

HARYANA GOVERNMENT
WELFARE OF SCHEDULED CASTES AND BACKWARD CLASSES DEPARTMENT

Notification
The 15th February, 1985

No. G.S.R. 21/Const./Art.309/85.—In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules regulating the recruitment and conditions of service of persons appointed to the Haryana Welfare of Scheduled Castes and Backward Classes Department (Group B) Service, namely:-

PART - I –GENERAL

Short title

1. (1) These rules may be called the Haryana Welfare of Scheduled Castes and Backward Classes Department (Group B) Service Rules, 1985.

Definitions:

2. In these rules, unless the context otherwise require:
 - (a) “Commission” means the Haryana Public Commission ;
 - (b) “direct recruitment” means an appointment made otherwise than by promotion from within the Service or by transfer of an official already in the Service of the Government of India or State Government ;
 - (c) “Government” means the Haryana Government in the Administrative Department ;
 - (d) “Service” means Haryana Welfare of Scheduled Castes and Backward Classes Department (Group B) Service ;
 - (e) “recognized university means,--
 - (i) any university incorporated by law in India ; or
 - (ii) in the case of a degree , diploma or certificate obtained as a result of an examination held before the 15 August, 1947, the Punjab, Sind or Dacca University; or
 - (iii) any other university which is declared by the Government to be a recognized university for the purpose of these rules.
 - (f) “Service” means the Haryana Welfare of Scheduled Castes and Backward Classes Department (Group A) Service.

PART - I I –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 effect the inherent right of the Government to make additions to, or reduction in, the number of such posts or to create new posts with different designation with different designations and scales or pay, either permanently or temporarily.

Nationality, domicile and character of candidates appointed to Service:

- 4 (1) No person shall be appointed to any post in the Service, unless he is, ---
 - (a) a citizens 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 setting of India; or
- (e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka 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 setting 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 Commission but the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Government.

(3) No person shall be appointed to any post in the Service by direct recruitment, unless he produces a certificate of character from the Principal, Academic officer of the university, college, school or institution last attended, if any, and similar certificate 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.

Age:

5. No person shall be appointed to any post in the Service by direct recruitment who is less than and more than the minimum and maximum age limit given below on or before the 1st day of January, next preceding the last date of submission of applications to Commission:-

Appointing authority:

<u>Name if the post</u>	<u>Age for direct recruitment</u>
Deputy Director	30-45 years
Deputy Director (Planning)	30-45 years
District Welfare Officer	30-45 years
Research Officer	30-45 years
Statistical Officer	30-45 years
Principal	30-45 years

Appointing authority

6. Appointments to the posts in the Service shall be made by the Government.

Qualifications:

7. No person shall be appointed to any post in the Service, unless he is in possession of qualifications and experience specified in column 2 of Appendix B in the case of direct recruitment and those specified in column 3 of the said Appendix in the case of appointment other than by direct recruitment:

Disqualification:

8. 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.

Method of recruitment:

9. (1) Recruitment to the Service in the case of Joint Director shall be made---

- (a) In case of Deputy Director,--
By promotion from amongst District Welfare Officer, Principal and Superintendent.
- (b) In case of Deputy Director (Planning),--
By promotion from amongst Research Officer and Statistical Officer.
- (c) In case of District Welfare Officer,--
 - (i) 50% by direct recruitment;
 - (ii) 30% by promotion from amongst Tehsil Welfare Officer;
 - (iii) 20% by promotion from amongst Male Social Workers;
- (d) In case of Research Officer,--
By promotion from amongst Statistical Assistant and Research investigator.
- (e) In case of Statistical Officer,--
By promotion from amongst Statistical Assistant and Research investigator.
- (f) In case of Principal,--
50% by direct recruitment;
- (g) 50% by promotion from amongst Lecturer;

Provided that—

In case of Deputy Director, Deputy Director (Planning), Research Officer and Research Officer,---

If no suitable officer is available for promotion, the posts shall be filled by direct recruitment or by transfer of an officer already in the service of the Government of India or any State Government.

