

THE CANTONMENT FUND SERVANTS RULES, 1937

[A. D No. 707 dt. 18th September, 1937]

In exercise of the powers conferred by section 280 of the Cantonments Act, 1924 (2 of 1924) and in supersession of the Cantonment Fund Servants Rules, 1925, the Central Government is pleased to make the following Rules, the same having been previously published as required by sub-section (1) of the said section, namely—

Preliminary

1. (1) These rules shall be called the Cantonment Fund Servants Rules, 1937.

(2) They shall apply to all persons employed by any Cantonment Board in India.

NOTE

- (1) For Administrative decisions please see Annexure E.
- (2) Extension of orders/instructions issued by the Ministry of Defence to Cantonment Board employees.

As the Cantonment Fund Servants are not Central Govt. Servants they are not governed as a rule by the orders/instructions issued by the Ministry of Defence from time to time for the Defence Civilians Employees unless they are extended to the Cantonment Board employees with the prior approval of Ministry of Defence (Finance) [GOI Min. of Def. letter No. 25/63/CH&C/67 Dated 28.10.1967]

COMMENTS

- (1) **Cantonment Board is an independent legal entity.**
It is separate from the Government and its employees are not the employees of the Central Government. They are employees of the Cantonment Board which is a body corporate. [AIR 1981 SC 95], 1972 Tax L.R. 2051]
- (2) *Fair play and natural justice are part of fair public administration.*
[(1995) 6 SCC 289]

2. In these rules, unless there is anything repugnant in the subject or context.

- (a) the "Act" means the Cantonments Act, 1924 ;
- (aa) "appointing authority" in relation to a Cantonment Fund Servant means (i) the authority empowered to make appointments to the post which the servant for the time being holds, or (ii) the authority which appointed the servant to such post as the case may be, whichever authority is the higher authority".

[SRO 296 dt. 9.11.1981]

(b) "dependent" shall have the same meaning as that assigned to it in the Provident Funds Act, 1925.

(c) "depositor" means a servant on whose behalf a deposit is made under these rules;

(cc) "disciplinary authority" means the authority competent under these rules to impose on a servant any of the penalties specified in rule 11. [SRO 296 dt. 9.11.1981]

(d) "lower grade servant" means dafari, peon, bheestl, mail, lamp-lighter, chowkidar, coolies or safaiwala or any other class of servant declared by the Central Government to be a lower grade servant for the purpose of these rules ; [No. 584 dt. 12.4.1941]

Note—The Central Govt. vide G.O.I. Min. of Def. letter No. 93/11/6/D8/48-7416 dt. 1st Nov. 1948 and No. 25/46/CLC/68/306-3-C/D (O&C) dated 8th August 1969 (Annexure A) has declared the class of servants given there in as lower grade servants (earlier menial servants) for the purposes of these rules.

(dd) "non-supervisory post" means any appointment under a Board which is not a "supervisory post". [SRO 296 dt. 9.11.1981]

(e) "salary" includes all-fixed monthly allowances by way of pay or personal allowance, paid from Cantonment Funds but does not include allowance granted to meet specific expenditure such as travelling, horse, conveyance or house rent allowance, whether daily, monthly or yearly.

(f) "servant" means a person holding a substantive whole time appointment under a Board whether in receipt of a pension from public revenues or not.

(ff) "supervisory post" means any appointment under a Board which has been declared as a supervisory post by the Central Government or such authority as may be authorised by it in this behalf. [SRO 296 dt. 9.11.1981]

Note : For supervisory posts declared by Central Govt. please see Annexure 'D'.

(g) "[Safaiwala]" means any person who is actually employed in collecting or removing or disposing of filth or rubbish, in cleansing roads, drains or slaughter-houses or in driving-carts used for the removal of filth or rubbish and * [SRO 111 dt. 3.3.1980]

(h) "temporary servant" in relation to a Cantonment Fund Servant includes, besides the incumbent of a temporary post sanctioned under rule 9, the incumbent on a temporary basis of a substantive or permanent post under the Board. [SRO 296 dt. 9.11.1981]

Note—Rule 9 omitted vide SRO 66 dated 13-2-1991

PART I—GENERAL

Cantonment Fund Servants

3. Chapter I to XI of the Fundamental Rules and the Supplementary Rules made under the rules contained in the said chapters, as continued in force and the [Central Civil Services (Conduct) Rules, 1964] shall, so far as they are not inconsistent with these Rules, be deemed to apply to all servants. The powers of Local Government referred to in the said fundamental Rules shall be exercised in respect of such servants by the Officer Commanding-in-Chief, the Command.

[SRO 334 dt. 23.11.1972 & 153 dt. 12.4.1957]

Notes—(1) Grant of lien to Cantonment Fund employees joining Military Service.

Under Rule 3 of CFSR 1937 Chapter I to XI of FR are applicable to Cantonment Fund Servants also. F.R. 13 provides for retention of lien by a servant-holding substantively a permanent post-which ipso facto applies to the Cantonment Fund employees holding substantively a permanent post. [GOI MIN of Def ML&C Dte] letter No. 25/62/Cant./L&C/63 [dated 30.11.1963]

COMMENTS

(1) **Application of fundamental rules to Board employees**—*Cannot be claimed ignoring the rules specially framed for their recruitment etc.*

[1957 All 124]

(2) **Fundamental Rights—Enforcement and protections—Remedy of award of compensation available under Art. 226 and 32—Defence of sovereign immunity—Not applicable.** *[AIR 1995 SC 922]*

3-A. Notwithstanding anything contained in Rule 3, the Central Civil Services (Leave) Rules, 1972, shall, in so far as may be, apply to all servants appointed on or after the 18th September 1937, who are still continuing in service. *[SRO 126 dt. 2.5.1979]*

4. Subject to the provisions of the Act and of the rules made there under every Board shall determine what servants are required for the proper and efficient execution of its duties and shall fix the salaries to be paid to such servants out of the Cantonment Fund.

5. The sanction of the Board shall be obtained to all proposals for altering the number, designations and grades of its servants and the salaries, fees and allowances payable to them. Such proposals shall ordinarily be taken into consideration at the time of framing the Budget but may, at the instance of the Executive Officer, be taken into consideration at any time :

Provided that no proposal adversely affecting any servant who has been in the permanent service of the Board for more than five years and is

drawing a salary of *[not less than two hundred and fifty rupees per mensem] shall be considered except at a special meeting convened for the purpose : *[SRO 296 dt. 9.11.1981]*

Provided also that the previous sanction of the Officer Commanding-in-Chief the Command shall be obtained as required by rules 45, 46 and 47 of the Cantonment Account Code, 1924, save in the case of the appointment of temporary servant under rule 9.

NOTES

(1) Rule 9 omitted vide SRO dated 13-2-1991.

(2) **Confirmation of sweepers employed for Military conservancy Services :** Conversion of 80% of temporary posts into permanent posts.

The minimum number of sweepers required for Military conservancy to be assessed each year taking into consideration the data for the last 5 years. A proposal for confirming 80% thereof strictly on the basis of seniority to be submitted to the GOC-in-C for consideration alongwith proposition statement and Board Resolution. Remaining sweepers may continue to remain temporary but they should also be absorbed against permanent posts as and when vacancies occur either on the Civil or Military Conservancy Establishment GOI, Min of Def (ML&C) Dte. letter No. 25/18/C/L&C/68. *[dated 22.7.1968]*

COMMENTS

(1) **Abolition of Post—Previous sanction of Officer Commanding-in-Chief—necessary.**

The Board has power to alter the number of its servants but under the proviso to Rule 5 any change in the establishment or alteration in the number of servants can be made only after the previous sanction of the Officer Commanding-in-Chief, the Command is obtained. The abolition of post by a Cantonment Board amounts to making change in the number of servants and the financial position of the Board.

[1980 Lab IC 157 (DB) (All)]

5-A. (1) If, consequently upon the inclusion in a cantonment of an area theretofore included within the jurisdiction of a local authority other than a Board, persons theretofore in the service of such other local authority are transferred to the service of the Board, the Board may, with the previous sanction of the Central Government, and notwithstanding anything contained in these rules, direct that all or any of such persons shall, for all or any of the purposes of these rules, be deemed to have been servants of the Board for such continuous period immediately preceding their transfer to the service of the Board as was spent by them in the service of such other local authority.

(2) In giving its sanction under sub-rule (1), the Central Government may require the imposition of such conditions, if any, as it may think proper. *[No. 1707 dt. 18.10.1941]*

5-B. (1) All first appointments to service under a Board shall be made through an Employment Exchange or in such other manner as the Central Government may direct.

Note : The Central Govt. vide G.O.I. Min. of Def. letter No. 25/40/C/L&C/61/3434-C/D (Q&C) dated 24.12.1974 has directed that recruitment may be made by the Cantonment Board from the open market for first appointment to service under a Cantonment Board after advertising the vacancy in the local newspaper in the event of efforts to make such appointment through an Employment Exchange fail to materialise.

(2) No person aged below eighteen years and more than twentyfive years shall be appointed to any post under a Board :

Provided that the Officer Commanding-in-Chief, the Command, may, if he considers it necessary so to do and subject to any directions issued by the Central Government in this behalf, relax the aforesaid age limits generally or specially, with reference to specified categories or specific cantonments or with reference to individual cases to such extent as he considers appropriate.

(3) No person who has not been declared medically fit by the authorised medical attendant and who does not possess the minimum qualifications and experience, as may be specified for each post by the Officer Commanding-in-Chief, the Command, shall be appointed to any service under a Board :

Provided that the minimum qualification specified as aforesaid shall not operate to the disadvantage of an existing servant for continuance in the post to which he has been appointed or for appointment on promotion.

“Explanation—Authorised medical attendant for the purpose of this rule means the Medical Officer appointed by the Board to attend on the servant of the Board”.

[SRO 296 dt. 9.11.1981]

Note : For qualification of Sanitary Inspector fixed by the GOC-in-C, Central Command please see Annexure 'B'.

(4) Appointments to all posts under a Board shall be either by direct recruitment or by promotion or as provided under Rule 5-C.

(5) The Central Government or such other authority as may be authorised by it in this behalf shall classify all posts under a Board into direct recruitment posts or promotion posts and specify the post or posts from which appointment shall be made to each such promotion post.

Note—For classification of posts into direct recruitment and promotion posts please see Annexure 'C'.

(6) The Officer Commanding-in-Chief, the Command, shall subject to such directions, if any, as may be issued by the Central Government, classify all promotion posts into selection and non-selection posts.

Note—For Selection posts please see Annexure E.

(7) The Executive Officer shall maintain annual confidential reports of all servants except lower grade servants in such form and in such manner as may be specified by the Central Government.

(8) Appointments to promotion posts shall be made * [by the appointing authority] on the basis of seniority lists maintained for this purpose by the Board, subject to rejection of those considered unfit :

[SRO 296 dt. 9.11.1981]

Provided that promotion to selection posts shall be made on the basis of seniority-cum-merit.

