[Authorised English Translation]

HARYANA GOVERNMENT EDUCATION DEPARTMENT

Notification

The 28th February, 1986

No. G.S.R. 22/ Cons.Art./309/86-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 Education college, Cadre (Group C) Service, namely:-

Short title. 1. These rules may be called the Haryana educational college cadre (Group C) Service rules/1986.

Definitions. 2. In these rules unless the context otherwise requires,

- (a) "Board" means the Subordinate Services Selection Board, Haryana;
- (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 Government of India or any State Government;
 - (c) "Government" means the Haryana Government in the Administrative Department;
 - (d) "recognized university" means;-
 - (i) Any university incorporated by law in India;
- (ii) In the case of degree, diploma or certificate obtained as a result of an examination held before the 15th August, 1947, the Punjab, Sind or Dacca university; or
 - (iii) any other university which is declared by the Government to be a recognised university for the purpose of these rules;
 - (e) "Service" means the Haryana Educational College Cadre (Group C) Service.

PART II RECRUITMENT TO SERVICE

Number & character of Posts.

3. The Service shall comprise of the posts shown in Appendix 'A' to these rules;

Provided that nothing in rules shall affect 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 designations and scales of pay either permanently or temporarily.

Nationality

domicile and character of

candidates of appointed to the

service

- 4. (i) No person be appointed to any post in 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 setting in India; or
 - (e) a person of Indian origin, who has migrated from Pakistan, Burma, Sri Lanka or any of the East Affrican countries of Kenya, Uganda, the United Republic of Tanzania, (formerly Tanganyika and Zanzibar), Zambia, Malavi, Zaire and Ethopia with the intention of permanently setting in India;

Provided that a person belonging to any of categories (b), (c), (d) or (e) shall be a person in whose fayour 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 Board or any other recruiting authority empowered to make election but the offer or appointment may be given only after the necessary eligibility certificate has been issued to him by the government.
- (3) No person shall be recruited to any post in the service by direct recruitment unless he produces certificate of character from the principal academic offer of the university college, school or institution, last attended, if any, and a similar certificate from two responsible persons not being his relative, who are well acquainted with him in his private life and are unconnected with his university, college, school or instruction.
- 5. No person shall be appointed to any post in service by direct recruitment who is less than twenty-one years and more than thirty five years of age in case of Director, Physical Education and less than seventeen years and more than thirty years of age in case of others, on or before the 15th day of the month next, preceding the last date of submission of applications to the Board.
- 6. Appointments to the post in the service shall be made by the authorities mentioned in Appendix C to these rules.
- 7. No person shall be appointed to any post in the Service unless he is in possession of qualifications and experience specified in column 3 of Appendix B to these rules in the case of direct appointment and those specified in column 4 of the aforesaid Appendix in the case of appointment otherwise than by direct recruitment;

Provided that in case of direct recruitment the qualifications regarding experience shall be relaxable to the extent of 50% at the discretion of the Commission or Board or any other recruiting authority in case sufficient number of candidates belonging to Scheduled Casts, Backward Classes, Ex-servicemen, and Physically handicapped candidates, possessing the requisite experience, are not available to fill up the vacancies reserved for them after recording reason for so doing in writing.

Disqualifications

- 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 part to the marriage and there are other ground for so doing except any person from the operation of this rule.

Method of

recruitment.

- 9(1) recruitment to any post in the service shall be made –
- (a) in the case of Director, Physical Educat8on, by direct recruitment.
- (b) in the case of Senor Librarian,
 - (i) 50% by promotion from amongst Junior Librarians or by transfer of an official already in service of Government of Indian or any State

Government:

- (c) in the case of Hostel Superintendent-
- (i) 80% by direct recruitment; and
- (ii) 20% by promotion from amongst restorers; -
- (d) in the case of Assistant VigyanMandir Officer, by direct recruitment;
- (e) in the case of Mess Supervisor, by direct recruitment;
- (f) in the case of Film Mechanic, by direct recruitment;
- (g) in the case of Demonstrators, by direct recruitment;.
- (h) in the case of type writing Instructors. By direct recruitment;
- (i) in the case of Junior Librarians,
 - (i) 80% by direct recruitment; and
 - (ii) 20% by promotion from amongst Restorers;
- (j) in the case of Nurse, by direct recruitment;
- (k) in the case of dispensers, by direct recruitment;
- (1) in the case of Tennis Marker, by direct recruitment;
- (m) in the case of Senior lecture Assistant,--

