- (m) "recognized university" means-
 - (i) any university incorporated by law in India; or
 - (ii) any other university which is declared by the Government to be a recognized university for the purpose of these rules;
 - (n) "Chief General Manager" means the Chief General Manager of the Board;
 - (0) "Service" means the Haryana State Agricultural Marketing Board Service; and
 - "technical post" means a post which requires technical qualifications;
- (2) "Words and expressions" used but not defined in these rules, shall have the same meaning respectively assigned to them in the Punjab Agricultural Produce Markets Act, 1961 (Punjab Act 23 of 1961), and the Punjab Civil Service Rules, Volume I and II, as applicable to the State of Haryana.

PART-II

RECRUITMENT TO SERVICE

Number and character of posts.

3. The Service shall comprise the posts shown in Appendix A to these rules:

Provided that nothing in these rules shall affect the inherent right of the Board to add or to reduce the number of such posts or to create new posts with different designations either permanently or temporarily.

Nationality, domicile and character of candidates appointed to Service.

- 4. (1) No person shall be appointed to the Service, unless he is-
 - (a) a citizen of India; or
 - (b) a subject of Nepal; or
 - (c) a subject of Bhutan; or
 - (d) a Tibetan refugee who came over to India before the 1st January, 1962, with the intention of permanently settling in India; or
 - (e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka (formerly Ceylon) or any of the East African countries of Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire and Ethiopia with the intention of permanently settling in India:

Provided that a person belonging to any of the categories, (b), (c), (d) or (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government.

- (2) A person, in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the recruiting authority on his furnishing proof that he has applied for the certificate and they may also provisionally be appointed subject to the necessary certificate being issued to him by the Government.
- (3) No person shall be appointed to the Service by direct recruitment unless he produces-
 - (a) a certificate of character from the principal academic officer of a university, college, school or institution last attended, if any, and similar certificates from two other responsible persons, not being his relatives, who are well acquainted with him in his private life and are unconnected with his university, college, school or institution and;
 - a medical certificate of physical fitness as required under rule 3.1 of the Punjab Civil Services Rules, Volume I, Part I.

5. No person shall be appointed to the Service by direct recruitment who is less than seventeen years of age or more than forty years of age on the last date of receipt of applications:

Age.

Provided that the lower and the upper age limit shall be such as may be fixed by the Government from time to time:

Provided further that in the case of candidates belonging to the Scheduled Castes, Scheduled Tribes, Backward Classes, Other Backward Classes, Ex-servicemen and Physically Handicapped, the upper age limit shall be such as may be fixed by the Government from time to time.

Provided further that in the case of candidates already in the service of the Board, there will be 5 years relaxation over and above the maximum upper age limit as specified above and as may be fixed by the Board from time to time.

6. Appointments to the posts specified in column 2 of the table given below, in the Service shall be made by the authorities mentioned against each in column 3 of the said table:—

Appointing authority.

TABLE

Serial Number	Designation of post	Appointing authority
1	2	3
1	Chairman	7 6 30 10 10 10 10 10 10
2	Managing Director	Government The Secretary of the Secretar
3	Additional Managing Director	Marie Hood Dealismen
4	General Manager (Finance and Accounts)	Administrative Committee
5	Chief General Manager	Government Committee
6	Chief Engineer	Administrative Committee
7	Chief General Manager, Development-cum- Inquiry Officer	
8	District Attorney	Government (Sample of Sample of Samp
9	Senior Town Planner	Figure 1 and
10	Architect	Administrative Committee
11	Zonal Manager	Government
12	General Manager	Kananic
13	Additional General Manager	Assistant Draftsman (Architect)
14	Superintending Engineer	The second beautiful died today
15	Administrative Officer	TO HOUSE OF THE PARTY OF THE PA
16	Deputy Zonal Manager (Enforcement)	Administrative Committee
17	Executive Engineer	
18	Assistant Architect	The second secon
19	Deputy General Manager (Finance and Accounts)	
		- upillana

1	A 12 I seed or only inspiration, available of serving	adi et bomerca sa 113 fa neasg eV. A	_
20	District General Manager (Enforcement)	relief and the men apply to specify the start when	
21	Sub Divisional Engineer	a self-revided that the lower and the uniter a	
22	Sub Divisional Engineer (Landscaping)	o to any our mounts regard, beingon money	
23	Executive Officer-cum-Secretary	Administrative Committee	
24	Librarian	The same as the same and the same as the same as	
25	A WA WILLIAM SOUTH THE THE STATE OF THE STAT	Poster to Sale sir in fall without bourse.	
26	Private Secretary	in the winds have to a guide taken states to addition of the states and the states are the states and states are the states and states are the states are th	
27	Assistant District Attorney	to the read of an anamatogue to	
28	Assistant General Manager (Finance and Accounts)	ervice whalf he made by the settlember men file.	
29	Superintendent	MAX-resource vices	
30	Assistant Accounts Officer/Section Officer	rial Brightslien Money	
31	Divisional Accountant		
32	Senior Draftsman (Architect)	Chairman	
33	Commercial Accountant	Z. Service on the Secretary of the Service of the Secretary of the Secreta	
34	Circle Head Draftsman		
35	Junior Draftsman (Architect)	4 Auditional Managing Director	
36	Personal Assistant	F Chief General Manager (Factors and Actor)	
37	Deputy Superintendent	Managing Director	
38	Assistant Secretary	de la company de	
39	Agri-Business Manager	The property of the property of the point of	
40	Head Draftsman	An area of the second s	
41	Junior Engineer	9 Sallor Lown Planter	
42	Junior Engineer (Landscaping)		
43	Statistical Assistant	1997 to Messan 2. BY	
44	Kanango	at the second freeze (1997)	
45	Assistant Draftsman (Architect)	regiment, because demandable a finite	
46	Senior Scale Stenographers	the manufacture of the property of the propert	
47	Assistant (Accounts)	SSUITE SVILITERINDA 21	
48	Accountant (Market Committees)	in the second of the Second of the Second	
49	Assistant Draftsman	III - A Second S	
50	Mandi Supervisor-cum-Fee Collector	Name of the state	
51	Assistant	in county week y leavest youth, j. 91	
52	Auditor		

1	order a 2 to again and a consensing to place because and other and to 3	
53	Assistant Fire Sub Officer	
54	Plumber a constant and against across a sured on a con-	
55	Electrician and approximate of those seems and approximately and additional and approximately approximately and approximately approximately and approximately appr	
56	Motor Mechanic	
57	Junior Scale Stenographers	
58.	Driver Operator	
59	Leading Fireman	
60	Drivers of the gog from the agreement of the agreement and the second of the agreement of the second	
61	Patwari Patwar	
62	Computer Operator	
63	Restorer Managing Director Managing Director	
64	Duplicating Machine Operator	
65	Bus Conductor	
66	Clerks to have not but an authorized duality of the company of the contract of	
67	Steno Typist Steno	
68	Fireman Control and Application Propositions and South Control and	
69	Auction Recorder	
70	Tubewell Operator	
71	Daftri	
72	Jamadar 1920 and his presentation of grant are the last of the last	
73	Road Roller Cleaner	
74	Mali Chief General Manager	
75		
76	Sweeper Sweeper	
77	Peon-cum-Chowkidar	
78 _	Truck Cleaner	

7. No person shall be appointed to any post in the Service, unless he is in possession of Qualifications, qualifications and experience specified in column 3 of Appendix B to these rules in the case of direct recruitment and those specified in column 4 of the aforesaid Appendix in the case of appointment other than by direct recruitment:

Provided that in case of direct recruitment of reserved categories of employees, the condition regarding experience shall be relaxable to the extent of 50% at the discretion of the appointing authority in case sufficient number of candidates belonging to Scheduled Castes, Backward Classes, Other Backward Classes, Ex-servicemen and Physical Handicapped categories, possessing the requisite experience are not available to fill up the vacancies reserved for them, after recording reasons for so doing in writing.