[SRO 334 dt. 23.11.1972]

NOTES

(1) **Relaxation of age in the matter of employment of Ex-servicemen in the Cantonment Boards.**

In the case of every ex-serviceman who has put in not less than 6 months continuous service under the Armed Forces of the Union, he should be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed 25 years by more than 3 years, he should be deemed to satisfy the conditions regarding age limit prescribed under Rule 5-B (2) of the CFSR, 1937.

No references need be made to this Head Quarters for sanction for relaxation of age limit in the case of Ex-serviceman who satisfy the condition laid down above (Hqrs. Central Command (ML&C) letter No. 82562/LC6) [Dated 22.11.1976]

(2) **Relaxation in the Provision of Rule 5-B (1) of CFSR, 1937 for appointment of next of kin of Cantonment Fund Servants Discharged/Retired on Medical Grounds.**

The approval of the Central Government to relax the provisions of Sub-Rule (1) of Rule 5-B of CFSR 1937 as amended is conveyed and authorise the Cantonment Boards to take into account applications received direct from sons/daughters/near relatives of Cantonment funds Servants who are retired as per provisions of Rule 38 of the C.C.S. (Pension) Rules, 1972 or discharged on medical grounds provided that the President, Cantonment Board, is satisfied that the condition of the family of such an employee is indigent and in great distress. It should, however, be made clear to the Board that no relaxation in respect of any qualification other than age is to be given and also that such relaxation will not entitle son/daughter/near relative of the employee to any preference in the matter of selection. This is also subject to the condition that the number of posts earmarked for appointments on compassionate grounds in the above category and in respect of dependents of deceased cantonment

employees who die in harness, will not exceed 25% of vacancies in any calendar year after allowing for the reservations for scheduled castes, Scheduled Tribes and other categories of persons provided for in Rule 54 of CFSR, 1937. This concession should not, however, be extended to cases where the Cantt. Fund Servant has retired on or after attaining the age of 55 years.

[GOI. Min. of Def letter No. 25/67/C/L&C/80/3162-C/DQ&C dated 17-11-1981 as amended vide No. 25/67/C/L&C/88 dated 23-3-1984]

(3) Departmental candidates for appointment in Cantonment Boards.

The Cantonment Boards are autonomous bodies and all the employees are employees of the particular Board. As such a departmental candidate would mean the employee of the particular Board only in which the appointment is to be made. The employees of other than the appointing Board cannot be treated as departmental candidates for appointment in a particular Board.

[GOI. Min. of Def (DG,DE) letter No. 25/83/C/L&C/73 dated 25.8.1993.]

(4) Verification of character and Antecedents of Cantonment Fund Employees on their First appointments.

After careful consideration it has been decided by the Government of India, that the provisions of Ministry of Home Affairs O.M. No. 3/7/56-Estt-B dated the 26.5.58 be made applicable to the employees of the Cantonment Boards.

[GOI. Min. of Def letter No. 25/13/C/L&C/58/969-G/60 dated 5.2.1960]

(5) Relaxation of upper age limit for departmental candidates

It has been decided that for direct recruitment in Groups 'C' and 'D' posts/services, the upper age limit will be relaxable up to the age of 35 years in respect of persons who are working in posts which are in the same line or allied cadres and where a relationship could be established that service rendered in the Department of post in the same Department. The age concession will be useful for efficient discharge of the duties in other categories of posts in the same Department. The age concession will be admissible only where an employee has rendered not less than 3 years continuous service in the same Department. The question of determining the same line of allied cadres is, however, left to be decided by each Ministry/Department and the age relaxation will be available for the posts under the control of the same Ministry/Department.

[Department of Personnel and Administrative Reforms O.M. No. 4/4/74-Estt. (D) dated 20.7.1976 circulated under Ministry of Defence O.M. no. 4/1/75/6483. C (Appts) dated 19.8.1976 and GOI Min. of Def (ML&C Dte.) No. 25/83/C/L&C/73 dated 4.12.1976]

(6) Relaxation of upper age limit for Departmental candidates in Group 'C' posts.

It has been decided that the departmental candidates may be allowed to compete alongwith candidates from the open market up to the age of 40 years for Group 'C' posts in the case of general candidates and 45 years in the case of Scheduled caste

and Scheduled Tribes. This concession will be subject to the usual conditions that the direct recruitment in Group 'C' posts are in the same line or allied cadres and a relationship could be established that service rendered in the posts will be useful for efficient discharges of the duties in the other categories of posts.

[D.O.P&T O.M. No. 15012/1/88-Estt (D) dated 20.5.1989 circulated vide Min. of D.L.D. No. 4(1)/87/D(Apps) dated 21.8.1989 and G.O.I. Min. of Def. (DG, DE) No. 25/37/C/DE/JCM-Dec/89 dated 1.3.1990.]

(7) Compassionate Appointments of Son/Daughter/Near Relation of Deceased Cantonment Board employees/retired on Medical grounds-Consolidated orders.

The question of issuing consolidated orders on the above subject has been under consideration of Government for some time past. Govt. after taking into consideration the guidelines adopted in respect of its own employees have approved the following orders for application to Cantonment Board employees :-

- (i) In relaxation of sub-rule (1) of Rule 5-B of the CFSR, 1937 as amended, the appointing authority may entertain applications received direct from the dependents of Cantt. Board employees who died while in service, for purposes of filling vacancies under a Cantt. Board.
- (ii) No relaxation in respect of any qualifications other than age is admissible and such relaxation will not entitle a dependent to any preference in the matter of selection.
- (iii) Employment assistance will be provided with speed and in any case within a period of five years from the date of death of the Cantonment Fund Servant if the dependent is young and unemployable at the time of demise and also subject to the condition that the family of the deceased continues to be in indigent circumstances at the time when such appointment is made. Cases more than five years old since death may normally be accepted upto 2 years (i.e. cases up to 7 years old). Cases which are 7-10 years old should be accepted only if the family circumstances are exceptional. No case is to be ordinarily accepted which is more than 10 years old. While rejecting such old cases the individuals need not be informed that the request has been rejected merely on the ground of its being 10 years old.
- (iv) Where there is an earning member in the family, requests for compassionate employment from the second dependent may be accepted if it is shown that the earning member is not supporting the family and is living separately or his earning is not remunerative to support the family. Such cases should be of exceptional nature. Requests from third dependent should not be accepted.

Relaxation of age may be granted by the Competent authority where deemed imperative in the context of the impecunious condition of the family.

[GOI. Min. of Def. letter No. 25/31/C/L&C/69 dated 7.10.1982.]

(8) **Qualification**—In case where the employee possesses qualifications prescribed for corresponding posts under the Central Govt. They can be treated as qualified and given the prescribed scales. [G.O.I, Min. of Def. (Dte. Gen. DL&C) No. 25/25/C/C/LocC/65-A dated 28.3.1978.]

(9) **Proforma Regarding Employment of Dependents of Government Servants Dying while in Service/Retired on Invalid Pension.**

PART-I

- I. (a) Name of the deceased/retired on invalid pension employee.
 (b) Designation of the employee.
 (c) Date of death/retirement on invalid pension.
 (d) Total length of service rendered.
 (e) Whether permanent or temporary.
 (f) Whether belonging to SC/ST.
- II. (a) Name of the Candidate for appointment.
 (b) His/her relationship with the employee.
 (c) Educational qualifications.
 (d) Whether any other dependent has been appointed on compassionate grounds.
- III. Particulars of total assets left including amount of :
 (a) Family Pension.
 (b) D.C.R. Gratuity.
 (c) G.P.F. Balances.
 (d) L.I. Policies.
 (e) Moveable and immovable properties and annual income earned therefrom by the family.
- IV. Brief particulars of liabilities, if any.
- V. Particulars of all dependents of the employee (if some are employee, their income and whether they are living together or separately).

Sl. No.	Name	Relationship with the Employee and age	Employed or not particulars of employment and emoluments.
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DECLARATION

VI I do hereby declare that the facts given by me above are to the best of my knowledge are correct. If any of the facts herein mentioned are found to be incorrect or false at a future date, my services may be terminated.

Signature of the Candidate.

Shri is known to me and the facts mentioned by him are correct.

Signature of Permanent Govt. Servant.

I have verified that the facts mentioned by candidate above are correct.

Signature of Welfare Officer

Name

Address

PART - II

- I. (a) Name of the Candidate for appointment.
 (b) His/her relationship with the employee.
 (c) Educational qualifications, Age (date of birth) and Experience, if any.
 (d) Post for which employment is proposed.
 (e) Whether one post is to be filled in C.S.C. or in a non- participating office.
 (f) Whether the Recruitment Rules provided for Direct Recruitment.
 (g) Whether the candidate fulfills the requirement of the Recruitment Rules for the post.
 (h) Apart from waiver of Employment Exchange procedure what other relaxations are to be given.
- II. Whether the facts mentioned in Part I have been verified by the office and if so indicate the records.
- III. Personal recommendations of the Head of the Department/Ministry.
- IV. If the employee died/retired on invalid pension more than 5 years back, why the case was not sponsored earlier.

Cantonment Executive Officer,
 Cantt. Board,

Comments

(1) **Right to Salary**—Appointment letter either forged, fraudulent or illegal—Appointee is not entitled to salary—Principles of natural justice not attracted—Termination of service—opportunity of hearing is not necessary.

[AIR 1988 Pat 26 (FB)]

(2) **Appointment of teachers on same date**—Age of teachers determines seniority. Person older will be senior.

[AIR 1988 SC 84]

(3) **Seniority**—Inter-se seniority—Fixation—In absence of rule, length of service is basis for fixing seniority. [AIR 1988 SC 857, AIR 1993 SC 2573]

(4) **Daily rated workers**—Appointment—workers not possessing initial minimum prescribed educational qualification at the time of appointment—gaining sufficient experience after many years of service—Confirmation cannot be refused to them on ground that they did not possess requisite qualification—They would be entitled to pay equal to person appointed on regular basis.