(2) Appointment by promotions to any post shall be made on the basis of merit with due regard to seniority and seniority alone shall not confer any right to promotions.

(3) Appointment by promotions to any post shall be made on the basis of inter-se-seniority in case of persons holding more than one category of posts are eligible for consideration for promotion and inter-se-seniority of such different categories shall be determined by the length of continuous service on the posts from which promotion is to be .

Probation:

10. (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 by any post in 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 rules; and
- (c) any period of officiating appointment 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 Government, 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 recruitment, 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 terms and conditions of the previous appointment permit.

(3) On the completion of the period of probation of the person, the Government may,-

(a) if his work or 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 satisfactory, 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 revert him to his former post or deal with him in such other manner as the terms and conditions of his previous appointment permit if appointed otherwise; or

(ii) extend his period of probation and thereafter pass such order 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.

Seniority:

11. Seniority inter se of members of the Service shall be determined by the length of continuous service on any post in the Service.

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

Provided further that in the case of members appointed by direct appointment, the order of merit determined by the Commission 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 a 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 such appointment, and if the length of such service is also the same, the older member shall be senior to the younger member.

Liability to of service;

12. (1) A member of the service shall be liable to serve at any place, whether within or outside the state of Haryana on being ordered so to do by the appointing authority.

(2) A member of the Service may also be deputed to serve under :-

- (i) a company, an association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the State Government, a municipal corporation or a local authority within the State of Haryana.
- (ii) the Central Government or a company, an association or body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Central Government ; or
- (iii) any other State Government, an international organization, an autonomous body not controlled by the Government, or a private body;

Provided that no member of the service shall be deputed to serve the Central or any other State Government or any other organization or body referred to in clause (ii) or clause (iii) except with his consent.

Pay, leave, pension and other matters:

13. In respect of pay, leave, pension and all other matters, not expressly provided for in these rules, the members of the Service shall be governed by such rules and regulations as may have been, or may hereafter be adopted or made by the competent authority under the Constitution of India or under any law for the time being in force made by the State Legislature.

Discipline, penalties and appeals:

14. (1) In matters relating to discipline penalties and appeals, members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1952, 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 article 309 of the Constitution of India, be such as specified in Appendix C to these rules.

(2) The authority competent to pass an order under clause (c) or clause (d) of sub-rule (i) of rule 10 of the Punjab Civil Service (Punishment and Appeal) Rules, 1952, shall be as specified in Appendix D to these rules.

Vaccination:

15. Every member of the Service shall get himself vaccinated and re-vaccinated if and when the Government so directs by a special and general order.

Oath of allegiance:

16. Every member of the 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.

Power of relaxation :

17. Where the Government is of the opinion that it is necessary or expedient to do so, 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.

Special Provision:

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

Repeal and savings:

19. Any rule applicable to the Services and corresponding to any of these rules which is in force immediately before the commencement of these rules is 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)

Designation of Posts	Number of Posts			Scale of Pay
	Perma- nent	Tempo- rary	Total	
1	2	3	4	5
1 Deputy Director	-	1	1	900-40-1100-EB-50-1400-60-1700
2 Deputy Director (Planning)	-	1	1	900-40-1100-EB-50-1400-60-1700
3 District Welfare Officer	-	12	12	800-30-890/940-40-1100-50-1600
4 Research Officer	1	-	1	800-30-890/940-40-1100-50-1600
5 Statistical Officer	-	1	1	800-30-890/940-40-1100-50-1600
6 Principal	-	3	3	750-30-900/40-1100-50-1450

APPENDIX – B

(See rule 7)