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst Junior Lecture Assistants, or by transfer of a person already in the service of Government of India or any State Government;
- (n) in the case of Junior Lecture Assistants-
- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst Laboratory Attendants;
- (o) in the case of Gasman-cum-Mechanic, by direct recruitment;
- (p) in the case of Tabla Players by direct recruitment'
- (q) in the case of Restorers,-
- (i) 80% by direct recruitment; and
- (ii) 20% by promotion from amongst Group D employees;
- (r) in the case of Gasman, by direct recruitment.
- (2) Appointment by promotions whether from one grade to another or from one class of service to another shall be made on the basis of seniority-cum-merit and seniority alone shall bot give any right to such promotions.
- 10 (1) Persons appointed to any post in the Service shall remain on Probation for period of two years, if appointed by direct recruitment and one years if recruited 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 shall be reckoned as a period spent on probation, but no person who has so officiated shall on the completion of the prescribed per8od 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 recruitment dispense with his service; and

- (b) if, such person is recruited 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 his previous appointment permit.
- (3) on the completion of the period of probation of a person, the appointing authority may-
- (a) if his work or conduct has in its opinion, been satisfactory,-
- (i) Confirm such person from the date of his appointment, if appointment against a permanent vacancy; or
- (ii) Confirm such person from the date from which 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 service, if appointed by direct recruitment 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) extent his period of probation and there after 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.

Seniority. 11. The Seniority, inter se, of members of the Service shall be determined by the length of continuous service on an post in the service;

Provided that where there are different cadres or categories of posts in the service the seniority shall be determined separately for each cadre of category of post;-

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 member in the appointments from which they were promoted or transferred; and
- (d) in the case of members appointed by transfer from different preference, being given to a member who was drawing, higher rate of pay in his previous appointment, and it the rates of pay drawn are also the same, the by their

appointment, and it the rates of pay drawn are also the same, the by their length of service in the appointment and if the length of such service is also the same, the older member shall be senior to a younger member.

Liability to

- 12. (i) A member of the Service shall be liable to serve at any place whether sewithin 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 as 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 or university within the State of Haryana.
 - (ii) the Central Government or a company, and association or body of individual, whether incorporated or not and which is wholly or substantially owned or controlled by the Central government, of
 - (iii) any other State Government an international organization an autonomous body, not controlled by the government or a private body.

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

- 13. In respect of pay, leave pension and all other matter, not expressly provided for in the spary leave the members of the Service shall be governed by such rules and regulation as may have been or may have be
- 14. (i) In matters relating to discipline, penalties and appeals, members of the Service shall be governed by the Punjab civil Service (Punishment and Appeal)

 1952 as amended from time to time.

 Discipline, Penalties and appeals appeals.

Provided that the nature of penalties which may be imposed the authorities empowered to impose such penalties and appellate authority shall subject to the provision of any law or rules made under article 309 of the Constitution of India be 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 (1) of rule 10 of the Punjab Civil Services (Punishment and Appeal rules, 1952 and the appellate authority, shall be as specified in Appendix) to these rules.

Vaccination 15. Every member of the Service shall get himself vaccinated or revaccinated if and when the Government so direct by special or general order.

Oath of

Allegiance

16. Every member of the Service, unless he has already don so, shall be required to take the oath of allegiance to the Indian and to the constitution of Indi 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, be 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 Pro-

Vision 18. Notwithstanding any thing 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.

Reservation. 19. Nothing contained in these rules shall affect reservations and other concession required to be provided for the members belonging to Scheduled Castes,
Backward Classes, Ex-servicemen, Physically handicapped persons or any other class or category of person 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 per cent, at any time.

Repeal and

Savings. 20. The Punjab Subordinate Education Services Rules, 1937 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 provision of these rules.