[AIR 1990 SC 371]

(5) **Appointment on compassionate ground**—Directed that immediate steps be taken for employing applicant's son in a suitable post and the widow be allowed to stay in quarters. [AIR 1991 SC 469]

(6) **Officiating appointment**—Rules providing for officiating appointments to meet administrative exigency of short tenure—Appointment made under rule continued for 10-15 years—cannot be considered as officiating/ temporary appointments—Denial of right of regularisation and consequential benefits to such appointments is arbitrary. [AIR 1992 SC 1574]

(7) **Promotion**—Denial of during currency of penalty imposed in disciplinary proceedings—Not arbitrary. [AIR 1992 SC 1898]

(8) **Recruitment**—Selection Committee. Performance administrative functions—Need not give reasons for recommending candidates for appointment—Fair procedure, however, must be adopted. [AIR 1992 SC 1806]

(9) **Trained and untrained teachers**—Performing identical duties—Rule making distinctions in their pay scales on the basis of their educational qualifications—Not discriminatory. [AIR 1992 SC 1754]

(10) **Regularisation of services**—Conditions that employees must have been sponsored by employment exchange. Reasonable and wholesome requirement—designed to curb back door entry. [AIR 1992 SC 2130]

(11) **Regularisation of services**—Adhoc employee—Conditions that employees must have possessed prescribed qualifications at the time of adhoc appointment—valid condition. [AIR 1992 SC 2130]

(12) **Equal pay for equal work**—Principle not applicable where nature of duties, responsibilities and educational qualifications are different. [AIR 1993 SC 369]

(13) **Expression same work or work of similar nature**—It means that there is similarity of skill, effort and responsibility and are performed under similar conditions. [AIR 1993 SC 286]

(14) **Daily rated or casual employees**—Not entitled to wages for days they do not work. [AIR 1993 SC 1317]

(15) **Employee entrusted with current duty charge of next higher post**—In his own pay scale does not amount to appointment or promotion to higher post—Relieved of current duty charge with posting of incumbent to said post—Does not amount to reversion. [AIR 1993 SC 2273]

(16) **Requisition for certain number of posts**—Selection and recommendation of larger number of persons by Board. Appointment on additional posts than number for which requisition was sent on basis of such selection—Not valid. [AIR 1993 SC 2606]

(17) **Compassionate appointment**—Claimant has no right to any particular post of his choice, he can only claim to be considered for post. [AIR 1994 SC 845]

(18) **Compassionate appointment**—Provisions enabling appointment of near relatives in addition to son, daughter or widow of deceased employee—Violation of Art. 16. [AIR 1994 SC 1521]

(19) **Age dispute regarding**—Wide discrepancy in the records held—age determined by Medical Board appointed by the employee be accepted. [AIR 1980 SC 1251]

(20) **Entries in School register**—Held reliable—Horoscope not reliable. [AIR 1982 SC 1057]

(21) **Appointment of Teachers on adhoc basis at the commencement of the year**—and then terminating their services before summer vacations. Policy of State Govt. in following such practice is violative of Art. 14 and 16. [AIR 1987 SC 478]

(22) **Regular appointment**—includes appointment to fill vacancies in temporary additional posts. [AIR 1986 SC 1455]

(23) **Mere chances of promotion**—are not the condition of service and cannot be protected. [AIR 1974 SC 259]

(24) **Govt. has the right to change the recruitment Rules**—AIR 1987 (1) CAT 455. [AIR 1987 (1) CAT 649]

(25) **Govt. servant once appointed**—would be governed by Service Rules and not by terms of contract of Service. 1986 Supp. SCC 95, 99. [AIR 1986 (1) SC 61 (1986) 1 SCC 675]

(26) **Efficiency Bar**—up gradation of pay scale is not promotion. The decision to examine the suitability of the applicant for crossing E.B. afresh was, therefore, an arbitrary and unfair decision and is liable to be set aside. [(1986) 2SLJ (Cat Cal) 122]

(27) **Dies Non**—Period of absence from duty as Dies Non—Dies non is only treated as no service but it does not result in break in service—only in calculating the qualifying period of service, these dies non days are deducted from the total length of service. [AIR 1987 (2) Cat 510]

(28) **Date of Birth**—Correction sought 40 years after recording in Service Register—Belated attempt not bonafide more so when employee did not avail opportunity to have it corrected as per rules/Instructions. [AIR 1995 SC 850]

(29) **Compassionate appointment**—Limitation for making application for railway servant dying and leaving behind his widow, two major sons and a minor one (aged 12). Application filed by the last mentioned son beyond 5 years from the event and beyond one year from the date of his attaining majority—Held patently barred. [(1995) 65 SCC 476]

(30) **Compassionate appointment**—Son, although a minor (four years) at the time of his father's death, held not entitled to claim compassionate appointment long (23 years in this case) thereafter. [(1996) 1 SCC 301]

(31) **Recruitment of candidates in excess of notified vacancies, held, violates Arts 14 and 16 (1).** [(1996) 1 SCC 283]

(32) **Adhoc appointment—without selection by a regularly constituted selection body—Such adhoc appointment even though uninterruptedly followed by regularisation in the same post held, would not count towards seniority.**

[(1996) 1 SCC 521]

(33) **Caste—Caste or religion of wife upon inter caste/inter religious marriage. Held wife becomes member of the caste of her husband. Recognition by the family or community not a pre-condition.** [(1996) 3 SCC 545]

(34) **Reservation—Inter caste or inter religion marriage. Lady belonging to non-reserved class marrying a SC, ST or OBC not entitled to claim reservation under Art 15 (4) or 16 (4) in view of advantageous start in life availed by her/him.** [AIR 1996 SC 1961, (1996) 3 SCC 545]

(35) **Compassionate appointment—No right to claim particular appointment.** [AIR 1996 SC 1961, (1996) 4 SCC 546]

(36) **Removal from service—Order making appointment not communicated to appointee. There is no appointment.**

[AIR 1996 SC 2121]

(37) **Compulsory retirement—Non referring of employment to review committee as required by directions of Govt.—cannot prohibit Govt. to compulsory retire employees at any time after attaining age of 50 years or on completion of 25 years of service.** [AIR 1996 SC 2250]

(38) **Compassionate appointment—It is necessary for the authorities to frame Rules, Regulations or direction which can stand the test of Art 14 and 16.** [AIR 1996 SC 2445]

(39) **Compassionate appointment—Expression employee does not conceive casual or purely adhoc employee or those who are working as apprentices.** [AIR 1996 SC 2445]

5-C. Omitted

[SRO 52 dated 5-2-1992]

6. All first appointments under the Cantonment Board shall be made on probation for a period of six months in the cases of lower grade servants and two years in the case of others :

Provided that no person shall be confirmed in his first appointment till the appointing authority is satisfied that he is fit to hold such appointment :

Provided further that the appointing authority may extend the period of probation by a further period not exceeding one year for reasons to be recorded in writing. [S.R.O. 269 dt. 14-10-1976]

NOTES

Probation—Appointment by promotion is not a first appointment under the Board and hence there is no requirement of probation on promotion.

[GOL Min. of Def. (DG, DL and C) letter No. 25/92/C/L&C/81 dated 13-6-1983]

COMMENTS

(1) **Probations—Termination of service during or at the end of probation. No necessity to institute any proceedings.** [AIR 1988 SC 338]

(2) **Probation—is not permanent employment.** [1947 Bom. 78]

(3) **Confirmation—Date from which takes effect—Held, On satisfactory completion of probation, confirmation dates back to the initial appointment on Probation.** [(1996) 2 SCC 29]

(4) **Probationer—Termination of service for unsatisfactory work—Reasons given in support—Constitute motive and not foundation—prior enquiry not necessary.** [AIR 1996 SC 2444]

(5) **Probation—Unreasonable delay in issuing formal order of, after satisfactory completion of probation—held, improper.** [(1996) 9 SCC 67]

(6) **Probation—Completion of the maximum statutory period of, and continuance in service thereafter, held, does not by itself means deemed confirmation.** [(1996) 9 SCC 190]

(7) **Probation—Reverting the probationer during the extended period, held improper.** [(1996) 9 SCC 190]

7. (1) All appointments to supervisory post shall be made by the Board and to non-supervisory posts by the Executive Officer.

[S.R.O. 296 dt. 9.11.1981]

(2) The Executive Officer shall—

(a) prescribe the duties of and exercise supervision and control over the acts and proceedings of all servants.

(b) disburse, in person, the salaries of all servants;

(c) subject to the provisions of these rules, dispose of all questions including those relating to conditions of service particularly the pay, privileges, and allowances relating to the service of all servants; and

(d) deal with applications for leave of absence from, and, subject to the provisions of sub-rule (1) and any other rule in this behalf, make officiating appointments in vacancies caused by the grant of leave to, all servants :

Provided that in respect of servants employed in any cantonment hospital or dispensary, the Medical Officer incharge thereof shall perform the functions referred to in clauses (a) and (b).

[No. 144 dt. 27.8.1949, 136 dt. 16.3.1943 and No. 378 dt. 16.11.1965]

(e) in pursuance of a reduction or revision of establishment and not otherwise.

(2) A servant in receipt of a monthly wage, who is discharged under clause (a) of sub-rule (1); shall, in the absence of a written contract to the contrary be entitled to one month's notice before discharge or to one month's salary in lieu thereof; and a servant not having attained the age of fifty eight years who is discharged in pursuance of clause (c) or clause (e) of the said sub-rule shall, in the absence of a written contract to the contrary, be entitled to three months notice before discharge or three month's salary in lieu thereof :

Provided that before a servant is discharged under clause (a) of the said sub-rule he shall be apprised of the grounds on which it is proposed to discharge him and given an opportunity of showing cause against it.

(3) (a) A servant who has not attained the age of fifty eight years and who is discharged in pursuance of clause (b) of sub-rule (1) **[if he is not eligible to receive any gratuity under rule 30]* shall be paid a compensatory gratuity calculated at the rate of fifteen days average pay for each completed year of qualifying service or a part thereof in excess of six months, subject to the condition that the amount of such gratuity payable shall not exceed the total amount of pay which the servant would have drawn during the period subsequent to the date of his discharge, had he remained in service until he attained the age of fifty eight years. *[SRO 51 dt. 1-2-1983]*

(b) A servant, who has not attained the age of fifty eight years and who is discharged in pursuance of clause (e) of sub-rule (1) shall **[if he is not eligible to receive any gratuity under rule 30]* be paid a compensatory gratuity calculated at the rate of fifteen days average pay for each completed year of qualifying service or a part thereof in excess of six months :

**[SRO 51 dt. 1-2-1983]*

Provided that no gratuity shall be paid if the servant has been offered and has refused an alternative appointment of approximately equal pay under the Board, which in the opinion of the Board was of a suitable nature.

Explanation—For the purpose of this sub-rule—

(i) "qualifying service" means continuous service under the Board or Boards and where there has been a break in service, the last period of continuous service, unless the break in service is condoned with the previous sanction of the Officer Commanding-in-Chief, the Command :

Provided that the Board may, in its discretion, include in the computation of qualifying service the amount of any leave earned but not availed of by the servant concerned;

(ii) "Average Pay" means the "Average pay" as defined in the Industrial Disputes Act, 1947 (14 of 1947)

[SRO 334 dated 23-11-1972]

**[(iii) No servant who is eligible to receive any gratuity under rule 30 shall be eligible to receive any compensatory gratuity under this sub-rule.]* **[SRO 51 dt. 1-2-1983]*

(4) **[The Executive Officer]* may, in its discretion, grant leave to any of its servant not having attained the age of fifty five years who is discharged in pursuance of clause (e) of sub-rule (1) upto the full amount due subject to the maximum of the leave admissible to him under the fundamental rules at any one time and such leave shall commence from the commencement of the three months notice referred to in sub-rule (2).