Designation of Post	Academic Qualification and experience, if any for direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment.
1	2	3
Deputy Director	(i) Master's Degree from a recognised University in Social Work or Sociology or Economics. (ii) Seven years experience in an administrative or field job. (iii) Hindi up to Matriculation Standard.	Seven years experience as District Welfare Officer /Principal/ Superintendent.
Deputy Director (Planning)	(i) Master's degree from a recognised University in Economics or Agricultural Economics or Mathematics or Commerce with Statistics as one of the papers either at the Master's Level or at the B.A. Hons. School in Mathematics or Economics or a Master's degree in Statistics. (ii) Seven years experience in compilation, research work and experience of designing and supervising socio-economic surveys. (iii) Hindi up to Matriculation standard.	Seven years experience as Research Officer/Statistical Officer.
District Welfare Officer	(i) Master's Degree from a recognised University in Social work or Economics. (ii) Five years filed experience in the Development or Welfare Department of the Central or any State Government. (iii) Hindi up to Matriculation Standard.	Seven years experience as Tehsil Welfare Officer; or Fifteen years experience as Male Social Worker
Research Officer	(i) Master's degree from recognised University in Economics or Agricultural Economics or Mathematics or Commerce with Statistics as one of the papers either at the Master's level or at the B.A. Hons. School in Mathematics or Economics or a Master's degree in statistics. (ii) At least one year's training in Statistics at any recognised institution or office; <p style="text-align: center;">OR</p> Three years experience of dealing with Economics and/or Statistics matters in a Govt. office or any other recognised	Ten years experience as Statistical Assistant/Research Investigator.

institution.

Statistical Officer	(iii) Hindi up to Matriculation Standard. (i) Master's degree from a recognised University in Economics or Agricultural Economics or Mathematics or Commerce with Statistics as one of the papers either at the Master's level or at the B.A. Hons. School in Mathematics or Economics or a Master's degree in Statistics. (ii) At least one year's training in Statistics at any recognised institution or office; OR Three years experience of dealing with Economics and/or Statistics matters in a Govt. office or any other recognised institution.	Ten years experience as Statistical Assistant/Research Investigator.
Principal	(iii) Hindi up to Matriculation Standard. (i) Master's degree in Psychology or Mathematics or English or Commerce. (ii) Ten years experience in development and administration or training programmes identification of training needs, planning and organising training course. (iii) Hindi up to Matriculation Standard.	Five years experience as Lecturer.

APPENDIX- C
[See rule 14(1)]

Designation of Post	Appointing Authority	Nature of Penalty	Authority empowered to impose penalty	Appellate authority
1	2	3	4	5
Deputy Director	Government	(a) censure;	Director	Government
Deputy Director (Planning)		(b) warning with a copy on personal file ;	Director	Government
District Welfare Officer		(c) withholding of increments or promotions, including stoppage at an efficiency bar;	Government	
Research Officer				
Statistical Officer		(d) recovery from pay of the whole or part of any pecuniary loss caused to Government by negligence or breach or orders;	Government	
Principal			Government	
		(e) reduction to lower post or time-scale or to a lower stage in a time-scale;	Government	
		(f) removal from the service which does not disqualify from future employment;	Government	
		(g) dismissal from the service which does ordinarily disqualify from future employment.	Government	

APPENDIX – D
[See rule 14 (2)]

Designation of Post	Nature of orders	Authority empowered to pass orders
1	2	3
Deputy Director	(i) Reducing or withholding the amount of ordinary/ additional pension admissible under the rules governing pension;	Government
Deputy Director (Planning)		
District Welfare Officer	(ii) terminating the appointment of a member of the Service otherwise than on his attaining the age fixed for superannuation.	
Research Officer		
Statistical Officer		
Principal		

S.K.SHARMA,
Secretary to Government, Haryana,
Welfare of Scheduled Castes and
Backward Classes Department.

HARYANA GOVERNMENT
WELFARE OF SCHEDULED CASTES AND BACKWARD CLASSES DEPARTMENT

Notification

The 4th May, 1998

No. G.S.R. 53/Const. Art. 309/98. – In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules, further to amend the Haryana Welfare of Scheduled Castes and Backward Classes Department (Group B) Service Rules, 1985, namely :-

1. These rules may be called the Haryana Welfare of Scheduled Castes and Backward Classes Department (Group-B) Service (First Amendment) Rule, 1998.