Disqualifications.

8. (1) No person,-

- (a) who has entered into or contracted a marriage with a person having a spouse living; or
- (b) who having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to any post in the Service:

Provided that the Government may if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule;

- (2) No person shall be appointed to the Service who has been dismissed from the service of the Government of India or any State Government or a local authority or corporation.
- Source of recruitment.
- 9. All direct recruitments to posts carrying an initial pay of three thousand and fifty rupees per mensem or not more than eight thousand rupees per mensem shall be made through the Haryana Staff Selection Commission.

Method of recruitment.

10. Recruitment to the Service shall be made in the manner as specified in Appendix B to these rules

Procedure of promotion.

11. Promotion in respect of posts shall be made on the basis of seniority-cum-merit and seniority alone shall not confer any right to such promotions.

Probation

- 12. (1) Persons appointed to any post in the Service shall remain on probation for a period of two years, if appointed by direct recruitment and one year, if appointed otherwise: Provided that_
 - (a) any period after such appointment spent on deputation on a corresponding or a higher post shall count towards the period of probation;
 - (b) any period of work in equivalent or higher rank, prior to appointment to the Service may, in the case of an appointment by transfer, at the discretion of the appointing authority, be allowed to count towards the period of probation fixed under this rule; and
 - (c) any period of officiating appointment to the Service shall be reckoned as period spent on probation, but no person who has so officiated shall, on the completion of the prescribed period of probation, be entitled to be confirmed, unless he is appointed against a permanent vacancy.
- (2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory, it may,-
 - (a) if such person is appointed by direct appointment, dispense with his services; and
 - (b) if such person is appointed otherwise than by direct recruitment-
 - (i) revert him to his former post; or
 - (ii) deal with him in such other manner as the term and conditions of his previous appointment permit.
- (3) On the completion of the period of probation of a person, the appointing authority may-
 - (a) if his work and conduct has, in its opinion been satisfactory—
 - (i) confirm such person from the date of his appointment, if appointed against a permanent vacancy; or

- (ii) confirm such person from the date from which a permanent vacancy occurs, if appointed against a temporary vacancy; or
- (iii) declare that he has completed his probation satisfactorily, if there is no permanent vacancy; or
- (b) if his work or conduct has, in its opinion, been not satisfactory—
 - (i) dispense with his services, if appointed by direct recruitment, or if appointed otherwise revert him to his former post or deal with him in such other manner as the terms and conditions of his previous appointment permit; or
 - (ii) extend his period of probation and thereafter pass such orders, as it could have passed on the expiry of the first period of probation:

Provided that the total period of probation including extension, if any, shall not exceed three years.

13. Seniority interse of the members of the Service shall be determined by the length of their continuous service on any post in the Service :

Seniority

Provided that where there are different cadres in the Service, the seniority shall be determined separately for each cadre:

Provided further that in the case of members appointed by direct recruitment, the order of merit determined by the appointing authority mentioned in these rules shall not be disturbed in fixing the seniority:

Provided further that in the case of two or more members appointed on the same date, their seniority shall be determined as follows:—

- (a) a member appointed by direct recruitment shall be senior to a member appointed by promotion or by transfer;
- (b) a member appointed by promotion shall be senior to a member appointed by transfer;
 - (c) in the case of members appointed by promotion or by transfer, seniority shall be determined according to the seniority of such members in the appointments from which they were promoted or transferred; and
- (d) in the case of members appointed by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a member, who was drawing in higher rate of pay in his previous appointment and if the rates of pay drawn are also the same, then by the length of their service in the appointments and if the length of such service is also the same, an older member shall be senior to a younger member.

Note: Seniority of members of the Service appointed on purely provisional basis or on daily wages/contractual person shall be determined as and when they are regularly appointed in view of the date of such regular appointment.

14. A member of the Service shall be liable to serve at any place, whether within or out of the State of Haryana, on being ordered so to do by the appointing authority or by an officer authorized by him in this behalf.

Liability to serve.

15. (1) In respect of pay, leave, pension, provident fund and all other matters not expressly provided for in these rules, the members of the Service shall be governed by the Punjab Civil Service Rules and such other rules and regulations as may have been or thereafter be made by the Government and adopted by the Board.

Pay, leave, pension, provident fund and other matters.

(2) In respect of pension, provident fund and gratuity, the members of the Service shall be governed by the Haryana State Agricultural Marketing Board and Market Committees Employees Pension, Provident Fund and Gratuity Rules, 1989.

Conduct, discipline, penalties and appeals. 16. (1) In matters relating to conduct, disciplines, penalties and appeals, the members of the Service shall be governed by the Government Employees (Conduct) Rules, 1966 and Haryana Civil Services (Punishment and Appeal) Rules, 1987, as amended from time to time:

Provided that the nature of penalties which may be imposed, the authority empowered to impose such penalties and the appellate authority, shall subject to the provisions of any law or rules made under sub-section (2) of section 43 of the Punjab Agricultural Produce Markets Act, 1961 (Punjab Act 23 of 1961), be such as specified in Appendix C to these rules.

(2) The authority competent to pass an order under clauses (c) or (d) of sub rule (1) of rule 9 of the Haryana Civil Services (Punishment and Appeal) Rules, 1987, and the appellate authority shall be as specified in Appendix D to these rules.

Vaccination.

17. Every member of Service, shall get himself vaccinated or revaccinated as and when the Government directs by a special or general order.

Oath of allegiance.

18. Every member of Service, unless he has already done so, shall be required to take the oath of allegiance to India and to the Constitution of India as by law established.

Reservation.

19. Nothing contained in these rules shall affect reservations and other concessions required to be provided for Scheduled Castes, Backward Classes, Other Backward Classes, Ex-servicemen, Physically Handicapped Persons or any other class or category of persons in accordance with the orders issued by the State Government in this regard, from time to time:

Provided that total percentage of reservations so made shall not exceed fifty percent, at any stage.

Special provisions

20. Notwithstanding anything contained in these rules, the appointing authority may impose special terms and conditions in the order of appointment if it is deemed expedient to do so.

Change of cadre.

21. Appointing authority shall have the discretionary powers to change the cadre of a member of Service provided that the option to change the cadre can be exercised only once in the whole service by a member.

Resignation from service.

22. If a member of the service wants to resign from Service he shall give one month's notice in writing to the appointing authority. If the member fails to give such notice of a month or a shorter period, the appointing authority shall be entitled to recover one month's salary with usual allowance or salary with usual allowances to the extent of such remaining period of one month, as the case may be, in lieu of notice.

Power of relaxation.

23. Where the Board is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons with the approval of the Board.

Repeal and saving. 24. The Haryana State Agricultural Marketing Board Service Rules, 1974, are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

APPENDIX-A

(See rule 3)

ial	Designation of post	Number of posts	Scale of pay (in rupees)
nber	03 6500-200-8500-88-200-	· ·	27 Assisted Diaries Attorne
10300	-002-82 (4028-002-0068) AQ	3 manifi 10	inner land
	Chairman	01	Honorarium
	Managing Director	01	As per incumbent scale
	Additional Managing Director	01	As per incumbent scale
neno	General Manager (Finance and Accounts) 01	As per incumbent scale
-	Chief General Manager	01	As per incumbent scale
No.	Chief Engineer	01	16400-450-20900
0000	Chief General Manager, Development- cum-Inquiry Officer	01	As per incumbent scale
3 0006	District Attorney	01	As per incumbent scale
,	Senior Town Planner	01	As per incumbent scale.
10	Architect	01	As per incumbent scale.
11	Zonal Manager	03	As per incumbent scale
12	General Manager	01	13500-375-17250
13	Additional General Manager	01	12000-375-16500
14 000	Superintending Engineer		12000-375-16500
15	Administrative Officer	()2	10000-325-13900
16	Deputy Zonal Manager (Enforcement)		10000-325-13900
0008-	Executive Engineer	Civil =20 Electrical =2 Public Health=01 Mechanical=1 (Diminishing)	10000-325-13900
18	Assistant Architect	01	8000-275-10200-EB-275-13500
19	Deputy General Manager (Finance and Accounts)	02 (castular	8000-275-10200-EB-275-13500
20	District General Manager (Enforcement)	12	8000-275-10200-EB-275-13500
	Sub Divisional Engineer	Civil =72 Electrical=6 Public Health=3 Mechanical=1	8000-275-10200-EB-275-13500
22	Sub Divisional Engineer (Landscaping)	Fee Collector	8000-275-10200-EB-275-13500
23	Executive Officer-cum-Secretary	106	7450-225-9025-EB-225-11500
24	Librarian Librarian	01	6500-200-8500-EB-200-10500