**[SRO 296 dt. 9-11-1981]*

(5) A temporary servant or a servant on probation shall not, in the absence of a written contract authorising him so to do and without reasonable cause resign his employment, or absent himself from his duties without giving at least one month's notice to the Board and no other servant shall, without reasonable cause resign his employment, or absent himself from his duties without giving three month's notice to the Board; and if notice as aforesaid is not given, the servant shall be liable to forfeit such sum not exceeding one month's salary or three months salary, as the case may be, as the Board may, by general or special order, direct. The Board, may recover such salary from any sum due from the Board to the servant or from the amount of subscription made by the servant to his Provident Fund Account:

Provided that a servant may, at any time after attaining the age of fifty five years or completing thirty years of qualifying service, leave the service of the Board on giving three month's notice to the Board :

[No. 299 dt. 4-7-1953]

**["Provided further that the service of a temporary servant shall be liable to termination at any time by a notice given by the appointing authority to the servant. The period of such notice shall be one month but not withstanding the same the service of any such servant may be terminated forthwith. On such termination the servant shall be entitled to claim a sum equivalent to the amount of his pay plus allowances for the period of the notice, at the same rates at which he was drawing immediately before the termination of service or as the case may be for the period by which such notice falls short of one month."]* **[SRO 296 dt. 9-11-1981]*

NOTES

(1) **Article 311**—The protection under article 311 of the constitution does not extend to the employees of the Cantonment Board in as much as the employees of the Cantonment Boards cannot be said to hold Civil Posts under the Union or a State within the meaning of Article 310 (1) or 311 (1). Cantonment Boards are statutory authorities and are thus entirely distinct from the Govt. of the Union or of a State.

[GOI, Min. of Def. (ML&C Dte.) letter No. 25/25/C/L&C/65 dated 6.5.1966]

(2) Review of cases of Cantonment Board Employees attaining the age of 55 years or completed 30 years of service.

The cantonment Boards are advised that the powers vested in them under Rule 8 (1) (c) of CFSR 1937, should be exercised in a fair and impartial manner and cases of Cantonment Funds Servants should be reviewed 6 months before they attain the age of 55 years or 6 months before they complete 30 years of qualifying service.

2. The following guide-lines are to be followed in such cases :

(a) The provisions of Rule 8 (1) (c) should be invoked—

(i) When it is in the public interest to do so,

(ii) When the integrity of the employee is doubtful, or

(iii) in locating those who are ineffective and who should be retired at this stage, the basic consideration should be the fitness/competence of the employee to continue in the post which he is holding. If the employee concerned is not found, fit to continue in his officiating post, his fitness/competence to continue in the lower post, which he may be holding, substantively should also be considered.

(b) the assessment of the performance of the employee should be made on the basis of entire service records.

(c) once a decision has been taken by the Cantonment Boards to retain a servant in service beyond the age of 55 years in the public interest, the employee concerned should normally be retained in service till he attains the age of compulsory retirement on superannuation, unless over-riding consideration become applicable, which should be recorded by the Cantonment Board in writing.

(d) The statutory provisions of clause (c) of sub-rule (1) of Rule 8 of CFSR, 1937 should not be used to discharge a servant—

(i) on grounds of specific act of mis-conduct, as a short-cut to initiate formal disciplinary proceedings, or

(ii) for reduction of surplus staff, or as a measure of economy without following the rules relating to retrenchment; or

(iii) on grounds that the servant may not be suitable to continue in his officiating post or for promotion to a higher post for which he might be eligible after his attaining the age of 55 years or completing 30 years of service, as the case may be.

3. When it becomes necessary to invoke the provisions of Rule 8 (1) (c) following the above guide-lines, the Cantonment Boards should as a general rule, discharge employee after giving 3 months notice. Giving them 3 months pay and allowances in lieu of notice is to be resorted to only in exceptional cases.

[GOI, MOD (ML&C Dte.) letter No. 25/34/C/L&C/75 dated 30.4.1976]

(3) Review of cases of Cantonment Board employees attaining the age of 55 years or those completed 30 years of service.

In order to ensure that the action of the Cantonment Board is not held to be questionable or arbitrary, the following further guide-lines are provided which should be observed before an employee is discharged before his due date of superannuation.

(a) Cantonment Board should appoint a screening committee for holding a review. A representative of the command Hqrs (to be nominated by the Director, DL&C) should also be co-opted by the Board as a member.

(b) The recommendations of Screening Committee should be considered by the Cantt. Board. In case it decides to discharge the employee, it shall simultaneously with the issue of notice of discharge to the concerned employee, submit a detailed report to the Director, DL&C of the concerned command.

(c) Director, DL&C, should carefully go through the report and in case he finds that the guidelines have not been observed or injustice is being meted out, he should immediately intervene and, if necessary, require a Board to reconsider or cancel its decision.

(d) The Cantonment Board should also indicate in its report whether an offer is intended to be made to the employee to serve in a lower post from which he had been promoted. In case a notice of discharge is served on the employee, he should be invited to make, if he so desires, an appeal against the decision of the Cantt. Board within 15 days. His appeal alongwith the Board's comments should be submitted to the Director, DL&C within a month of the service of the notice of the employee. Such appeals should be disposed of by the Director, DL&C within one month of their receipt and in any case before the period of notice of three months expires. If in any case, the employee has been discharged before the appeal has been disposed of and he is to be reinstated, the period of absence may be treated as duty or leave or dies-non as may be considered appropriate by Director, DL&C.

(e) No Cantt. Fund Servant should be discharged under this Rule within a period of one year from the due date of his superannuation.

[GOI, Mix. of Def. (Dte. Genl.) letter No. 25/34/C/L&C/75 dated 27.3.1978.]

COMMENTS

(1) **Compulsory Retirement**—Ground-Availability of better talent in department is extraneous consideration for compulsory retirement of any official. [AIR 1991 SC 534]

(2) **Compulsory Retirement**—Subjective satisfaction—Formation—Govt. ought to consider entire service record—More importance, however, to be given to record of later years. [AIR 1992, SC 1020]

(3) **Compulsory Retirement**—Uncommunicated adverse remarks can be taken into considerations while passing order—Principles of natural justice do not apply. [AIR 1992 SC 1020, AIR 1994 SC 1261]

(4) **Compulsory Retirement**—*If exercise of power bonafide and material on record—Courts should not interfere.* [AIR 1992 SC 1368]

(5) **Services of Employees rendered surplus**—*Directions given to offer appointment against future vacancy.* [AIR 1994 SC 216]

(6) **Resignation**—*by a servant can be withdrawn before the date it is to take effect.* [1956 All 70]

(7) **Compulsory Retirement**—*Solitary adverse remark cannot be made basis.* [AIR 1995 SC 111]

(8) **Demotion**—*Employees unable to perform duties of his post due to physical disablement—His transfer to post of lower pay—Not proper.*

[AIR 1995 SC 519]

(9) **Compulsory Retirement**—*Nature of-held, does not amount to dismissal or removal within Art 311, nor is it a punishment nor does it entail loss of retiral benefits nor it is stigmatic.* [(1995) 6 SCC 162]

(10) **Compulsory Retirement**—*will not affect entitlement to pension if the same is payable for voluntry retirement on that date.* [(1995) 6 SCC 227]

(11) **Compulsory Retirement**—*Order of-based on adverse entries followed by promotion and also preceded and followed by good entries—Held, not in public interest—Hence set aside.* [(1996) 3 SCC 619]

(12) **Compulsory Retirement**—*Employees could be retired an completing age of 55 years irrespective of his age at the time of appointment.*

[AIR 1996 SC 1738]

(13) **Premature Retirement**—*Adverse material prior to confirmation—not to be dis-regarded.* [AIR 1996 SC 1738]

(14) **Compulsory Retirement**—*Power can be exercised any time after the employee attained the prescribed age or completed the prescribed length of service.* [(1996) 8 SCC 519]

(15) **Discharge**—*Appointment on the basis of list furnished by Employment Exchange—list was fake—reasonable opportunity of hearing to be given.* [(1996) 8 SCC 280]

(16) **Rule 8 (1) (c)**—*Discharge order under—not by itself a measure of punishment so as to violate Art 311 of Constitution—*

Rule 8 does not deal with the penalties like suspension, removal, dismissal etc. of Cantonment Servants. The punishment are dealt with under Rule 11 of C.F.S. Rules. 1937. The rules thus make a distinction in the power under Rule 8 and punishment under Rule 11. Those who have completed thirty years of qualifying service or have attained the age of fifty years could be discharged. A discharged order under Rule 8 per se is not a punishment or penalty so as to violate Article 311 of the Constitution. [1978 Lab IC NOC 159 (AP)]

(17) **Rule 8 (1) (e)**—**Discharge of servant due to abolition of post**—*Powers of Board under rule 8 (1)(e)—The Board can discharge a servant on the ground of the abolition of post which he is holding at the time of discharge. Where A was discharged from service on 30-9-1977, and on that date he was holding the post of Supdt in tax and Revenue Branch—the Board could not link his discharge with the abolition of his former post of Supdt Gde I (Rs. 430-650) with effect from 6-2-77 and had no jurisdiction to discharge A from service under Rule 8 (1)(e) of the Rules so long as the post of Supdt. in Tax and Revenue Branch which he was holding continued to exist.*

[(1979) 2 Serv LR 398 : 1980 Lab IC 375 (Punj.)]

(18) **Rule 8 (1)(c)**—*Discharge on ground of completion of thirty years of qualifying service. Order passed when servant had been charge sheeted for misconduct to which latter had replied. Order of discharge without pursuing charge sheet by Board is not in order.*

[(1979) 2 Serv LR not 398; 1980 Lab IC 375 (Punj.)]

*9. [Omitted]

[SRO 66 dated 13-2-1991]

10. The Officer Commanding-in-Chief, the Command may, if in his opinion the number of servants employed or proposed to be employed by a Board or the salary assigned by the Board to any such servant is excessive, require the Board to reduce any number of such servants or the amount of such salary as the case may be, within such time as he may fix and the Board shall, subject to the provisions of sub-rule (1) of rule 8 and of any lawful contract between the servant and the Board, comply with such requisition :

Provided that reasonable opportunity shall be given to the Board to show cause in writing why such reduction should not be made.

*10-A. (1) The appointing authority may place a servant under suspension—

(a) Where a disciplinary proceeding against him is contemplated or is pending or

(b) Where a case against him in respect of any criminal offence is under investigation, inquiry or trial;

(2) A servant shall be deemed to have been placed under suspension by an order of appointing authority—

(a) With effect from the date of his detention, if he is detained in custody, whether on a criminal charge or otherwise for a period exceeding forty eight hours;

(b) With effect from the date of his conviction if in the event of a conviction for an offence he is sentenced to a term of imprisonment exceeding forty eight hours and is not forthwith dismissed or removed or compulsory retired consequent to such conviction.

Explanation—The period of the forty-eight hours referred to in clause (b) of this sub-rule shall be computed from the commencement of the imprisonment after the conviction and for this purpose intermittent period of imprisonment, if any, shall be taken into account.

(3) Where a penalty of dismissal, removal, or compulsory retirement from service imposed upon a servant under suspension is set aside in appeal or on review under these rules and the case is remitted for further enquiry or action or with any direction, the order of his suspension shall be deemed to have continued in force on and from the date of the original order of dismissal, removal or compulsory retirement and shall remain in force until further orders.