2. In the Haryana Welfare of Scheduled Castes and Backward Classes Department (Group-B) Service Rules, 1985 (hereinafter called the said rules) for rule 5, the following rule shall be substituted namely :-

“5. Age. “No person shall be appointed to any post in the Service by direct recruitment who is less than and more than the minimum and maximum age limit given below or before the 1st day of January , next preceding the last date of submission of applications to the Commission :-

Name of the Post	Age for direct recruitment
Deputy Director (Scheme)	30-45 years
Deputy Director (Training)	30-45 years
Deputy Director (Planning)	30-45 years
District Welfare Officer	30-45 years
Research Officer	22-32 years
Statistical Officer	22-32 years
Principal	30-45 years

3. In the said rules, in rule 9, in sub-rule (1),–

A. for clause (a) the following clauses shall be substituted, namely:-

(a) “in case of Deputy Director (Scheme),–

(i) by promotion from amongst District Welfare Officer of Superintendent; or

(ii) by transfer or deputation of an office /official already in the Service of any State Government or the Government of India;

(aa) in case of Deputy Director (Training),–

(i) by promotion from amongst Principal; or

(ii) by transfer or deputation of an officer/official already in the service of any State Government or the Government of India.

B. for clauses (d), (e) and (f) provision there under, the following clause shall be substituted, namely:-

(d) in case of Research Officer, -

(i) by promotion from amongst Assistant Research Officer; or

(ii) by transfer or deputation on any office/official already in the service of any State Government or the Government of India;

(e) in case of Statistical Officer,--

(i) by promotion from amongst Assistant Research Officer; or

(ii) by transfer or deputation of an officer/official already in the service of any State Government or the Government of India;

(f) in case of Superintendent:-

(i) by promotion from amongst Deputy Superintendent, Assistant, Accountant, Junior Auditor or Senior Scale Stenographer; or

(ii) by transfer or deputation of an officer/official already in the Service of any State Government or the Government of India;

(h) in case of Principal,-

(i) 50% by direct recruitment; and

(ii) 50% posts by promotion from amongst Lecturers,”

4. In the said rules, for rule 14, the following rule shall be substituted namely :-

“14. Discipline, penalties and appeals :- (1) In matters relating to discipline, penalties and appeals, member of the Service shall be governed by the 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 appellate authority shall, subject to the provisions of any law or rules made under article 309 of the Constitution of India, be such as are specified in Appendix C to these rules.

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

5. In the said rules, after rule 18 the following rule shall be inserted namely :-

18A. Reservations :- Nothing contained in these rules shall affect reservation and other concessions required to be provided for Scheduled Castes, 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 to time :

Provided that the total percentage of reservations to made shall not exceed fifty percent at any time.

6. In the said rules, for Appendix A, the following Appendix shall be substituted, namely:-

APPENDIX A
(See Rule 3)

Sr. No.	Designation of Posts	Number of Posts			Scale of Pay
		Perma- nent	Tempo- rary	Total	
1	2	3	4	5	6
1.	Deputy Director (Scheme)	1	-	1	7450-225-9025-EB-225-11500
2.	Deputy Director (Training)	-	1	1	7450-225-9025-EB-225-11500
3	Deputy Director (Planning)	1	-	1	7450-225-9025-EB-225-11500
4	District Welfare Officer	12	7	19	6500-200-8500-EB-200-10500
5	Research Officer	1	-	1	6500-200-8500-EB-200-10500
6	Statistical Officer	1	-	1	6500-200-8500-EB-200-10500
7	Superintendent	1	1	2	6500-200-8500-EB-200-10500
8	Principal	3	-	3	5500-175-8300-EB-175-9000

7. In the said rules, in 'Appendix B, under columns 1,2 and 3 (a) for the existing designation of post of Deputy Director and entries there against, the following designations of posts and entries there against shall be substituted namely :-