1	2 A.A.E.	7/4/13	4
25	Architectural Assistant	01	6500-200-8500-EB-200-10500
26	Private Secretary	02	6500-200-8500-EB-200-10500
27	Assistant District Attorney	03	6500-200-8500-EB-200-10500
28	Assistant General Manager (Finance and Accounts)	06	6500-200-8500-EB-200-10500
29	Superintendent	07	6500-200-8500-EB-200-10500
30	Assistant Accounts Officer/Section Office	er 08	6500-200-8500-EB-200-10500
31	Divisional Accountant	21	6500-200-8500-EB-200-10500
32	Senior Draftsman (Architect)	02	6500-200-8500-EB-200-9900
33	Commercial Accountant	03	6500-200-8500-EB-200-9900
34	Circle Head Draftsman (Civil)	08	6500-200-8500-EB-200-9900
35	Junior Draftsman (Architect)	04	5500-175-8300-EB-175-9000
36	Personal Assistant	05	5500-175-8300-EB-175-9000 plus special pay.
37	Deputy Superintendent	06	5500-175-8300-EB-175-9000
38	Assistant Secretary	177	5500-175-8300-EB-175-9000
39	Agri-business Manager	21	5500-175-8300-EB-175-9000
40	Head Draftsman	Civil=20 Electrical=01	5500-175-8300-EB-175-9000
41	Junior Engineer	Civil=229 Electrical=19 Mechanical=6 Public Health=9	5500-175-8300-EB-175-9000 (Grade-I) 6500-200-8500-EB-200-9900 (Grade-II)
12	Junior Engineer (Landscaping)	1	5500-175-8300-EB-175-9000 (Grade-I) 6500-200-8500-EB-200-9900 (Grade-II)
13	Statistical Assistant	04	5450-150-6950-EB-150-8000
14	Kanungo	01 (Diminishing)	5000-150-7100-EB-150-7850
15	Assistant Draftsman (Architect)	02	5000-150-7100-EB-150-7850
16	Senior Scale Stenographers	10	5000-150-7100-EB-150-7850
17	Assistant (Accounts)	102	5000-150-7100-EB-150-7850
18	Accountant (Market Committees)	129	5000-150-7100-EB-150-7850
9	Assistant Draftsman	Civil= 41	5000-150-7100-EB-150-7850
0	Mandi Supervisor-cum-Fee Collector	455	5000-150-7100-EB-150-7850
1	Assistant	72	5000-150-7100-EB-150-7850
2	Auditor	02	5000-150-7100-EB-150-7850

1	2	3	4
53	Assistant Fire Sub Officer	18	5000-150-7100-EB-150-7850
54	Plumber Despute the latest the la	10 (Diminishing cadre)	4000-100-4800-EB-100-6000 for diploma holder and Rs. 3050-75- 3950-EB-80-4590 for others.
55	Electrician	12 (Diminishing)	4000-100-4800-EB-100-6000 for diploma holder and Rs. 3050-75- 3950-EB-80-4590 for others.
56	Motor Mechanic	01	4000-100-4800-EB-100-6000
57	Junior Scale Stenographers	11	4000-100-4800-EB-100-6000
58	Driver Operator	14 (Diminishing)	4000-100-4800-EB-100-6000
59	Leading Fireman	14 (Diminishing)	4000-100-4800-EB-100-6000
	Drivers The state of the state	Car-cum-Jeep Driver=114, Tractor Driver=42, Truck Driver= 20, Road Roller Driver=46 and Bus Driver=1	4000-100-4800-EB-100-6000 Note: Special pay of Rs. 300/- only to Car-cum-Jeep Drivers.
61	Patwari had a second second	01	3050-75-3950-EB-80-4590
62	Computer Operator	01(Diminishing)	3050-75-3950-EB-80-4590
63	Restorer Marketta Consult		3050-75-3950-EB-80-4590
64	Duplicating Machine Operator	ntouspap. 1	3050-75-3950-EB-80-4590
65	Bus Conductor	421 may 100	3050-75-3950-EB-80-4590
66	Clerks	203	3050-75-3950-EB-80-4590
67	Steno Typist	29	3050-75-3950-EB-80-4590 plus special pay.
68	Fireman	53 (Diminishing)	3050-75-3950-EB-80-4590
69	Auction Recorder	984	3050-75-3950-EB-80-4590
70	Tubewell Operator	09 (Diminishing)	3050-75-3950-EB-80-4350
71	Daftri	2	2650-65-3300-EB-70-4000
72	Jamadar	2	2650-65-3300-EB-70-4000
73	Road Roller Cleaner	01 (Diminishing)	2550-55-2660-EB-60-3200
74	Mali	03 (Diminishing)	2550-55-2660-EB-60-3200
75	Ferro Khalasi	05 (Diminishing)	2550-55-2660-EB-60-3200
76	Sweeper	20 (Diminishing)	2550-55-2660-EB-60-3200
77	Peon-cum-Chowkidar	253	2550-55-2660-EB-60-3200
78	Truck Cleaner	4	2550-55-2660-EB-60-3200

Planning Department, Haryana.

Appendix B

(See rules 7 and 10)

Serial Number	of Post	and experience, if any,	Academic qualification and experience, if any, for appointments other than by direct recruitment	Method of recruitment
10000	2	3	4	Areanism 5 files and the
1	Chairman	<u> </u>		To be nominated by the Government.
2	Managing Director	an aller describe the	I.A.S.	By transfer or deputation of an officer already in the service of any State Government or the Government of India.
3 00 other - 10	Additional Managing Director	k <u>ioi</u> 9000 ^{e P} gonskium 001/3000 godine 19g2 godine - 115e	Ind)	By transfer or deputation of an officer already in the service of any State Government or the Government of India.
4	General Manager (Finance and Accounts)	in linversall, in Carlein lighters 20, sin carlein Reiller light and light a	(i) An Officer of Indian Audit and Accounts Service of the rank of Senior Deputy Accountant General/ Deputy Accountant General; or	General Manager (Finance and Accounts) or by transfer or deputation of an officer already
			State Accounts Service (S.A.S)/ Master of Business Administra- tion (Finance)/ Chartered	Government or the Government of India.
5	Chief General	× <u>243</u> =08.00	Accountant/ I.C.W.A. HCS	By transfer or deputation of ar officer already in the service o
6	Manager Chief Engineer	C-81-0606 -	Three years experience as Super intending Engineer.	State Government. By promotion from amongst the Superintending Engineer or by transfer or deputation of a officer already in the service of
				State Government or the Government of India or Boars or Corporation or Statutor body.
7	Chief General Manager (Development)- cum-Inquiry Officer	Literaria:	HCS	By transfer or deputation of a officer already in the service of State Government.
8	District Attorney	Degree of Bachelor of La from a recognized Unive sity; and who has practise at the Bar for a period not less than five years.	r- department. ed of	Department, Haryana.
. 9	Senior Town Planner	n deciges— a calebra	As prescribed by the concern department.	ed By transfer or deputation of officer from Town and Count Planning Department, Haryan