(4) Where a penalty of dismissal, removal or compulsory retirement from service imposed upon a servant is set aside or declared or rendered void in consequence of or by a decision of a court of law and the disciplinary authority, on a consideration of the circumstances of the case, decides to hold a further inquiry against him on the allegations on which the penalty of dismissal, removal or compulsory retirement was originally imposed the servant shall be deemed to have been placed under suspension by the Appointing Authority from the date of the original order of dismissal, removal or compulsory retirement and shall continue to remain under suspension until further orders :

Provided that no such further inquiry shall be ordered unless it is intended to meet a situation where the court has passed an order purely on technical grounds without going into the merits of case.

[S.R.O. 97 dated 18-4-1985]

(5) (a) An order of suspension made or deemed to have been made under this rule shall continue to remain in force until it is modified or revoked by the authority competent to do so.

(b) Where a servant is suspended or is deemed to have been suspended (whether in connection with any disciplinary proceedings or otherwise) and any other disciplinary proceedings are commenced against him during the continuance of that suspension the authority competent to place him under suspension may, for reasons to be recorded by him in writing, direct that the servant shall continue to be under suspension until the termination of all or any such proceedings.

(c) An order of suspension made or deemed to have been made under this rule may at any time be modified or revoked by the authority which made or is deemed to have made the order or by any authority to which that authority is subordinate.

[S.R.O. 296 dated 9-11-1981]

COMMENTS

(1) **Suspension of employee**—*Order continuing suspension not issued after 6 months. Suspension cannot be held invalid on that ground—order of suspension continues till it is revoked.* [AIR 1990 SC 1157]

(2) **Suspension**—*Order not to be passed as an administrative routine or automatic order. Gravity of misconduct—ought to be investigated/enquired and nature of evidence placed before appointing authority—should be considered before passing suspensions order.* [AIR 1994 SC 2296]

(3) **Order of suspension**—*on dismissal suspension comes to an end—on setting aside dismissal, order of suspension directed to continue—not valid.*

[AIR 1974 SC 1281]

(4) **Dismissal**—*Govt. servant convicted by a criminal court—passing of order of dismissal-removal or reduction in rank—Not barred on ground that sentence was suspended by appellate court or accused was released on bail pending appeal.* [AIR 1995 SC 1364]

11. *(1) The following penalties may for good and for sufficient reasons to be recorded in writing be imposed by the Executive Officer on a servant, namely :—

Minor Penalties—

- (i) Censure;
- (ii) Fine.

(2) The following penalties may, for good and for sufficient reasons, and as hereinafter provided, be imposed by the appointing authority on a servant, namely :—

Minor Penalties—

- (i) With holding of his promotion;
- (ii) Recovery from his pay of the whole or part of any pecuniary loss caused by him to the Board by negligence or breach of order;
- (iii) Withholding of increment of pay.

Major Penalties—

- (iv) reduction to a lower stage in the time scale of pay for a specified period with further directions as to whether or not the servant 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;
- (v) reduction to a lower time-scale or pay, grade, post or service which shall ordinarily be a bar to the promotion of the servant

to the time scale or pay, grade, post or service from which he was reduced with or without further directions regarding conditions of restoration to the grade or post or service from which the servant was reduced and his seniority and pay on such restoration to that grade, post or service;

- (vi) compulsory retirement;
- (vii) removal from service which shall not be a disqualification for future employment under the Board in whose service he was at the time of such removal or any other Board.
- (viii) dismissal from service which shall ordinarily be disqualification for future employment under the Board under whom he was employed at the time of dismissal or any other Board.

Explanation—The following shall not amount to penalty within the meaning of this rule, namely :—

- (i) stoppage of a servant at the efficiency bar in the time-scale of pay on the ground of his unfitness to cross the bar;
- (ii) non-promotion of a servant whether in a substantive or officiating capacity, after consideration of his case, to a service, grade or post for promotion to which he is eligible.
- (iii) reversion of servant officiating in higher service, grade or post to a lower service, grade or post, on the ground that he is considered to be unsuitable for such higher service, grade or post or any administrative ground unconnected with his conduct;
- (iv) reversion of a servant, appointed on probation to any other service, grade or post, to his permanent service, grade, or post during or at the end of the period of probation in accordance with the terms of his appointment or the rules and orders governing such probation;
- (v) compulsory retirement of a servant in accordance with the provisions relating to his superannuation or retirement; and
- (vi) termination of the services —
 - (a) of a servant appointed on probation during or at the end of the period of his probation, in accordance with the terms of his appointment or the rules and orders governing such probation; or
 - (b) of a temporary servant in accordance with the provision of sub-rule (5) of rule 8; or
 - (c) of a servant, employed under an agreement in accordance with the terms of such agreement :

Provided that—

- (i) no fine shall be imposed on any servant other than a lower grade servant and in no case shall the aggregate of fine in any month exceed such limit as may, from time to time, be specified by the Central Government.
- (ii) a list of punishments, inflicted under this rule by the Executive Officer, shall be submitted monthly to the Board.

[SRO 296 dated 9-11-1981]

NOTES

(1) **Rule 13 Fine**—The unspent amount to be kept in deposit and the balance carried over to the next year. The intention is that all amounts realised from fines should be utilised exclusively for the purpose mentioned in the minimum wages Act and no part of the amount should be allowed to lapse but carried forward from year to year.

[Govt. of India, Min. of Def. (ML&C Dte.) letter No. 25/62/C/L&C/67 dated 10.7.1969]

(2) **Imposition of Fine-Limits specified by the Central Govt.**—The matter has been examined and it has been decided that the provisions of the Minimum wages Act, 1948 and the Rules framed there-under will also apply in the matter of fines and that corresponding provisions in the CFSR, 1937, need not be acted upon.

[GOI, MOD (ML&C Dte.) letter No. 25/34/C/L&C/56/11655-G/57 dated 6.8.1957].

(3) **Appellate authority taking disciplinary action there by barring the right to appeal**—

The LA has opined as follows :—

In the matter of surjeet Ghosh VS. Chairman and MD united Commercial Bank and others (JT 1995 (20 SC 74) where the appellate authority under the regulation himself acted as disciplinary authority, the hon'ble Supreme Court held that order of dismissal suffers from inherent defect and is illegal as it deprives the appellant of his statutory right to prefer appeal. In that case the Supreme Court directed to re-instate the appellant in service with continuity of service and without loss of seniority in the post. Inveiw of the above legal position appellate authority under the rules cannot act as disciplinary authority.

[GOI, Min. of Def. (DG,DE) letter No. PC/25/CC/MRT/DE/90 dated 18-1-1996]

COMMENTS

(1) **Dismissed from Service merely on ground of overstaying leave period**—No wilful intention to flout order of-rejection of application for extension of leave—Punishment of dismissal—Harsh and disproportionate—Delinquent directed to be reinstated with all monetary and service benefits.

[AIR 1994 SC 215]

to the time scale or pay, grade, post or service from which he was reduced with or without further directions regarding conditions of restoration to the grade or post or service from which the servant was reduced and his seniority and pay on such restoration to that grade, post or service;

- (vi) compulsory retirement;
- (vii) removal from service which shall not be a disqualification for future employment under the Board in whose service he was at the time of such removal or any other Board.
- (viii) dismissal from service which shall ordinarily be disqualification for future employment under the Board under whom he was employed at the time of dismissal or any other Board.

Explanation—The following shall not amount to penalty within the meaning of this rule, namely :—

- (i) stoppage of a servant at the efficiency bar in the time-scale of pay on the ground of his unfitness to cross the bar;
 - (ii) non-promotion of a servant whether in a substantive or officiating capacity, after consideration of his case, to a service, grade or post for promotion to which he is eligible.
 - (iii) reversion of servant officiating in higher service, grade or post to a lower service, grade or post, on the ground that he is considered to be unsuitable for such higher service, grade or post or any administrative ground unconnected with his conduct;
 - (iv) reversion of a servant, appointed on probation to any other service, grade or post, to his permanent service, grade, or post during or at the end of the period of probation in accordance with the terms of his appointment or the rules and orders governing such probation;
 - (v) compulsory retirement of a servant in accordance with the provisions relating to his superannuation or retirement; and
 - (vi) termination of the services —
- (a) of a servant appointed on probation during or at the end of the period of his probation, in accordance with the terms of his appointment or the rules and orders governing such probation; or
 - (b) of a temporary servant in accordance with the provision of sub-rule (5) of rule 8; or
 - (c) of a servant, employed under an agreement in accordance with the terms of such agreement :

Provided that—

- (i) no fine shall be imposed on any servant other than a lower grade servant and in no case shall the aggregate of fine in any month exceed such limit as may, from time to time, be specified by the Central Government.
- (ii) a list of punishments, inflicted under this rule by the Executive Officer, shall be submitted monthly to the Board.

[SRO 296 dated. 9-11-1981]

NOTES

(1) **Rule 11 Fine**—The unspent amount to be kept in deposit and the balance carried over to the next year. The intention is that all amounts realised from fines should be utilised exclusively for the purpose mentioned in the minimum wages Act and no part of the amount should be allowed to lapse but carried forward from year to year.

[Govt. of India, Min. of Def. (ML&C Dte.) letter No.25/62/C/L&C/67 dated 10.7.1969]

(2) **Imposition of Fine-Limits specified by the Central Govt.**—The matter has been examined and it has been decided that the provisions of the Minimum wages Act, 1948 and the Rules framed there-under will also apply in the matter of fines and that corresponding provisions in the CFSR, 1937, need not be acted upon.

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[GOI, Min. of Def. (DG,DE) letter No. PC/25/CC/MRT/DE/90 dated 18-1-1996]

COMMENTS

(1) **Dismissed from Service merely on ground of overstaying leave period**—No wilful intention to flout order of-rejection of application for extension of leave—Punishment of dismissal—Harsh and disproportionate—Delinquent directed to be reinstated with all monetary and service benefits.

[AIR 1994 SC 215]

(2) *Reversion of person officiating in higher post-even for unsatisfactory work is in no way a punishment and hence not a reductions in rank.*

[AIR 1962 SC 794]

11-A. "Disciplinary proceedings against a servant may be initiated by the appointing authority." **[SRO 296 dated. 9-11-1981]*

12. (1) No order imposing any of the penalties specified in clause (iv) to (viii) of rule 11 shall be made except after an enquiry held, as far as may be, in the manner provided in this rule and rule 12-A.

(2) Wherever the disciplinary authority is of the opinion that there are grounds for inquiring into the truth of any imputation of misconduct or misbehaviour against a servant, it may itself inquire into, or appoint under this rule, as the case may be, any authority to enquire into the truth thereof.

Explanation—Where the disciplinary authority itself holds the inquiry, any reference in rules to the inquiring authority shall be construed as a reference to the disciplinary authority.