APPENDIX A

(See rule 3)

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Sr. No.	Designation of Post		aber of Posts ent Temporary	Total	Scale of Pay
1.	Director Physical Education	23	21	44	550-25-750-EB-30-900-(UGC scale)
2.	Senior Librarian	11	21	32	550-25-750- EB-30-900-(UGC scale)
3.	Hostel Superintendent	3		3	525-15-600-20-660/700-30-850- EB-890-40-1050
4.	Assistant VigyanMandir	1		1	225-15-360/20-500 (old scale)
5.	Mess Supervisor	1		1	525-15-600-20-660/700-30-850- EB-890-40-1050
6.	Film Mechanic	1		1	525-15-600/20-600/700-30-850- EB-890-41-1050
7.	Demonstrator	2	4	1	500-20-700-EB-25-900 (UGC Scale)
8.	Typewriting Instructor	7	14	6	(i) 480-15-600-EB-20-700-30- 760
					(ii) 525-15-600-20-700/750-30- 900 (selection grade for 20%)
9.	Junior Librarian	20	16	21	420-10-490/525-15-600-EB-20- 700
10.	Nurse	3		36	420-10-490/525-15-600-EB-20- 700
11.	Dispenser	3	2	3	420-10-490/525-15-600-EB-20- 700
12.	Tennis marker	1		5	420-10-490/525-15—600-EB- 20-660
13.	Senior Lecture Asstt.	49	21	70	400-10-490/540-15-600-EB-20- 660- Rs. 25 S.O.
14.	Junior Lecture Asstt.	90	18	108	400-10-490/540-15-600-EB-20- 660
15.	Gasman-cum- mechanic	1		1	400-10-490/540-15-600
16.	Tabla Player	19	2	21	400-10-490/540-15-600
	Restorer	16	35	51	400-10-490/540-15-600-EB-20- 660
18.	Gasman	10	2	12	350-5-400/10-500

APPENDIX A

(See rule 3)

Sr. No.	Designation of post	Academic qualifications and experience if any for direct recruitment	Academic qualifications and experience if any, for appointment other than direct recruitment.
1 1	2 Director Physical	3 (i) MA Second division in Physical Education	4
	Education	OR	
2	Senior Librarian	MA Second division with second Division Diploma in Physical Education (ii) Knowledge of Hindu up to matric standard (i) Graduate second division with second division in Master of Library Science	Same as for direct recruitment
		OR	
3	Hostel Superintendents	MA/MSc?M.Com with second division Diploma in Library Science (ii) 5 years experience of managing a good library (iii) Knowledge of Hindi upto matric standard Essential (i) Graduate, (ii) Experience, or Training in House hold management including dirties, and (iii) Knowledge of Hindi upto Matric standard	
		Preferential	
		(i) BA with Home Science as one of the elective subject; and(ii) BT.B.Ed degree	
4	Assistant VigyanMandir Officer	(i) BSc (Agriculture) second division of a recognized University(ii) Knowledge of Hindi upto matric standard	
5	Mess Supervisor	(i) matric with 3 years experience in catering (ii) Knowledge of Hindi up to Matric standard	

1	2 3	4	
6	Film Mechanic	(i) Matric with competency certificate of Cinema operator and two years experience in handing 16 mm. projector and other audio-visual aids.(ii) Knowledge of Hindi up to Matric Standard	
7	Demonstrator	(i) B.Sc second division in the subject concerned (ii) Knowledge of Hindi up to matric Standard	
8	Typewriting Instructor	(i) Graduate with a certificate in type writing/shorthand from recognized Institution (ii) Knowledge of Hindi up to matric Standard	
9	Junior Librarian	(i) Graduate with certificate in Library Science or Diploma Library Science from a recognized Institution(ii) Knowledge of Hindi to Matric standard	BA with certificate in Library Science with 5 years experience as Restorer
10	Nurse	(i) Matric is equivalent(ii) Registered 'A' Division Nurse and Nursing Council(iii) Knowledge of Hindi up to Matric standard	
11	Dispenser	 (i) Matric with Science and (ii) Candidate should be a registered pharmacist (iii) Certificate holder of training in the course prescribed for dispenser/Dressers by the affiliated Medical College (iv) Knowledge of Hindi up to Matric standard 	
12 13	Tennis marker Senior Lecture Assistant Junior Lecture	Matric with Hindi and should be good (i) Matric with Science with 2 years' experience in a college (i) Matric with science with 5 years' experience in	Same as for direct recruitment
14	Assistant	a college (ii) In case of appointment of Junior Lecture Assistant in Music BA Music from – (a) SangeetPryagSamiti, Allahabad (b) BhatKhade University of Music, Lucknow or MadhaySangeetVidyalay, Gwalior (c) GandharavMahavidyalayaMandal, Bombay, (d) Punjab or Kurukshetra University or any other University to which the Government Colleges in Haryana are affiliated	Same as for direct recruitment