1	2	3	4	5
gaon Las h Las h Las h Laska Laska	Architect	(i) Degree in Architecture from recognized University or equivalent diploma in Architecture from Indian Institute of Architects duly recognized and registered by the Council of Architecture and having atleast	Assistant Architect. The Solid Color of the Solid	
11	Zonal Manager	Matric standard.	H.C.S. Indicated Leading 1	By transfer or deputation of ar officer already in the service of State Government.
12	General Manager	fines, Stule Accounts By pr	Two years experience as Additional General Manger.	Additional General Manager
13	Additional General Manager	Carone and Acousted Ottom cars oxpanions Acces acces oxpanions Acces acc	Two years experience as Deputy Zonal Manager (Enforcement).	By promotion from amongs Deputy General Manage (Enforcement).
14	Superintending	ad at a property of the state o	Seven years experience as an Ex- ecutive Engineer in respective branch of engineering.	(i) Sixty-seven percent be promotion from among: Executive Engineer;
	e mort autoene mensain Terlais Se Hensaisen!	ga di ben i giwa, pagi sa antan pananan pa	re ruer evil nu beefile le autorie egical esti Laichy Xiffy ni suresciusti le sor	(ii) Thirty-three percent be transfer or deputation of a officer already in the se vice of State Government or the Government of Indoor Board or Corporation of Statutory body.
15		non - 10 sy 502 (10) ost es sonten Amerika (17) ost 10 sonten in Market (17) ost 10 sonten in Market (17)	Graduate from a recognize University with three year experience as Superintendent Private Secretary.	s the Superintendent and Priva
	1 proprietalitation of the second of the			Note: Superintendent and Private Secretary shall be promoted in the ratio of 4 provided that the total strength on this post from the cadre of Private Secretary shall not exceed more that fifty percent.
16	Deputy Zonal Manager (Enforcement	Section for the principal source and Joseph Town of Constitution will be a source of the state of	Three years experience as Distric General Manager (Enforcement)	ct By promotion from among. District General Manag (Enforcement).
17	Executive Engineer		Sub-Divisional Engineer; (ii) Bachelor of Engineering Civil/Electrical/Electronic at	of (ii)Thirty three percent nt transfer or deputation of in officer already in the s

2	3	4	5
	THE RESIDENCE OF THE PROPERTY OF	(iii) Has passed the departmental	or Board or Corporation or
		examination as prescribed by	Statutory body.
ed to toelidona inco		the Board.	
		Architectural Assistant with three	By direct recruitment of
18 Assistant	(i) Degree in Architecture	years experience in case of degree	promotion from amongs
Architect	from recognized	years experience in case of degree	promotion from amongs
	University or equivalent	in Architecture from a recognized	Architectural Assistant of by
	diploma in Architecture	University or five years experience	transfer or deputation of ar
	from Indian Institute of	in case of those having three years	officer already in the service of
	Architects duly recog-	diploma in Architectural Assistant-	State Government or Board of
	nized and registered by	ship from a recognized Technical	Corporation or Statutory body
	the Council of Architec-	Education Board	
	ture and having atleast		
	four years experience		
	of reputed institution/		
	firm.		
	(ii)Hindi/Sanskrit upto		
	Matric standard.		
19 Deputy General		Accounts Officer, State Accounts	By promotion from amongs
Manager Manager		Service (S.A.S) /Assistant General	Accounts Officer/Assistan
(Finance and	experience us Deputy By pr	Manager (Finance and Accounts)	General Manager (Finance an
Accounts)		with three years experience.	Accounts) or by transfer of
Accounts)			deputation of an officer alread
			in the service of State Govern
			ment or Government of Indi
			or Board or Corporation of
			Statutory body.
20 District General	# 64 W	Five years experience as Executive	By promotion from among
		Officer-cum-Secretary with Post	the Executive Officer-cum-Sec
Manager		Graduate diploma in marketing	retaries
(Enforcement)		Graduate dipionia in marketing	Total 100.
		from recognized institution.	
21 Sub Divisional	Bachelor of Engineering in	Three years Diploma in Civil, Elec-	(a) By direct recruit- 40 perce
	Civil, Electrical/ Electron-	trical/ Electronics and Communi-	ment; and
Engineer	ies and Communication/	cation Engineering with 10 years	
	Bachelor of Technology or	experience as Junior Engineer/	(b) By promotion
	its equivalent with fifty five	Circle Head Draftsman/Assistant	from—
	percent marks from a	Draftsman.	(i) amongst Junior 40 percent
	recognized university in		Engineer;
	respective branch of		Civila (C) appear
	Engineering and Hindi/		(ii) amongst Circle 6.67 percent
	Sanskrit up to Matric		Head Draftsman;
	standard.		(iii) amongst Junior 10.33 perce
			Engineer
			possessing
			qualification
Crerozone skertaliche			of Associate
			Member of
			Institute
			Engineers or
lagrana divita nodismo			Bachelor of
	marici (Manusyiphilis ingini		Engineering;
			Linguicetting
			(iv) amongst Assis- 3 percent
			tant Draftsman
			possessing
			qualification of
			Associate
			Member of
			Institute
			IIISTITUIC:
			Engineers or Bachelor of
			Engineers or

1 2	3		
A second or by pans		4	5
		MIN YIRESON A	Note 1: In case candidate is no available from source (ii and (iv), the vacancy shall be filled up by direct recrui
real retrollment of he of the or of deputation of a second on the second on De or deputation of the second of the	AGENT CONTROL OF THE	Tracking of Law As present of the As present controlled the contro	ment. Note 2:- In case a candidate in not available from source (a or (ii) of source (b) and person who has to be appointed in public interest a a stop gap arrangement from other than allotter source such an official shall be liable to be reverted to his original cadre when a candidate from the allotter
22 Sub-Divisional Engineer (Landscaping)	recognized university (duly registered with the Council of Archi- tecture). (ii) Should hold post- graduate degree in Landscape, Design or	with ten years experience.	
	equivalent from a rec- ognized Institute. (iii) Hindi/Sanskrit up to		(ii) By promotion from amongst the Junior Engineer (Landscaping).
	equivalent from a recognized Institute. (iii) Hindi/Sanskrit up to Matric. Post graduate with 55% marks in any discipline with Post Graduate Diploma in Marketing or Master of Business Administration (Marketing) with 55% marks.	Three years experience as Assistar Secretary/Statistical Assistant.	amongst the Junior Engineer (Landscaping). It (i) Fifty percent by direct recruitment; and (ii) Fifty percent by promotion: (a) forty-eight percent from amongst Assis-
23 Executive Officer-cum- Secretary	equivalent from a recognized Institute. (iii) Hindi/Sanskrit up to Matric. Post graduate with 55% marks in any discipline with Post Graduate Diploma in Marketing or Master of Business Administration (Market-	Three years experience as Assistar Secretary/Statistical Assistant.	amongst the Junior Engineer (Landscaping). It (i) Fifty percent by direct recruitment; and (ii) Fifty percent by promotion: (a) forty-eight percent

Assistant

Six years experience as Senior By promotion from amongst

Draftsman (Architecture). Senior Draftsman (Architecture) or by transfer or deputation of an official already in the service of State Government or Board or Corporation or Statutory Body.

5 4 3 -1 2 Graduate from a recognized Uni- By promotion from amongst Private Secretary versity with five years experience Personal Assistant or by trans-26 as Personal Assistant.

ager (Finance

and Accounts)

29 Superintendent

officer niready in the service of State

28.

Attorney from a recognized University; Department, Haryana. and who has practised at Bar for a period of not less than two years and Hindi/Sanskrit up to Matric standard.

General Manmarks or Chartered Accoun- Section Officer. tant or Indian Cost Works Accountancy (ICWA) from ad how eloulises in a recognized University/ interess to bolist Institution.