(3) Where it is proposed to hold an inquiry against a servant under this rule and rule 12-A the disciplinary authority shall draw up or cause to be drawn up—

- (i) the substance of the imputations of mis-conduct or misbehaviour into definite and distinct articles of charge.
- (ii) a statement of the imputation of mis-conduct or mis-behaviour in support of each article of charge which shall contain;
 - (a) a statement of all relevant facts including any admission or confession made by the servant;
 - (b) a list of documents by which, and a list of witnesses by whom, the articles of charge are proposed to be sustained.

(4) The disciplinary authority shall deliver or cause to be delivered to the servant a copy of the articles of charge, the statement of the imputations of mis-conduct or mis-behaviour and a list of documents and witnesses by which each article of charge is proposed to be sustained and shall require the servant to submit, within such time as may be specified, a written statement of his defence and to state whether he desires to be heard in person.

- (5) (a) On a receipt of the written statement of defence, the disciplinary authority may itself inquire into such of the articles of charge as are not admitted or, if it considers it necessary to do so, appoint under sub-rule (2) an inquiring authority for the purpose, and where all the articles of charge have been admitted by the servant in his written statement of defence, the disciplinary authority shall record its findings on each charge

after taking such evidence as it may think fit and shall act in the manner laid down in rule 12-A.

- (b) If no written statement of defence is submitted by the servant, the disciplinary authority may itself inquire into the articles of charge or may, if it considers it necessary to do so, appoint under sub-rule (2) an inquiring authority for the purposes.

[S.R.O. 51 dated 1-2-1983]

- (c) Where the disciplinary authority itself inquires into any article of charge or appoints an inquiring authority for holding any inquiry into such charge, it may, by an order, appoint a servant or a legal practitioner to be known as the "Presenting Officer" to present on its behalf the case in support of the articles of charge.

Note—Please see Note (2) at the end of this Rule.

(6) The disciplinary authority shall, where it is not the inquiring authority, forward to the inquiring authority ;

- (i) a copy of the articles of charge and the statement of the imputations of misconduct or misbehaviour ;
- (ii) a copy of the written statement of defence, if any, submitted by the servant;
- (iii) a copy of the statement of witnesses, if any, referred to in subrule (3);
- (iv) evidence proving the delivery of the documents referred to in sub-rule (3) to the servant; and
- (v) a copy of the order appointing the Presenting Officer.

(7) The servant shall appear in person before the inquiring authority on such day and at such time within ten working days from the date of receipt by him of the articles of charge and the statement of the imputations of misconduct or misbehaviour, as the inquiring authority may, by notice in writing, specify in this behalf, or within such extended time, not exceeding ten days, as the inquiring authority may allow.

- (8) (a) The servant may take the assistance of any other servant to present the case on his behalf but may not engage a legal practitioner for the purpose unless the Presenting Officer appointed by the disciplinary authority is legal practitioner, or the disciplinary authority, having regard to the circumstances of the case, so permits.

Note—Please see Note (1) and (3) at the end of this Rule.

- (b) The servant may also take the assistance of a retired servant to present the case on his behalf subject to such conditions as may

be specified by the Central Government from time to time by general or special order in this behalf.

(9) If the servant who has not admitted any of the articles of charge in his written statement of defence or has not submitted any written statement of defence, appears before the inquiring authority, such authority shall ask him whether he is guilty or has any defence to make and if he pleads guilty to any of the articles of charge, the inquiring authority shall record the plea, sign the record and obtain the signature of the servant thereon.

(10) The inquiring authority shall return a finding of guilt in respect of these articles of charge to which the servant pleads guilty.

(11) The inquiring authority shall, if the servant fails to appear within the specified time or refuses or omits to plead, require the presenting officer to produce the evidence by which he proposes to prove the articles of charge, and shall adjourn the case to a later date not exceeding thirty days, after recording an order that the servant may, for the purpose of preparing his defence :—

- (i) inspect within five days of the order or within such extended time not exceeding five days as the inquiring authority may allow, the documents specified in the list referred to in sub-rule (3);
- (ii) submit a list of witnesses to be examined on his behalf;
- (iii) give a notice within ten days of the order or within such extended time not exceeding ten days as the enquiring authority may allow, for the discovery or production of any documents which are in the possession of the Board but not mentioned in the list referred to in sub-rule (3).

(12) The inquiring authority shall on receipt of the notice for the discovery or production of documents, forward the same or copies thereof to the authority in whose custody or possession the documents are kept, with a requisition for the production of the documents by such date as may be specified in such requisition :

Provided that the inquiring authority may, for reasons to be recorded in writing, refuse to requisition such of the documents as are, in its opinion not relevant to the case.

(13) On receipt of the requisition referred to in sub-rule (12) every authority having the custody or possession of the requisitioned documents shall produce the same before the inquiring authority :

Provided that if the authority having the custody or possession of the requisitioned documents is satisfied for reason to be recorded in writing that the production of all or any of such documents would be against the public interests, it shall inform the inquiring authority accordingly and the

inquiring authority shall, on being so informed, communicate the information to the servant and withdraw the requisition made by it for the production or discovery of documents.

(14) On the date fixed for inquiry, the oral and documentary evidence by which the articles of charge are proposed to be proved shall be produced by or on behalf of the disciplinary authority. The witnesses shall be examined by or on behalf of the servant. The Presenting Officer shall be entitled to re-examine the witnesses on any points on which they have been cross examined, but not on any new matter, without the leave of the inquiring authority. The inquiring authority may also put such questions to the witnesses as it thinks fit.

(15) If it shall appear necessary before the close of the case on behalf of the disciplinary authority, the inquiring authority may, in its discretion, allow the Presenting Officer to produce evidence not included in the list given to the servant or may itself call for new evidence or recall and re-examine any witness and in such case the servant shall be entitled to have, if he demands it, a copy of the list of further evidence proposed to be produced and an adjournment of the inquiry for three clear days before the production of such new evidence exclusive of the day of adjournment and the day to which the inquiry is adjourned. The inquiring authority shall give the servant an opportunity of inspecting such documents before they are taken on the record. The inquiring authority may also allow the servant to produce new evidence if it is of the opinion that the production of such evidence is necessary in the interest of justice.

(16) When the case for the disciplinary authority is closed, the servant shall be required to state his defence, orally, or in writing, as he may prefer. If the defence is made orally, it shall be recorded and the servant shall be required to sign the record. In either case a copy of the statement of defence shall be given to the Presenting Officer, if any, appointed.

(17) The evidence on behalf of the servant shall then be produced. The servant may examine himself in his own behalf if he so prefers. The witnesses produced by the servant shall then be examined and shall be liable to cross examination, re-examination and examination by the inquiring authority according to the provisions applicable to the witnesses for the disciplinary authority.

(18) The inquiring authority may, after the servant closes his case, and shall, if the servant has not examined himself, generally question him on the circumstances appearing against him in the evidence for the purpose of enabling the servant to explain any circumstances appearing in the evidence against him.

(19) The inquiring authority may, after completion of the production of evidence, hear the Presenting Officer, if any, appointed, and the servant, or permit them to file written briefs of their respective case, if they so desire.

(20) If the servant to whom a copy of the articles of charge has been delivered, does not submit the written statement of defence on or before the date specified for the purpose or does not appear in person before the inquiring authority or otherwise fails or refuses to comply with the provisions of this rule, the inquiring authority may hold the inquiry *ex parte*.

(21) (a) Where a disciplinary authority competent to impose any of the penalties specified in clause (1) and sub-clauses (i) to (iii) of clause (2) of rule 11 (but not competent to impose any of penalties specified in sub-clauses (iv) to (viii) of clause (2) of rule 11), has itself inquired into or caused to be inquired into the articles of any charge and that authority, having regard to its own findings or having regard to its decision on any of the findings of any inquiring authority appointed by it, is of the opinion that the penalties specified in sub-clauses (iv) to (viii) of clause (2) of rule 11 shall be imposed on the servant, that authority shall forward the records of the inquiry to such disciplinary authority as is competent to impose the last mentioned penalties.

(b) The disciplinary authority to which the records are to be forwarded may act on the evidence on the record or may, if it is of the opinion that further examination of any of the witnesses is necessary in the interest of justice, recall the witnesses and examine, cross-examine and re-examine the witnesses and may impose on the servant such penalty as it may deem fit in accordance with these rules.

(22) Whenever any inquiring authority, after having heard and recorded the whole or any part of the evidence in an inquiry ceases to exercise jurisdiction therein, and is succeeded by another inquiring authority which has, and which exercises such jurisdiction, the inquiring authority so succeeding may act on the evidence so recorded by its predecessor, or partly recorded by its predecessor and partly recorded by itself :

Provided that if succeeding inquiring authority is of the opinion that further examination of any of the witnesses whose evidence has already been recorded is necessary in the interests of justice, it may recall, examine, cross-examine and re-examine any such witnesses as hereinbefore provided.

(23) (1) After the conclusion of the inquiry a report shall be prepared and it shall contain :

- (a) the articles of charge and the statement of the imputations of misconduct or misbehaviour;
- (b) the defence of the servant in respect of each article of charge;
- (c) an assessment of the evidence in respect of each article of charge ;

(d) the findings on each article of charge and reasons therefore.

Explanation—

- (i) If in the opinion of the inquiring authority the proceedings of the inquiry establish any article of charge different from the original articles of the charge, it may record its findings on such article of charge :

Provided that the findings on such article of charge shall not be recorded unless the servant has either admitted the facts on which such article of charge is based or has had a reasonable opportunity of defending himself against such article of charge.

(2) The inquiring authority, where it is not itself the disciplinary authority, shall forward to the disciplinary authority the records of inquiry which shall include —

- (a) the report prepared by it under clause (1) ;
- (b) the written statement of defence, if any, submitted by the servant ;
- (c) the oral and documentary evidence produced in the course of the inquiry ;
- (d) written briefs, if any, filed by the Presenting Officer or the servant or both during the course of the inquiry, and
- (e) the orders, if any, made by the disciplinary authority and the inquiring authority in regard to the inquiry.

**[S.R.O. 296 dated 9-11-1981]*

NOTES

DEFENCE ASSISTANT

(1) In sub-rule (8) of Rule 12 of the CFSR, 1937, as amended, it has been provided that a servant against whom disciplinary proceedings have been taken may take the assistance of any other servant to present the case on his behalf and this will also include a retired servant.

A question was raised as to whether the term "servant" is to be restricted to a "servant" of the same Cantonment Board in which the individual against whom disciplinary proceedings have been initiated is also serving or whether it would include the servant" of any other Cantonment Board also. Ministry of law who were consulted in the matter have expressed the following opinion in this regard, namely :—

"The words used in Rule 12 (8) "are any other servant"—These words cannot be limited to persons working in the same Cantonment. They are wide enough to include persons working in other Cantonments also."

This clarification may be brought to the notice of all Cantonment Boards.

[GOI, Min. of Def. (Dir. Gen.) letter No. 25/122/C(L&C)/82 dated 24.8.1982]

(2) Disciplinary proceedings against Cantt. Fund servants—Appointing Presenting Officer—

Rule 12 (5)(c) says that "Disciplinary Authority may by an order, appoint a servant or a legal practitioner to be known as the "Presenting Officer" to present on its behalf the case in support of the articles of charge.