1	2	3
Deputy Director (Scheme)	--	<p>By Promotion: Seven years experience as District Welfare Officer/ Superintendent.</p> <p>By transfer or deputation : (i) Master degree from a recognised University in Social Work or Sociology or Economics (ii) Seven years experience in an administrative or field job; and (iii) Hindi up to Matric Standard</p>
Deputy Director (Training)	--	<p>By Promotion : Seven years experience as Principal</p> <p>By transfer or deputation: (i) Master degree from a recognised University in Psychology or Mathematics or English or Commerce; (ii) Seven years experience in an administrative or training programme; and (iii) Hindi up to Matric Standard'.</p>

(b) for the existing designations of the posts of Research Officer, Statistical Officer and Principal and entries there against the following designation of posts and entries there against shall be substituted, namely.

Research Officer --

By Promotion:

Five years experience as Assistant Research Officer;

By transfer or : deputation

- (i) Master's degree from a recognised University in Economics or Agricultural Economics or Mathematics or Commence with Statistics as one of the papers either at the Master level or at the BA Hons. School in Mathematics or Economics or a Master's degree in Statistics;
- (ii) One year's training in Statistics at any recognised institution or office;
Or
Three years experience of dealing with Economics and/ or Statistics matters in a Government office or any other recognised Institution.
- (iii) Hindi up to matric standard.

Statistical Officer --

By Promotion:

Five years experience as Assistant Research Officer;

By transfer or : deputation

- (i) Master's degree from a recognised University in Economics or Agricultural Economics or Mathematics or Commence with Statistics as one of the papers either at the Master level or at the BA Hons. School in Mathematics or Economics or a Master's degree in Statistics;
- (ii) One year's training in Statistics at any recognised institution or office;
Or
Three years experience of dealing with Economics and/ or Statistics matters in a Government office or any other recognised Institution.
- (iii) Hindi up to matric standard.

Superintendent

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By Promotion:

(i) Five years experience as Deputy Superintendent

Or

Ten years experience as Assistant or Accountant or Junior Auditor or Senior Scale Stenographers;

Note: In the promotion of senior scale Stenographer the Official should have the assignment of the work of Assistant for a period of two years.

By transfer/deputation:

(i) Five years experience as Deputy Superintendent;

Or

Ten years experience as Assistant or Accountant or Junior Auditor or Senior Scale Stenographer;

Note: In case of Senior Scale Stenographer the official should have the assignment of the work of Assistant for a period of two years;

(ii) Hindi up to Matric Standard.

Principal

(i) Second class Master's degree in Science or Art but preferably in Economics or History or English or Mathematics;

(ii) Five years experience in Development and Administration or training programmes;

Or

Identification of training needs

Or

Planning and Organising training courses;

(iii) Hindi up to Matric Standard

By Promotion:

(i) Five years experience as lecturer."

In the said rules for Appendix C and D, the following Appendices shall be substituted namely:-

Appendix C
[See rule 14(1)]

Sr. No.	Designation of Posts	Appointing authority	Nature of Penalty	Authority empowered to impose penalty	Appellate Authority
1	2	3	4	5	6
1	Deputy Director (Scheme)	Government	(i) Warning with a copy in the personal file (character roll);	Director	Government

2	Deputy Director (Training)	(ii) Censure;	Govern- ment	Govern- ment
3	Deputy Director (Planning)	(iii) Withholding of promotion;		
4	District Welfare Officer	(iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence of breach of orders to the Central Government or a State Government or to a company and association or a body of individuals whether incorporated or not which is wholly or substantially owned or controlled by the Governor or to a local authority or university set up by an Act of Parliament or of the Legislature or a State:		
5	Research Officer			
6	Statistical Officer			
7	Superintendent			
8	Principal			

(v) withholding of increments of pay without cumulative effect;

Major Penalties:

(vi) withholding of increments of pay with cumulative effect;

vii) reduction to a lower stage in the time scale of pay for a specified period with further directions as to whether or not the Government employee 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 ;

viii) reduction to a lower scale of pay, grade, post or services which shall ordinarily be a bar to the promotion of the Government the employee to/time scale of pay, grade, post or service from which he was reduced with or without further directions regarding conditions or restoration to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade post

of service ;

ix) Compulsory retirement ;

x) removal from service which shall not be a disqualification for future employment under the Government ;

xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government ;