Assistant Master of Business Adminis- Three years experience as (i) Fifty percent by direct or by

- fer or deputation of an official already in the service of State Government or Board or Corporation or Statutory Body.
- 27 Assistant District Degree of Bachelor of Law As prescribed by the Prosecution By direct recruitment or by transfer or deputation of an officer from Prosecution Department, Haryana.
 - tration (Finance) with 55% Assistant Accounts Officer/
- officer already in the service of State Government or Government of India or Board or Corporation or Statutory Body; (ii) Fifty percent by promotion
- from amongst Assistant Accounts Officer /Section Officer.

d be Particles of Tunior Engineer (Landscapers) (i) by direct recruament or by versity with one-year experience Deputy Superintendent/ Assisas Deputy Superintendent/ten tant and Personal Assistant or years as Assistant or Personal by transfer or deputation of an Assistant.

- Graduate from a recognized Uni- By promotion from amongst officer already in the service of State Government or Board or Corporation or Statutory Body.

Note: Deputy Superintendent/ Assistant and Personal Assistant shall be promoted in the ratio of 6:1 provided that 3rd the result of the per state of the personal by the personal by the personal by direct the personal by direct the personal by t Assistant .The total strength on this post from the cadre of Personal Assistant shall not exceed more than fifteen persanchi podanizionale cent.

Assistant Officer

Accounts with fifty five percent marks Officer/ Section from a recognized university (ii) State Accounts Services (S.A.S) (ii) Fifty percent by promotion with five years experience from a reputed firm and Hindi/ Sanskrit up to Matric standard.

- Post graduate in Commerce (i) Five years experience as Divi- (i) Fifty percent by direct sional Accountant; or
 - from State Government or Government of India.
- recruitment; or
- from amongst Divisional Accountant or by transfer or deputation already in the service of State Government or Government of India or Board or Corporation or Statutory Body.
- Post graduate in Commerce (i) State Accounts Service (S.A.S); (i) Thirty-three percent by transfer or deputation of an official already in the service of State Government or Board or Corporation or Statutory Body; and

31 Divisional Accountant

with fifty five percent marks with three years experience from a reputed firm and Hindi/ Sanskrit up to Matric standard.

- from a recognized University (ii) Bachelor of Commerce heaving ten years experience as Assistant (Accounts)

1	2	. 3	4	5
15 na 16	reductionals on relia	NAME OF STREET O	with substitute as were	(ii)Sixty-seven percent by promotion from amongst Assistant (Accounts).
	Senior Drafts- man (Architect)	Degree in Architecture from recognized University or equivalent diploma in Architecture from Indian Institute of Architects duly recognized and registered by the Council of Architecture and having atleast four years experience of reputed institution/firm and Hindi/Sanskrit upto Matric.	Seven years experience as Junior Draftsman (Architecture).	Fifty percent by direct recruitment and fifty percent by promotion from amongst Junior Draftsman (Architecture) or by transfer or deputation of an official already in the service of State Government or Board or Corporation or Statutory Body.
33	Commercial Accountant	Diminishing cadre.		
	Circle Head Draftsman	of the control of the	Six years experience as Head Draftsman.	By promotion from amongst Head Draftsman or by transfer or deputation of an official already in the service of State Government or Board or Corporation or Statutory Body.
35	Junior Draftsman (Architecture)	Diploma in Architectural Assistantship with two years experience after qualification and Hindi/Sanskrit up to Matric.	Diploma in Architectural Assistantship with two years experience after qualification.	
	Personal Assistant	tises <u>M</u> port sål yd bedri no får promision no Agricellare from a fan By Fant Frank and Arrania. Di Fant septitien in di Denne	Graduate from a recognized University with five years experience as Senior Scale Stenographer.	Senior Scale Stenographer of by
	Deputy Superintenden		Graduate from a recognized University with seven years experience as Assistant.	By Promotion from amongst the Assistants or by transfer or depu- tation of an official already in the service of State Governmen or Board or Corporation of
38	Assistant Secretary.	(i) Bachelor of Science (Honors) in Agriculture with 55% marks of Graduate with 55%	e Accountant or five year r experience as Mandi Superviso having certificate of basi	recruitment; and (ii) fifteen percent by promotion from amongst Accountants
		marks with Post Gradu ate Diploma in Market ing from a recognized University;		and. (iii) Thirty-five percent by promotion from amongst the Mandi Supervisors.
		(ii) Hindi/Sanskrit upt Matric standard; and.	0	Trans. Super Havis
		(iii) Basic knowledge of computer.Preference with be given to diploma it agriculture marketing of Agri-business from recognized University Institution/ Board.	n or m	

1	2	3	4	5
	Agri-business Manager	(i) Bachelor of Science in Agriculture from a recognized University; (ii) Master of Business/Post Graduate Diploma in Business Management or its equivalent from a recognized University or Deemed University; and	Management or its equivalent from a recognized University or Deemed University.	transfer or deputation of an of- ficial already in the service of State Government or Board or Corporation or Statutory Body.
40	Head Draftsman	Aure Transacti Administ T	Seven years experience as Assistant Draftsman.	Assistant Draftsman; or
grome		melica (Caracti Aposa su o Islando, Wars consulare (CVA) (car reception University	naticione endre	 (ii) by transfer or deputation of an official already in the ser- vice of State Government or Board or Corporation or Statutory Body.
41 half to s fring that you	Junior Engineer, Civil/Electrical/ Mechanical/ Public Health.	(i) Degree or three years Diploma in Civil, Elec- trical/Electronics and Communication Engineering from a	Diploma in respective branch of Engineering but in case of promotion from Electrician to Junior Engineer (Electrical) only the Electrician who is Matriculate	By direct recruitment or by transfer or deputation already in the service of State Government or Board or Corporation or Statutory Body;
of an of service of Bones, c ory Bod strong		Technical Education Board; and (ii) Hindi/Sanskrit upto Matric standard.	with National Trade Certificate issued by the Industrial Training Institute in Electrician/ Wireman or its equivalent trade having fifteen years service as Electrician and has passed the department test as prescribed by the Board, shall	Wireman or its equivalent of
42 brander		Degree in Agriculture from a recognized University and Hindi/Sanskrit up to Matric.		promotion from amongst Group
	Assistant	(i) Masters' degree from a recognized University in statistics or economics or mathematics or com- merce with statistics as	Masters' degree from a recog- nized University in statistics of economics or mathematics of commerce with statistics as one of the papers.	tistical Organization, Haryana
Moreuco		(ii) Hindi/Sanskrit up to Matric standard.		
44	Kanungo	Diminishing Cadre	are Diphysos in Market- ing from a recognized	
45		Diminishing cadre	University. Hindli/Supecial apic Marko standard, and	7
46	Senior Scale Stenographer	(i) Graduate from a recognized University with 55% marks; (ii) Hindi/Sanskrit upto Matric standard; (iii) Speed in English/Hindi Shorthand at 100/80 words per minute res-	ior Scale Stenographer; and (ii) Speed in English/Hind Shorthand at 100/80 words pe minute respectively an transcription thereof at 20/1 words per minute respectively	recruitment; and i (ii)Thirty-four percent b promotion from amongs Junior Scale Stenographer.