It will be noted that the C.E.O. is not mentioned nor can he function as "Presenting Officer" not being a servant or a legal practitioner. Even if he is a qualified lawyer he is not a legal Practitioner. Provision of this rule in CFSR, 1937 should be strictly followed.

[GOI, Min. of Def. (Dte Gen. DL&C) letter No. 25/122/CI&C/82 dated 18.4.1983].

(3) Disciplinary proceedings against Cantonment Fund servants—Appointment of Defence Assistants—Drawal of TA/DA—

It is clarified that payment of TA/DA to the Defence Assistant appointed for disciplinary proceedings against Cantonment Fund Servant will be made by the Board in which the delinquent Cantonment Fund Servant will be working. It is further clarified that this condition will also be applicable in case of employees discharged under Rule 8 (1)(c) of CFSR, 1937, if he is appointed as Defence Assistant.

[GOI, Min. Of Def. (DG, DL&C) letter No. 25/122/CI&C/82 dated 25.8.1984]

COMMENTS

(1) **Noting in departmental files—do not create rights in favour of employee. Production of said noting by him in Court proceedings not proper.**

[AIR 1994 SC 2737]

(2) **Summoning of witnesses—If need be, the inquiring authority himself summon witnesses as Court witnesses as has been observed by the Supreme Court in the case of Mysore Vs. Shivabasappa.**

[AIR 1963 SC 375]

(3) **Principles of natural justice not violated if enquiry officer does not take valid or effective steps to compel the attendance of any witness—no right to worker charged to ask for as many adjournments as he liked—element of infirmity in the enquiry introduced only if as a result of refusing adjournment workman charged is denied a reasonable opportunity to lead evidence.**

[AIR 1965 S.C. 155]

(4) **Statements of witnesses recorded in the absence of defaulter-witness called at enquiry and then statements read out in defaulter's presence—opportunity to cross examine witnesses given—rules of natural justice not violated.**

[AIR 1963 S.C. 375]

(5) **Disallowing of some questions by enquiry officer does not amount to enquiry officer acting mala fide.**

[AIR 1964 S.C. 339]

(6) **Proper authority to propose punishment is punishing authority and not enquiry officer—neither the conclusion on the evidence nor the proposal for punishment by the enquiry officer is binding on the punishing authority.**

[AIR 1962 S.C. 1130]

(7) **Finding of inquiry officer not binding on Government—Order of dismissal an administrative order—enquiry proceedings, however, quasi-judicial—High Court can issue writ only if order of dismissal based on no evidence.**

[AIR 1964 S. C. 364]

(8) **Finding in departmental enquiry. The High Court has no power to re-appreciate evidence—findings not supported by any evidence can be quashed.**

[AIR 1963 S. C. 404]

(9) **Order of dismissal making reference to past records of service—such reference does not mean that, that was cause of dismissal—dismissal upheld.**

[AIR 1963 S.C. 528]

(10) **Supreme Court would not ordinarily go into questions of fact unless it is shown that they are vitiated in any respect.**

[AIR 1971 S.C. 786]

(11) **Vague and indefinite charges and failure to supply statement of allegations would render removal of Govt. servant void and inoperative.**

[AIR 1971 S.C. 752]

(12) **If there is some defect in the inquiry conducted by the Inquiry Officer, the Disciplinary Authority can direct the Inquiry Officer to conduct further inquiries in respect of that matter but it can not direct a fresh inquiry to be conducted by some other officer.**

[AIR 1971 S.C. 1447]

(13) **Delinquent is entitled to inspect even documents not relied upon by Govt. but required for preparing defence—hence refusal of inspection will contravene Rule 14 (1) of C. C. S. (CCA) Rules 1965. Inspection of documents not relied upon by Govt. but required for defence can be insisted upon by delinquent even before filing written statement.**

[AIR 1971 Delhi 133]

(14) **Opportunity to engage a legal practitioner—Govt. appointing a trained prosecutor to present its case against the servant—refusal to permit the servant to engage a legal practitioner vitiates the enquiry.**

[AIR 1972 S. C. 2178]

(15) **Departmental punishment of Govt. servant not an essential and automatic consequence of his conviction on a criminal charge. The Disciplinary Authority has to consider all the circumstances of the case and then to decide (a) whether the conduct of the delinquent official which led to his conviction is such as to render his further retention in public service undesirable (ii) if so, whether to dismiss or remove him from service or to compulsory retire him, (iii) or whether minor punishment only should be inflicted on him.**

[AIR 1973 P & H 1]

(16) **Order of suspension on dismissal—suspension comes to an end on setting aside dismissal, order of suspension directed to continue—not valid.**

[AIR 1974 S.C. 1281]

(17) **Govt. servant appointed by Comptroller and Auditor General—his compulsory retirement order issued by Director of Commercial**

Audit-compulsory retirement is illegal. Retirement order must be issued by appointing authority. [AIR 1980 S.C. 557]

(18) *Dismissal of Cantt. Board servant—Enquiry—servant supplied with regular charge sheet—list of documents and witnesses supplied in advance—Rule 12 does not require that it should be stated which document and witnesses are in support of which charge—absence of such indication—held did not prejudice the servant.* [AIR 1961 Punj. 460]

(19) *Enquiry against Cantt Board employee preliminary to his dismissal—complete copy of report of enquiry officer supplied to servant—report containing findings and grounds therefor—Rules do not require more than this—No separate documents, one containing findings and the other grounds therefore are required.* [AIR 1961 Punj. 460]

(20) *Dismissal of Cantt. Board Servant—Enquiry by Executive Officer of Board—Enquiry Officer judging veracity of witnesses from facts which he was able to observe personally—action is, not contrary to law or natural justice.* [AIR 1961 Punj. 460]

(21) *Charges under Rule 12 of C.F.S.R. 1937 against petitioner—application under Art. 226 praying that Cantonment Board as represented by its President be restrained from enquiring into the petitioner's case on grounds of prejudice—it is not necessary for High Court to go into particulars of either the charges or denials of them, as such enquiry would not be germane to the scope of the application.* [AIR 1961 Andh. Pr. 36]

(22) *Natural justice, principles of—Rule of bias and exceptions to rule—disciplinary action against employee of Cantonment Board—whole Board investigating charges—It is not open to employee to say that one of the members of Board has bias against him.* [AIR 1961 Andh. Pr. 37]

12-A (1) The disciplinary authority, if it is not itself the inquiring authority may, for reasons to be recorded in writing remit the case to the inquiring authority for further inquiry and report and the inquiring authority shall thereupon proceed to hold the further inquiry according to the provisions of rule 12.

(2) The disciplinary authority shall, if it disagrees with the findings of the inquiry authority on any article of charge, records its reasons for such disagreement and record its own findings on such charge, if the evidence on record is sufficient for the purpose.

(3) If the disciplinary authority having regard to its findings on all or any of the articles of charge is of the opinion that any of the penalties specified in sub-clause (i) to (ii) of clause (2) of rule 11 should be imposed on the servant, it shall, notwithstanding anything contained in rule 12, make an order imposing such penalty.

(4) If the disciplinary authority having regard to its findings on all or any of the articles of charge and on the basis of the evidence adduced during the inquiry is of the opinion that any of the penalties specified in clauses (iv) to (viii) of clause (2) of rule 11 should be imposed on the servant, it shall make an order imposing such penalty and it should not be necessary to give the servant any opportunity of making representation on the penalty proposed to be imposed. [S.R.O. 296 dated 9-11-1981]

NOTES

(1) **Disciplinary proceedings against Cantonment Board employees under CFSR, 1937.**

There is no-provisions requiring the service of second show cause notice on the employee asking for his reply as to why the proposed penalty should not be imposed on him. The Cantt. Fund Servant is not a Govt. employee and as such the protection of Article 311 of the constitution is not available to him. The matter has been carefully examined in consultation with the Ministry of Law who have categorically expressed the opinion that under the Rules applicable to Cantonment Fund Servants, the second show cause notice is not necessary.

[GOI, MOD (DG, DL&C) letter No. 25/4/2/L&C/80 dated 1.4.1980]

(2) **Disciplinary proceedings regarding Cantt. Fund Servants.**

It has been decided that in all cases where an inquiry has been held in accordance with the provisions of Rule 14 of the CCS (CCA) Rules the disciplinary authority, if it is different from the inquiry authority shall before making a final order in the case, forward a copy of the enquiry report to the Government servant concerned with the following endorsement—

"The report of the Inquiry officer is enclosed. The Disciplinary Authority will take a suitable decision after considering the report. If you wish to make any representation or submission, you may do so in writing to the Disciplinary Authority within 15 days of receipt of this letter."

[G.O.I Min. of Defence (DG, DE) letter No. 25/173/CFSR/C/DE/93 dated 11.3.1994]

***12-B.** (1) Subject to the provisions of sub-rule (3) of rule 12-A, no order imposing on a servant any of the penalties specified in sub-clause (i) to (iii) of clause (2) of rule 11 shall be made except after—

(a) informing the servant in writing of the proposal to take action against him and of the imputations of mis-conduct or mis-behaviour on which it is proposed to be taken, and giving him reasonable opportunity of making such representation as he may wish to make against the proposal;

(b) holding an inquiry in the manner laid down in sub-rule (3) to (23) of rule 12, in every case in which the disciplinary authority is of the opinion that such inquiry is necessary;

- (c) taking the representation, if any, submitted by the servant under clause (a) and the record of inquiry, if any, held under clause (b) into consideration : and
- (d) recording a finding on each imputation of misconduct or misbehaviour.

(2) Notwithstanding anything contained in clause (b) of sub-rule (i), if in a case it is proposed after considering the representation, if any, made by the servant under clause (a) of that sub-rule to withhold increments of pay and such withholding of increments is likely to effect adversely the amount of pension payable to the servant or to withhold increments of pay for a period exceeding three years or to withhold increments, if any, with cumulative effect for any period, an inquiry shall be held in the manner laid down in sub-rule (3) to (23) of rule 12, before making any order imposing on the servant any such penalty.

(3) The record of proceedings in such cases shall include :—

- (i) a copy of the intimation to the servant of the proposal to take action against him;
- (ii) a copy of the statement of imputations of misconduct or mis-behaviour delivered to him;
- (iii) his representation; if any;
- (iv) the evidence produced during the inquiry;
- (v) the findings on each imputation of misconduct or mis-behaviour; and
- (vi) the orders on the case together with the reasons therefore :

**[SRO 296 dated 9-11-1981]*

•12-C. Orders made by the disciplinary authority shall be communicated to the servant who shall also be supplied with a copy of the report of the inquiry, if any, held by the disciplinary authority and copy of its findings on each article of charge, or where the disciplinary authority is not the inquiring authority, a copy of the report of any inquiring authority together with brief reasons for its disagreement, if any, with the findings of the enquiring authority unless they have already been supplied to him.