APPENDIX D

See rule 14(2)

Sr. No.	Designation of Posts	Nature of orders	Authority empowered to pass orders	Appellate Authority
1	2	3	4	5
	Deputy Director (Scheme) Deputy Director (Training) Deputy Director (Planning)	(i) reduction or withholding the amount of ordinary additional pension admissible under the rules governing pension;	Government	----
	Research Officers Statistical Officer Superintendent Principal	ii) termination the appointment otherwise on his attaining the age fixed for superannuation;		

SANJAY KOTHARI,

Commissioner & Secretary to Government, Haryana,
Welfare of Scheduled Castes and Backward Classes
Department.

HARYANA GOVERNMENT
WELFARE OF SCHEDULED CASTES AND BACKWARD CLASSES DEPARTMENT

Notification

The 20th November, 2006

No. G.S.R. 30/Const./Art.309/2006.- In exercise of the powers conferred by the provision to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules further to amend the Haryana Welfare of Scheduled Castes and Backward Classes Department (Group B) Service Rules, 1985, namely:-

1. These rules may be called the Haryana Welfare of Scheduled Castes and Backward Classes Department (Group B) Service (Amendment) Rules, 2006.
2. In the Haryana Welfare of Scheduled Castes and Backward Classes Department (Group B) Service Rules, 1985, for Appendix C, the following Appendix shall be substituted, namely:--

Appendix C

[See rule 14(1)]

Sr. No.	Designation of Posts	Appointing authority	Nature of Penalty	Authority empowered to impose penalty	Appellate Authority
1	2	3	4	5	6
1	Deputy Director (Scheme)	Government	Minor Penalties (i) Warning with a copy in the personal file (character roll); (ii) Censure; (iii) Withholding of promotion; (iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence of breach of orders to the Central Government or a State Government or to a company and association or a body of individuals whether incorporated or not which is wholly or substantially owned or controlled by the Governor or to a local authority or university set up by an Act of Parliament or of the Legislature or a State: (v) withholding of increments of pay without cumulative effect;	Director	Government
2	Deputy Director (Training)				
3	Deputy Director (Planning)				
4	District Welfare Officer				
5	Research Officer				
6	Statistical Officer				
7	Superintendent				
8	Principal				
			Major Penalties: (vi) withholding of increments of pay with cumulative effect;	Government	Government

			<p>vii) reduction to a lower stage in the time scale of pay for a specified period with further directions as to whether or not the Government employee 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 ;</p> <p>viii) reduction to a lower scale of pay, grade, post or services which shall ordinarily be a bar to the promotion of the Government the employee to/time scale of pay, grade, post or service from which he was reduced with or without further directions regarding conditions or restoration to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade post of service ;</p> <p>ix) Compulsory retirement ;</p> <p>x) removal from service which shall not be a disqualification for future employment under the Government ;</p> <p>xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government ;</p>		
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ANURADHA GUPTA

Commissioner & Secretary to Government, Haryana,
Welfare of Scheduled Castes and Backward Classes
Department.

**HARYANA GOVERNMENT
WELFARE OF SCHEDULED CASTES AND BACKWARD CLASSES DEPARTMENT**

CORRIGENDUM

The November 6, 2007

In Haryana Government, Welfare of Scheduled Castes and Backward Classes Department, notification No. GSR-30/Const./Art.309/2006, dated the 20th November, 2006, published in the Haryana Government Gazette, dated the 21st November, 2006, in its authorized English translation, in Appendix C, under heading Major Penalties, under column 4, against items (x) and (xi), under columns 5 and 6,--

	5	6
for	“Government	Government”,
read	“ Government	_____.”

SHAKUNTALA JAKHU,
Financial Commissioner & Secretary to Government
Haryana, Welfare of Scheduled Castes and Backward
Classes Department