Dr. Specialization Seal with Degree (Member, Medical Board)	Signature of Dr. Name of Dr. Specialization Seal with Degree (Member, Medical Board)

Signature/thumb impression of Patient (employee)

Countersigned by the
Medical Superintendent/CMO/Head of Hospital (with seal)

Form-VI
(See rule 4)
Declaration
(for being Single Woman)

I..... state that my husband is deceased and I have not remarried till date and I have enclosed the death certificate issued by the competent authority to support the above.

Enclosures:

- a. Death Certificate issued by the competent authority
- b. Affidavit for not having remarried.

Date:

Signature of the Employee

Form-VII
(See rule 4)
Declaration
(for single parent with children below 12 years)

I..... state that I am a single parent having child/children below 12 years and have enclosed the documents to support the above.

Enclosures:

- a. Affidavit regarding dependent children.
- b. Document/s for proof of age of child/children.
- c. Document in support of single parent (affidavit for being Single Woman or Single Parent with children below 12 years / divorcee/unmarried/not remarried).

Date:

Signature of the Employee

Form-VIII
(See rule 4)
Declaration
(for being a Single Woman and not having re-married)

I..... state that I am a divorcee and not remarried and I have enclosed the documents to support the above.

Enclosures:

Court decree for being a divorcee or Khula-namma/Talaq-naama/Talaq-e-mubarat (in case of Muslims)

Date:

Signature of the Employee

Form-IX
(See rule 4)
Employer Certificate

(for spouse)

Particulars

- 1) Name:
- 2) Name of the spouse:
- 3) Place of working:
- 4) Designation:
- 5) KGID No:

I, certify that the above given particulars are true and correct as per the service register and records of the applicant, verified by me.

Date:

Signature of the Competent Authority

Certificate by Reporting Authority

I certify that, Sri/Smt..... wife/husband of Sri/Smt.....
is working as in the place..... since, years in this
office/department/institution. He/she is a Government employee of this institution.

It is certified that the above given particulars are true and correct as per the Service Register/Records of the applicant.

Date:

Signature of the Competent Authority
with Seal.

Form-X
(See rule 5)
Declaration

(for employees with less than one year of service)

I am..... Working in..... due for
superannuation on..... (date)

Signature of the Employee

It is certified that the details provided above are correct as per the records available at
the department.

Date:

Signature of the Competent Authority
with seal

**Form-XI
(See rule 5)
Declaration**

(for being a Central Office bearer of KSGEA)

I..... state that, am an office bearer of the Karnataka State Government Employees Association and I have enclosed the document in proof of the above.

Enclosure:

- a. Copy of the letter issued by the concerned officer for being elected as office bearer of the KSGEA.
- b. Copy of the Association bye-laws indicating the election term.

Date:

Signature of the Employee.

By Order and in the
Name of Governor of Karnataka.

(Dr|| N. Nomesh Kumar)
Director (Panchayat Raj) and Ex-Officio
Deputy Secretary to Government
Rural Development & Panchayath Raj
Department.