- (iii) knowledge of tuning(iv) Knowledge of Hindi up to Matric Standard

15	Gasman-cum- Machanic	(i) Matric with Science or its equivalent or Middle with experience or working as Gasman- cum-Mechanic for one year(ii) Knowledge of Hindi up to Middle standard.	
16	Tabla Player	(i) Diploma in Tabla from recognized institution	
17	Restorer	(ii) Knowledge of Hindi up to Middle standard.(i) Matric or its equivalent(ii) Knowledge of Hindi up to Matric standard	Matric or its equivalent with 5 years experience as Group D employee
18	Gasman	(i) Matric or Middle with Science,(ii) Knowledge of Hindi up to Middle standard.	Group D employee

APPENDIX-C [See Rule 14 (1)]

Serial No.	Designation of officials	Appointing Authority	Nature of Penalty	Authority Empowered to Impose penalty	Appellate Authority	Second Appellate Authority
1	2	3	4	5	6	7
1	Director Physical	Director,	(a)Warning with a copy on	Joint	Director,	Government
	Education	Higher	personal fill	Director,	Higher	
		Education		Colleges	Education	
2	Senior Librarian					
3	Hostel		(b) Censure	Ditto	Ditto	Do
	superintendent		(c) With holding of			
	Supermendent		increments or Promotion			
			including stoppage at any			
			Efficiency Bar			
4	Assistant		(d) Recovery from pay of the	Ditto	Ditto	Do
	VigyanMandir		whole or part of any			
	Officer		pecuniary loss caused to			
			Government by negligence or			
			breach of orders.			
			(e) Reduction to a lower post	Director	Government	Do
			or time scale or to a lower	Higher		
			stage in time-scale	Education		
				Haryana		
			(f) Removal from service	Ditto	Do	Do
			which does not disqualify for			
			future employment.			
			(g) Dismissal from service	Ditto	Do	Do
			which does ordinarily			
			disqualify from future			
			employment			

1	2	3	4	5	6	7
5	Junior Librarian	Joint Director Colleges	(a)Warning with a copy on personal fill	Principal of Govt. College	Director Higher Education	Government
6.	Mess Supervisor		(b) Censure			
7.	Film Mechanic		(c) With holding of increments or Promotion including stoppage at any Efficiency Bar	Ditto	Ditto	Do
8.	Demonstrator		Efficiency Bai			
9	Nurses					
10	Dispenser		(d) Recovery from pay of the whole or part of any pecuniary loss caused to Government by negligence or breach of orders.	Ditto	Ditto	Do
11	Typewriting Instructor		orders.			
12	Tennis Marker					
13	Senior Lecturer Assistant					
14	Junior Lecturer Assistant		(e) Reduction to a lower post or time scale or to a lower stage in time-scale	Joint Director, Colleges	Director, Higher Education	Government
15	Gasman-cum- Mechanic		lower stage in time-scare	coneges	Education	
16	Tabla Player		(f) Removal from service which does not disqualify for future employment.	Ditto	Ditto	Do
17	Restorer		ior ruture employment.			
18	Gasman		(g) Dismissal from service which does ordinarily disqualify from future employment	Ditto	Ditto	Do

APPENDIX D [(See Rule 14 (2)]

Serial No.	Designation of the post	Nature of the order	Authority empowered to make the order	Appellate Authority	Second Appellate Authority
1	2	3	4	5	6
1	Director Physical Education	(i) Reduction or with holding the amount of ordinary additional Pension admissible under the rules Governing pension.	Director Higher Education	Government	
2	Senior Librarian	Governing pension.			
3	Hostel superintendent				
4	Assistant VigyanMandir Officer	(ii) Terminating the appointment of a member of the service otherwise than on his attaining the age fixed for superannuation	,,	,,	
5	Junior Librarian	(i) Reduction or with holding the amount of ordinary additional Pension admissible under the rules Governing pension.	Joint Director Colleges	Director Higher Education	Government
6	Mess Supervisor	doverning pension.			
7	Film Mechanic				
8	Demonstrator	(ii) Terminating the appointment of a member of the service otherwise than on his attaining the age fixed for superannuation	,,	,,	,,
9	Nurses	0			
10	Dispenser				

11	Typewriting Instructor
12	Tennis Marker
13	Senior Lecturer Assistant
14	Junior Lecturer Assistant
15	Gasman-cum- Mechanic
16	Tabla Player
17	Restorer
18	Gasman

L.M. JAIN, Secretary to Government Haryana, Education Department

HARYANA GOVT. GAZ (EXTRA) SETP.2, 2014 (BHDR 11, 1926 SAKA)