1	2	3	4	5
yd 18 Jenno	aviari ravra (ta) nua mast postivito faminaziat santia	pectively and transcrip- tion thereof at 20/15 words per minute respectively.	The yells are the other solutions of the	VANY DIVERSE NO DE LA COMPANION DE LA COMPANIO
47	Assistant (Accounts)		Bachelor of Commerce with three years experience as Clerk	(ii)twenty percent by promotion from amongst Clerks or by transfer or deputation of an official already in the service of State Government or
48 Tanker Liberal To bear V10101	Accountant (Market Committees)	(i) Bachelor of Commerce with 55% marks from a recognized University with six months certificate course in computer from a recognized institution; and	Bachelor of Commerce with 50% marks from recognized university with three years service as Mandi supervisor/ Auction Recorder.	cruitment or by transfer or deputation of an official al- ready in service of State Gov- ernment or Board or Corpo- ration or Statutory Body; and (ii) Ten percent by promotion
		(ii) Hindi/Sanskrit upto Matric standard.	orthand, at 100000 and orthan	from amongst Mandi Super- visor/ Auction Recorder.
49	Assistant Draftsman	(i) Three years Diploma in Engineering in respective discipline from a recognized Technical Education Board or two years certificate in draftsmanship in respective discipline from recognized technical institution; and	Three years Diploma in Engineering in respective discipline from a recognized Technical Education Board or two years certificate in draftsmanship in respective discipline from recognized technical institution.	By direct recruitment or by transfer or deputation of an official already in service of State Government or Board or Corporation or Statutory Body.
		(ii) Hindi/Sanskrit upto Matric standard.		
	Mandi Supervi- sor-cum-Fee Collector	(i) Graduate with 55% marks from a recognized university with six months certificate in computer from a recognized institution; and	Seven years experience as Auction Recorder.	(i) Fifty percent by direct recruitment; and (ii)Fifty percent by promotion from amongst Auction Recorder.
		(ii) Hindi/Sanskrit upto Matric standard.	MA (III) maribas suscess Month years allowed Malor addition become	
	Assistant	(i) Graduate from a recognized University with 55% marks; Post Graduate Diploma in Computer Application (P.G.D.C.A) from a recognized institution; and	Graduate from a recognized University with seven years experience as Assistant (Ac- counts) and ten years experience as Clerk.	(i) Thirty-three percent by direct recruitment; and (ii) Sixty-seven percent by promotion from amongst Assistant (Accounts)/Clerk. Note: Assistant (Accounts) and
		(ii) Hindi/Sanskrit upto matric standard.		Clerk shall be promoted in the ratio of 2:3.
	Auditor	(i) Post graduate in Commerce with fifty five percent marks from a recognized university with three years experience from a reputed firm; and	State Accounts Service (S.A.S) or Bachelor of Commerce heaving Ten years experience as Assistant (Accounts).	(i) Thirty-three percent by direct recruitment or by transfer or deputation of an official already in service of State Government or Board or Corporation or Statutory Body; and

-	2	3		
	The Bearing	(ii) Himalite V	4	5
	To Standard	(ii) Hindi/Sanskrit upi Matric standard.	to the street to the street to	(ii) Sixty-seven percent by promotion from amongs
5	3 Assistant Fir Sub Officer	e Diminishing cadre		Assistant (Accounts).
5.	4 Plumber	Diminishing cadre	A the contract of the contract	Refroom Enancials
5:	- Chician	Diminishing Cadre	to continue from a series of	es et e
56		nic Diminishing cadre	bile troduiten bes - treem one visten	
57	Stenographer	55% marks	Steno-typist; and	direct recruitment; and
	the property of the property o	(ii) One year diploma of National Trade Certifi- cate in stenography from Industrial Training Institute. (iii) Hindi/Sanskrit upto Matric standard. (iv) Speed in English/Hindi Shorthand at 100/80 words per minute	minute respectively and tra scription thereof at 20/15 wor per minute respectively.	promotion from amongst Steno-typist or by transfer or deputation of an official already in service of State Government or Board or Corporation or Statutory Body.
	Driver Operato	at 20/15 words per-	n private a transfer applicable a	Mich them
59	Leading	Diminishing cadre	The second secon	On contract basis
60	Fireman		S DOWN THOUSAND	On contract basis
60	Driver	A. For Heavy Transport <u>Vehicle</u> (i) Matric from a recog-	A. For Heavy Transport	recruitment; and
		nized Education Board with Hindi/Sanskrit; (ii) Heavy Transport Vehicle Driving	(i) Matric from a recognized Education Board with Hindi;(ii) heavy Transport Vehicle	C and Group D amples
		Licence; and (iii) Five years experience of driving a Heavy Transport Vehicle. B. For Light Motor	Driving Licence; and (iii) Five years experience of driving a Heavy Transport Vehicle on group C or D posts. B. For Light Motor Vehicle.	Committees. The maxi-
		(i) Matric from a recog- nized Education Board	(i) Matric from a recognized Education Board with Hindi;	Note: In case of non-avail- ability of person from pro- motion quota, these posts
		(ii) Light Motor Vehicle Driving Licence; and	(ii) Light Motor Vehicle Driving Licence; and	shall be filled up by direct re- cruitment.
bwil.	on of The election	(iii) Five years experience (of driving a Light	iii) Five years experience of driving a Light Motor Vehicle on Group C or D posts.	
1 1	Patwari (i) Senior Secondary with (i) Matric from	and the second second
	esympa di yen di 16 in-minigro 10 adhir idino	55% marks from a recognized Education Board or its equivalent;	i) Matric from a recognized Education Board with Hindi/ Sanskrit up to Matric standard; and	by direct recruitment; or ii) by promotion from amongst Group D emplo-

	2	3	4	5
	Abad 20 Sign 10 Sign 10 Sign 10 Sign 10	(ii) Hindi/Sanskrit upto Matric standard; and (iii) Should have passed Patwar Examination con- ducted by the Revenue	(ii) Should have passed Patwar Examination conducted by the Revenue Department, Haryana. (iii) Two years experience on Group D post.	deputation of an official al- ready in service of State Government or Board or Corporation or Statutory Body.
62	Computer	Department, Haryana. Diminishing cadre.	its equivalent with tample version and continues of the c	So other
	Operator (Computer)		True Same (iii) Section of the	
63	Restorer/	Diminishing Cadre	Diminishing Cadre	—olqu
64	Duplicating Machine Operator	Diminishing Cadre	Diminishing Cadre	
65	Bus Conductor	Diminishing Cadre		
66	Clerk	(i) Graduate from a recognized University with 55% marks; (ii) Hindi/Sanskrit upto Matric standard; (iii) six months certificate in computer from a recognized institution; and (iv) Hindi/English typing at a speed of 25/30 words per minute respectively.	(i) Senior Secondary with five years experience on Group D post; (ii) six months certificate in computer from a recognized institution; and (iii) Should pass the prescribed test in Hindi or English typing at the	(i) Eighty percent by direct recruitment or by transfer or deputation of an official already in service of State Government or Board of Corporation or Statutory Body; and (ii) Twenty percent by promotion from amongst Group Lemployees of Board.
	ASSESSED OF THE PARTY OF T	Resident and resid	speed of 25/30 per minutes respectively within a period of one year from the date of appointment, failing which he would not be allowed annual increment(s) till he passes the prescribed typing test. On passing the typing test he will be allowed due increment(s)	Person Message Married Statistics of Statist
67	Steno-typist	(i) Senior Secondary (10+2) or its equivalent with 55% marks from a recognized Education	without arrears. (i) One year experience as Clerk; one year diploma in computer	(i) Ninety percent by direct recruitment; and (ii) ten percent by promotion from amongst Clerks or by
		Board; (ii) one year diploma of National Trade Certificate in stenography from Industrial Training Institute; (iii) Hindi/Sanskrit upto Matric standard; (iv) six months certificate in computer from a recognized institution; and (v) Speed in English/Hindi Shorthand at 80/60 words per minute respectively and transcription thereof at 15/11 words per minute respectively.	from a recognized institution; and (ii) speed in English/Hindi Shorthand at 80/60 words per minute respectively and transcription thereof at 15/11 words per minute respectively.	transfer or deputation of at official already in service o State Government or Board or Corporation or Statutory Body.