[Authorised English Translation]

HARYANA GOVERNMENT EDUCATION DEPARTMENT Notification

The 2nd September, 2004

- **No. G.S.R. 25/const./Art. 309/2004-**In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Haryana, hereby makes the following rules further to amend the Haryana Education College Cadre (group C) Service Rules, 1986, namely:-
- 1. these rules may be called the Haryana Educational college Cadre (Group C) Service (Amendment) Rules, 2004.
- 2. In the Haryana Educational College Cadre (Group C) Service, rules, 1986, (hereinafter referred to as the said rules), in rule 9 in sub-rule (1) after clause (q) and entries thereunder, the following clause and entries thereunder shall be inserted, namely;
 - "(qa) In the case of Laboratory Attendants,-
- (i) 50% by promotion from amongst Group-D employees in the Haryana Higher Education Department Field Offices (Group D) Service; and
 - (ii) 50% by direct recruitment; or
- (iii) by transfer or deputation of an official already in in service of any State Government or the Government of India;"

State Government or the government of India;'

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

"Appendix A

(See rule 3)

Sr. No.	Designation of Post	N	umber of Po	ests	Scale of Pay (Rs.)
1	2	3	4	5	6
1	Director Physical Education	23	21	44	8000-275-10200 EB-275- 13500
2	Senor Librarian	11	21	32	8000-275-10200 EB-275- 13500
3	Hostel Superintendent	3		3	5000-150-7100-EB-150-7850
4	Assistant VigyanMandir Officer	1		1	5000-150-7100-EB-150-7850
5	Mess Supervisor	1		1	5000-150-7100-EB-150-7850
6	Film Mechanic	1		1	5000-150-7100-EB-150-7850
7	Demonstrator	2	4	6	5500-175-9000
8	Typewriting Instructor	7	14	21	4000-100-4800-EB-100-6000
9	Junior Librarian	20	16	36	4000-100-4800-EB-100-600
10	Nurse	3		3	4000-100-4800-EB-100-6000
11	Dispenser	3	2	5	4000-100-4800-EB-100-6000
12	Tennis marker	1		1	400-100-4800-EB-100-6000
13	Senior Lecture Assistant	49	21	70	5000-150-7100-EN-150-7850
14	Junior Lecture Assistant	90	18	108	4000-100-4800-EB-100-6000
15	Gasman-cum- Mechanic	1		1	3050-75-3950-EB-80-4590
16	Tabla Player	19	2	21	3050-75-3950-EB-80-4590
17	Restorer	16	35	51	3050-75-3950-EB-80-4590
1A	Laboratory Attendant	187	25	212	3050-75-3950-EB-80-4590
18	Gasman	10	2	12	2610-60-3150-EB-80-4590

4. In the said rules, in Appendix B, under columns, 1, 2, 3 and 4, after Serial No. 17 and entries there against, the following serial No. and entries there against shall be inserted, namely:-

1	2	3 4	
"17A	Laboratory Attendant	(i) Matric with Physics, Chemistry, Biology or General Science	(i) Matric with Hindi and Science
		(ii) Hind upto matric Standard	(ii) Five years' experience as Group D

employee"

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- 5. In the said rules, in Appendixx C, the entries against serial No. 1 shall be treated as deleted and –
- (i) under column 4 for the existing entries, the following entries shall be substituted, namely:-

4

- "(i) Minor Penalties
 - (i) warning with a copy in persona file (character Roll)
 - (ii) Censure;
 - (iii) with holding of promotion;
 - (iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders to the central 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 Government or to a local authority or university set up by an Act of Parliament or of the Legislature of State; and
 - (v) withholding of increments of pay without cumulative effect;
- (2) 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 increment of his pay;
 - (viii) 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 directions regarding conditions of restoration n 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 or service;

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Compulsory Retirement;

(ix)

(ii)

(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 fo future, employment under the Government.
	s 1 and 2 after serial, No. 17 and entry thereagainst, the following serial No. eagainst shall be inserted, namely:-
	1 2

	1	Z
	"17A	Laboratory Attendant."
6. the against, the	In the said rules, in Appendix D, under column 1 and 2, after serial No. 17 and entry ne following serial No. and entry there against shall be inserted, namely:-	
	1	2
	"17A	Laboratory Attendant."

M.L. TAYAL, Financial Commissioner, and Principal Secretary to Government Haryana Education Department.