	The same of the sa			5
	70.00	mah 3 attacement tendence	radbles 4 (a) dept 255 less of 8	PILITE IN COLUMN TO THE PILIPE
Sala less	2	The Republication	gotisama harra sen tilec	On contract basis
00	STATE OF THE STATE	Diminishing cadre	the supplemental of the party o	(i) Eighty percent by direct
	uction ecorder.	Graduate with 55% marks from a recognized University or its equivalent with six-month certificate in computer from a recognized institution. Hindi/Sanskrit upto Matric.	 (i) Seven years service in Group D employees of Board/Market Committees; (ii) Senior Secondary (10+2); (iii) Hindi/Sanskrit upto Matric standard; (iv) Knowledge of Computer. 	recruitment or by transfer or deputation of an official already in the service of State Government or Board or Corporation or Statutory Body.
		The court feet of the court of the court feet of the court feet of the court of the		(ii) Twenty percent by promotion amongs: Group D employees of Board/Market Committees.
		Diminishing Cadre	A service of the paper of the later of the l	
		Thiminishing Came		
70	Tubewell Operator.	apti za omakuli duw yana		By direct recruitment
152		Matric pass.	destroit upes years expendent madent pests expendent for continuous mis one	By direct recruitment By direct recruitment
70 71 72	Operator.	Matric pass.	transport upos tens expenses for environment (ii) six results from a recognition (ii) six results from a recognition (ii) six results	By direct recruitment By direct recruitment By direct recruitment
71	Operator. Daftri	Matric pass.	descriptions of the state of the content of the con	By direct recruitment
71 72 73	Operator. Daftri Jamadar Road Roller	Matric pass.	moduli upo sensi cipenen moduli upo peni cipenen moduli upo peni moduli si sensi moduli sensi mo	By direct recruitment By direct recruitment By direct recruitment
71 72 73	Operator. Daftri Jamadar Road Roller Cleaner Mali	Matric pass. Matric pass. Matric pass.	description of the second of t	By direct recruitment By direct recruitment By direct recruitment By direct recruitment
71 72 73 74 75	Operator. Daftri Jamadar Road Roller Cleaner Mali Ferro Khalasi	Matric pass. Matric pass. Matric pass.	post colsecto post constituent in post consti	By direct recruitment
71 72 73	Operator. Daftri Jamadar Road Roller Cleaner Mali	Matric pass. Matric pass. Matric pass. Matric pass. Matric pass.	An extra transport of the control of	By direct recruitment By direct recruitment By direct recruitment By direct recruitment

TROUGH TOTAL

APPENDIX-'C'

Serial	Designation	(See rule 16(1) Nature of penalties	Authority Appellate	
No.	of post	Nature of penalties	empowered authority to impose penalty	D)
1	2	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	4 5	
		Minor Penalties:		
1.	Chairman	(a) warning with a copy in the personal file (Character roll);	Sendral Gadager	
	Animora Sugarum	(b) censure;	State M.	
		(c) withholding of promotion;		
	English Elevition	(d) recovery from pay of the whole or part of any pecuniary loss caused by		
	tarous la Orient	negligence or breach of order to the Board/ Market Committee;		
	Consultation v	(e) withholding of increments of pay withou cumulative effect;	Company and Administration of the Company of the Co	
		Major Penalties	Process I have been	
2.	Managing Director	(f) withholding of increments of pay with cumulative effect;	Government	
3.	Additional Managing Director	(g) reduction to a lower stage in the time scale of pay for a specified period with furthe directions as to whether or not the	r	
4.	Chief General Manager	government employees will earn increments of pay during the period of such reduction and whether on the expir-	f	
5.	Chief General Manager, Development-cum-	of such period, the reduction will or will not have the effect of postponing the future increments of his pay;		
6.	Inquiry Officer District Attorney	(h) reduction to a lower scale of pay, grade post or service which shall ordinarily b a bar to the promotion of the governmen employee to the time scale of pay, grade	e lit	
		post or service from which he wa reduced with or without further directio regarding conditions of restoration to th grade or post or service from which th	n e	
7.	Senior Town Planner	government employee was reduced an his seniority and pay on such restoration to that grade, post or service;	d	
8.	Architect	(i) compulsory retirement;		
		(j) removal from service which shall not be a disqualification for future employment under the government; and		
9.	Zonal Manager	(k) dismissal from service which sha ordinarily be a disqualification for future employment under the government.		

1	2	3	4	5
10	Chief Engineer	Manure or penalties of the state of	900	incod lette
11	General Manager (Finance and	repend to week When were suffice at Group's conductors.		
	Accounts)	Minor Penalties:		
12	General Manager	(f) warning with a copy in the personal file (Character roll);		
13	Additional General Manager	(g) censure;	Managing	Administrative
		(h) withholding of promotion;	Director	Committee
14	Superintending Engineer Administrative Officer	(i) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of order to the Board/Market	Grange Anderson	
15	Auditinistrative Officer	Committee; 14 16 13 15 18 18 18 18 18 18 18 18 18 18 18 18 18		
16	Deputy Zonal Manager (Enforcement)	(j) withholding of increments of pay without cumulative effect;		
17	Executive Engineer	Major Penalties:	1	
18	Assistant Architect	(f) withholding of increments of pay with cumulative effect;	Administra-	Board
	The control of the co	(g) reduction to a lower stage in the time scale of pay for a specified period with further directions as to whether or not the govern- ment employees will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the ef- fect of postponing the future increments of his pay;	1013	E) &
	200 200 200 200 200 200 200 200 200 200	(h) reduction to a lower scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the government employee to the time scale of pay, grade, post or service from which he was reduced with or without further direction regarding conditions of restoration to the grade or post or service from which the government employee was reduced and his se-	eict Amorne	
	bas enco	niority and pay on such restorations to that grade, post or service;	MEL DWGT NO.	2 , 5
		(i) compulsory retirement;		
	SI I	 (j) removal from service which shall not be a disqualification for future employment under the government; and 	tosul):	A
	iten.	(k) dismissal from service which shall ordinarily be a disqualification for future employment under the government.	this parts ten	4 .0

5 4 3 Minor Penalties: (a) warning with a copy in the personal file 19 Deputy General (Character roll); Manager (Finance and Accounts) (b) censure; District General 20 (c) withholding of promotion; Manager (Enforce-(d) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of order to the Board/ Sub Divisional 21 Market Committee; Engineer (e) withholding of increments of pay 22 Sub Divisional without cumulative effect; Engineer (Landscap-Major Penalties: (f) withholding of increments of pay with cu-Executive Officer-23 mulative effect: cum-Secretary Board Managing (g) reduction to a lower stage in the time Director scale of pay for a specified period with 24 Librarian further directions as to whether or not the government employees will earn incre-Architectural Assisments of pay during the period of such 25 reduction and whether on the expiry of tant such period, the reduction will or will not have the effect of postponing the future Private Secretary 26 increments of his pay; 27 Assistant District (h) reduction to a lower scale of pay, grade, Attorney post or service which shall ordinarily be a bar to the promotion of the government Assistant General employee to the time scale of pay, grade, 28 Manager (Finance and post or service from which he was reduced with or without further direction Accounts) regarding conditions of restoration to the grade or post or service from which the 29 Superintendent government employee was reduced and his seniority and pay on such restorations Assistant Accounts 30 to that grade, post or service; Officer/Section Officer (i) compulsory retirement; Divisional Accountant 31 (j) removal from service which shall not be Senior Draftsman 32 a disqualification for future employment (Architect) under the government; and Commercial Accoun-33 (k) dismissal from service which shall ordinarily be a disqualification for future 34 Circle Head Draftsman employment under the government. Draftsman Junior 35 (Architect) Personal Assistant 36 Deputy Superinten-37

Assistant Secretary

38

1.	2	3	AN ANALYSIAN STATE
39	Agri-business Manag	er 7	4 5
40	Head Draftsman		
41	Junior Engineer	in Penaltins	M
42	Junior Engineer		or District County of
	(Landscaping)	(Hot internal)	Manager France and
43	Statistical Assistant	The second of th	
44	Kanungo	Miles result inchemong to garble day to	20 District Orients Attractor Curiores
45	Assistant Draftsman	had a plotte out to have most covered to	
	(Architect)	any people of lots tauted by call	
46	Senior Scale Stenogra-	September 1 April 1990	State Sub Divisionalis
1	phers	The state of the s	Service Johnson
47	Assistant (Accounts)	The state of the s	22 Sub Division (a)
48	Accountant (Market Committees)	Parach of central and handles and	Alle linginger (Landscape
49	Assistant Draftsman	the chipological increments of pay with our	
50	Mandi Supervisor- cum-Fee Collector	and the state of manifestion or design of the state of th	YUR STORE MILE
51	Assistant	The same of the sa	to Librarian
52	Auditor		
33	Assistant Fire Sub Officer	the critical strangering on to clear	A Constitution of the Cons
4	Plumber	CHIEF OR SHADOLD IN TO HE THE ACTION	The Private Secretary
5	Electrician	CITATION OF THE PART OF THE PA	
	Motor Mechanic	of a september of the company of the september of the sep	District Lance DA Vite
7	Junior Scale Stenogra-	To see the course are the post of the post of the course o	And earth
	Driver Operator		bas souse () read M
	Leading Fireman	and a substant the distribution of the beauties	(atamops)
		and a later most pairtage as they are they	Indian in the second
		the second and pay be seen reserved	
		ASSESSED NOT SOME SHARE SHARE	Birroral Indep A DE
	Computer Operator	as exclising money paralogues of	Book Stitisting
		of the field white source count fermion to	in thickers beginning 14
0	perator	description of the state of the	12 Society Day Comm.
B	us Conductor	bus flads during substant mon (seeing)	Minagle Community Leadille
C	lerks	ANNUAL DESCRIPTION OF THE PROPERTY OF THE PARTY OF THE PA	1 days
St	eno Typist	disputification for the	et authorit Light Store) AL
Fi	reman	Marie de Josephines (Alexander Constantes)	emeficial lames on .
Aı	uction Recorder	Market Same	Institute A Section 19
Tu	bewell Operator		29 Persidual Assumates
		- Alter med title bettingen by	viid - 55 & Juginiana Co

4 3 2 Minor Penalties: Daftri (a) warning with a copy in the personal file (Character roll); Jamadar (b) censure: 73 Road Roller Cleaner 74 Mali (c) withholding of promotion; 75 Ferro Khalasi (d) recovery from pay of the whole or part of any pecuniary loss caused by 76 Sweeper negligence or breach of order to the 77 Peon-cum-Chowkidah Board/Market Committee; 78 Truck Cleaner (e) withholding of increments of pay without cumulative effect; Major penalties: (f) withholding of increments of pay with cumulative effect; Managing Chief Director General (g) reduction to a lower stage in the time scale Manager of pay for a specified period with further directions as to whether or not the government employees will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay; (h) reduction to a lower scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the government employee to the time scale of pay, grade, post or service from which he was reduced with or without further direction regarding conditions of restoration to the grade or post or service from which the government employee was reduced and his seniority and pay on such restorations to that grade, post or service; (i) compulsory retirement; (i) removal from service which shall not be a disqualification for future employment under the government; and (k) dismissal from service which shall ordinarily be a disqualification for future employment under the government.

only

rd

Appendix D {See rule 16(2)}

Serial Numbe		Nature of order	Authority empowered to make the order	Appellate authority
1	2	3	4	5
1 2 3	Chairman Managing Director Additional Managing Director	(a) reducing or withholding the amount of ordinary/additional pension admissible under the rules governing	g tasini	28 Sweeps
5	Chief General Manager Chief General Manager, Development-cum-	pension; and (b) terminating the appointment of a member of the Service	Jeaner Charkstan	
6 7 8	Inquiry Officer District Attorney Senior Town Planner Architect Zonal Manager	of a member of the Service otherwise, than on his attaining the age fixed for superannuation.	Government	
	THURSDAY PERSON TITLE	in in agets stower store an illin		
10	Chief Engineer General Manager (Finance and Accounts)	(a) reducing or withholding the amount of ordinary/addi-	,	วี
12 13	General Manager Additional General Manager	tional pension admissible under the rules governing pension; and		
14 15	Superintending Engineer Administrative Officer	(b) terminating the appointment of a member of the Service otherwise, than	Administrative Committee	Board
16	Deputy Zonal Manager (Enforcement)	on his attaining the age fixed for superannuation.		
18	Executive Engineer Assistant Architect	a lor to the promotion of the		
20	Deputy General Manager (Finance and Accounts) District General Manager	(a) reducing or withholding the amount of ordinary/ additional pension		7
21	(Enforcement)	admissible under the rules		
22	Sub Divisional Engineer Sub Divisional Engineer (Landscaping)	(b) terminating the appointment of a member of the	Managing	Board
23	Executive Officer-cum- Secretary Librarian	Service otherwise, than on his attaining the age	Director	
25		fixed for superannuation.		
26	Architectural Assistant Private Secretary	bus numering on when		
27	Assistant District Attorney	Ty dismissal from services		
28		enthiosystem as a Although as the 2004		
29	Superintendent			

1	2	3	4	5
30	Assistant Accounts Officer, Section Officer		- MARANG IS	
- 31	Divisional Accountant		vennet und	ALC: WE
32	Senior Draftsman (Architect)		100	(1 - me
33	Commercial Accountant		RHANGS INTERNAL	
34	Circle Head Draftsman		70101	
35	Junior Draftsman (Architect)		and a Mayor projection	
36	Personal Assistant		(Specifical)	
37	Deputy Superintendent		440	5
38	Assistant Secretary		Mary Long	100
39	Agri-business Manager		news	80
40	Head Draftsman		salari e a careta	(to 1
41	Junior Engineer		Security Operator	00
42	Junior Engineer (Landscaping)	intilication in success (n)	06	
43	Statistical Assistant	liminth softpan lason	Separation Line	
44	Kanango	towers with any taken	Managing Director	Board
45	Assistant Draftsman (Architect)	har jamena minga seb ganakharar (4) B kontanasar sebelakharar	Tegorwania and Tegorwania	67
46	Senior Scale Stenographers	tion and enough and read the first and the f	Small day	
47	Assistant (Accounts)	Options of the second		
48	Accountant (Market Committees)			
49	Assistant Draftsman			
50	Mandi Supervisor- cum-Fee Collector	His		
51	Assistant			
52	Auditor			
	Assistant Fire Sub Officer			
53	The state of the s			
53	Plumber			
54	Plumber			

1	2	3	4	5
58	Driver Operator	Line role facilities (Second	IAO priminasional registralis (A	
59	Leading Fireman		Seeling Difficer	
60	Drivers		Hammitus A. Ismaal IG	
61	Patwari		Salve Pransena.	
62	Computer Operator			
		al feducing or subdicting and	Milaw 1952 TAL manula 12	
63	Restorer	a distinct of ordinary while	ministrate Death store	
64	Duplicating Machine Operator	more as a supplied that	James Destinant	
65	Bus Conductor		Imitarsa Associa	
66	Clerks	Magazines historia	Courty Surfermenter	
67	Steno Typist	and the same of the later of th	Yikitanis Rentela A	
68	Fireman	September 10	sangli respress	
69	Auction Recorder	The state of the s	namerically beat	
70	Tubewell Operator		pomput vonut	
71	Daftri	(a) reducing or withholding the		
72	Jamadar	amount of ordinary/addi-	(gniqu sebne //	
73	Road Roller Cleaner	tional pension admissible	Statistical Assistant	
74	Mali	under the rules governing		
75	Ferro Khalasi	pension; and	Chief General	Managing
76	Sweeper .	(b) terminating the appoint-	Manager	Director
77	Peon-cum-Chowkidar	ment of a member of the	(Cardillater)	
78	Truck Cleaner	Service otherwise, than on his attaining the age fixed for superannuation.	State hotel State State of Capture State of Capture Address of Capture	

RAJ KUMAR,

Financial Commissioner and Principal Secretary to Government Haryana, Agriculture Department.