**[SRO 296 dated 9-11-1981]*

•12-D. Where two or more servants are concerned in any case, the disciplinary authority competent to impose the penalty of dismissal from service on all such servants may make an order directing that disciplinary action against all of them may be taken in a common proceeding.

**[SRO 296 dated 9-11-1981]*

•12-E. Notwithstanding anything contained in rules 12 to 12 D—

- (i) Where any penalty is imposed on a servant on the ground of conduct which has led to his conviction on a criminal charge; or
- (ii) Where the disciplinary authority is satisfied for reasons to be recorded by it in writing that it is not reasonably practicable to hold an inquiry in the manner provided in these rules, the disciplinary authority may consider the circumstances of the case and make such orders thereon as it deems fit.

**[SRO. 296 dated 9-11-1981]*

COMMENTS

(1) **Conviction for criminal offence**—*Prior opportunity of hearing by disciplinary authority before imposing punishment. Not necessary.*

[AIR 1988 SC 285]

(2) **Dismissal from service in view of conviction**—*Subsequent release on probation—Reinstatement cannot be given.*

[AIR 1990 SC 987]

(3) **Dispensation of departmental enquiry**—*Dismissal subjective satisfaction of concerned Authority—must be fortified by independent material.*

[AIR 1991 SC 385]

(4) **Failure to record reasons for dispensing with enquiry**—*fatal to the order of removal.*

[AIR 1986 (1) CAT 111]

(5) **Even after orders of suspension contemplating disciplinary proceedings are passed, situation may develop making it not reasonably practicable to hold enquiry.**

[(1985) 4 SCC 252]

(6) **Dispensing of enquiry**—*atmosphere of violence or of general indiscipline and insubordination prevailing—Apprehension of strike spreading all over-material witness also apprehended not to be available due to intimidation—order of suspension pending enquiry culminating into dismissal from service after dispensing with enquiry—dispensing of enquiry and consequent dismissal is valid.*

[AIR 1986 (1) SC 78, AIR 1986 SC 555]

(7) **Dismissal dispensing with departmental enquiry on the ground of being not reasonably practicable—scope of judicial review—Decision of on the facts.**

[(1996) 3 SCC 753]

12-F. Notwithstanding anything contained in these rules no appeal shall lie against—

- (i) any order of an interlocutory nature or of the nature of a stay-in-aid or the final disposal of a disciplinary proceedings, other than an order of suspension :
- (ii) any order passed by an-inquiring authority in the course of an inquiry under rule 12.

**[SRO 296 dated 9-11-1981]*

NOTES

(1) **supercessions**—Appeal—Tribunal Award—under the CFSR, 1937 there is no provision for appeal against supercessions. The directions of the award only provide that rules to be framed in accordance with these directions which should provide also for a right to appeal by aggrieved persons against decisions reached by application of rules so framed. These rules have not been frame so far. So no revision or appeal petition lies to the Govt. in this case.

[GOI, Min of Def. letter No. 24/7/Cantt.(L&C)/2769-C/D (Q&C) dated 28.9.1968]

13. (1) Any servant on whom any of the penalties specified in rule 11 has been imposed by the Executive Officer, shall be entitled to appeal to the Board within thirty days of delivery of the document showing the grounds on which the penalty was imposed and a copy of the decision of the Board thereon shall be delivered to him personally or by registered post.

(2) Any such servant who has been reduced, removal or dismissed shall be entitled, within thirty days of the date of delivery of the copy of the decision of the Board rejecting his appeal, to submit a further appeal to the Officer Commanding-in-Chief, the Command whose decision shall be final.

[No. 584 dated 12-4-1941]

14. (1) Any servant on whom any of the penalties specified in rule 11 has been imposed by the Board shall, within thirty days of the date of delivery of the copy of the documents showing the grounds on which the penalty has been imposed, be entitled to appeal to the Officer Commanding-in-Chief, the Command, and the decision of the Officer Commanding-in-Chief, the Command shall, subject to the provision of rule 15, be final.

(2) A copy of the order passed by the Officer Comamding-in- Chief, the Command shall be delivered to him personally or by registered post.

[No. 584 dated 12-4-1941]

NOTES

Enhancement of Punishment awarded by Cantonment Board by GOC-in-C—The question raised was referred to the Ministry of law who has advised as under—

"We do not see any authority under the CFSR, 1937 to enable the GOC-in-C to enhance the punishment awarded by the Cantonment Board to the employees even if an appeal is filed by him.

[GOI, Min. of Def. (ML&C, Dte.) letter No. 25-A/2/C/L&C. 70 dated 16.11.1971]

15. (1) Any person on whom a penalty has been imposed by the Board and who is aggrieved by the order of the Officer Commanding-in-Chief, the Command under rule 14 may, within thirty days of the delivery to him of such order, submit an application to the Central Government which may,

after inquiry as it deems fit, revise such order, if it is satisfied that the Board or the said Officer has acted illegally with material irregularly.

(2) Every such application shall be accompanied by a copy of the order of the Officer Commanding-in-Chief, the Command against which application is made and shall be submitted through the Board and the Officer Commanding-in-Chief, the Command. While forwarding the application, the Board shall attach thereto the whole proceedings together with the service book of the servant, if any. [No. 584 dated 12-4-1941]

NOTES

Speaking order by Board and GOC-in-C the Command

In view of the provisions of rule 15 (1) enabling a revision petition to the Central Govt., it would be necessary and desirable that the order of the Board or the order of the GOC-in- C, the Command contains sufficient reasons for decision so that the Central Govt. can satisfy itself that order is not violated by any illegality or material irregularity. [GOI, MOD, (ML&C, Dte.) U.O No. 244-Dir/ML&C/66 dated 26.2.1966 and Min. of Law U.O. No. 11069/66 dated 16.3.1996.]

Gratuity on Retirement

16. If a servant is not a Government official, and is not eligible to subscribe to the Cantt. Provident Fund, the Board may grant him a gratuity, but no pension, or retirement. The amount of such gratuity shall not exceed the sum which would be payable if the service in respect of which it is paid had been service under the Central Government.

Service Books

17. A service book shall be maintained in the form prescribed in the Civil Services Regulations, for every servant. [No. 584 dated 12-4-1941]

18. The service book shall be supplied to every such servant at his own cost on first appointment. It shall be kept in the custody of the Executive Officer and may be given up to the servant if the resigns or is discharged without fault, an entry being first made therein to this effect.

19. (1) Full details of the service, pay, leave, periods of suspension from employment or other interruptions in service be entered in the service book by the Executive Officer. [S.R.O. 296 dated 9-11-1981]

(2) The Executive Officer shall see that all entries in the service book are duly made and attested. There shall be no erasure or overwriting, all corrections being neatly made and properly attested.

20. It shall be the duty of every servant to see that his service book is properly kept up, and that the entries on the first page are attested after every five years. [No. 68/2/G/C&L/4 dated 12-8-1944]

21. (Omitted). [No. 68/2/G/C&L/4 dated 12/8/1944]

22. (1) No servant shall be retained in the service of a Board after he attains the age of fifty-eight years except with the sanction of the Officer Commanding-in-Chief, the Command, in respect of servants other than lower grade servants, or of the Board in respect of lower grade servants. But retention in service of a servant other than a lower grade servant, or a lower grade servant, after he has attained the age of fifty eight years may be sanctioned by the Officer Commanding-in-Chief, the Command or the Board, as the case may be, for a period not exceeding one year at a time and subject to such directions as the Central Government may from time to time issue, but under no circumstances shall a servant be retained in service after he attains the age of sixty years : [No. 27 dated 1-11-1957]

Provided that his retirement from the service shall take effect from the afternoon of the last day of the month in which his date of retirement falls and in the case of a servant whose date of birth falls on the 1st day of the month, his retirement shall take effect on the last day of the previous month. [SRO 42 dated 27-1-1979]

(2) In the case of a servant whose year or year and month, of birth [are] known, but not the exact date, the 1st July or 16th of the month, respectively, shall be deemed to be the date of birth for [determining his age] for the purposes of this rule.

[No. 299 dt. 4-7-1953 & 584 dated 12-4-1941]

NOTES

(1) **Cantt. Fund employees—Regularisation of service beyond the age of superannuation :—**

An employee of a Cantonment Board continued in service for a longtime beyond the age of superannuation. In order to avoid recurrence of similar cases, it is essential that the Cantonment Board should also maintain a register of the dates of appointment and birth/retirement etc. of employees which should be checked periodically in order to ensure that cases of superannuation are not overlooked and action is taken to retire the employee in service on due dates.

[GOI, MOD (Dte. Gen.) letter No. 25/46/C/L&C/75 dated 27.12.1977]

(2) **Cantonment Fund Servants Rules—Grant of Extension of Service—Policy regarding (where Cantt. Board not agreeable for extension)**

The matter has been examined in consultation with the Min. of Defence and it has been decided as under namely :

Grant of extension in service is discretionary function vested in the Competent Authority concerned in whom the powers to exercise this discretion vests and it is neither advisable nor proper to fetter this discretion in any manner.

According to the existing provisions of sub-rule (1) of Rule 22 of CFSR, 1937, no servant of a Cantt. Board could ordinarily be retained in service after he has attained the age of 58 years. Only where such retention is considered necessary the

case is put up to the GOC-in-C by the Cantt. Board in cases where such retention could be sanctioned only by the GOC-in-C.

It is, therefore, not considered necessary for Cantt. Board to forward to GOC-in-C, the Command cases where the Board is not agreeable to retain the employee concerned beyond the age of 58 years.

[GOI, Min. of Def. (Dte. Gen.) letter No. 25/1/C/L&C/80 dated 6.5.1980]

(3) **Extension of Service of Cantt. Fund Servants on attaining the age of superannuation (Grant of extension in service by GOC-in-C suomoto).**

A doubt has been raised whether GOC-in-C is competent to grant extension of service to the Cantt. Fund Servants in spite of the fact that such cases are recommended by the Cantt. Board or not.

The case was referred to the Ministry of Defence for clarification and ruling. They have carefully examined this question. Rule 22 of the CFSR, 1937, as it stands at present, proposal for granting extension to Cantonment Board Employees, should emanate from the Cantonment Board concerned and decided upon by the GOC-in-C. If in case the Cantt. Boards themselves decide to retire their employees on attaining the age of 55 years and do not recommend extension of service, in such cases the GOC-in-C cannot retain Cantonment Board employee suomoto in service after the age of superannuation.

[GOI, Min. of Def. (MLAC Dte.) letter No. 25/64/C/L&C/59 dated 3.4.1959]

(4) **Retention in service beyond the age of superannuation of Cantonment Fund Servants (Each case to be decided on merits).**

It has been decided that the GOC-in-Chief, the Command who are vested with the powers in this respect should exercise their discretion in every individual case on its merits, keeping in view the past record of the employee concerned and the need and desirability of his retention in service on public grounds [GOI, Min. of Def. letter No. 25/64/C/L&C/54/960-G/D(C&L) dated 25.4.1960]

(5) **Age of retirement on superannuation of teachers employed in Cantonment Board Schools :**

Govt. have decided that the age of superannuation of teachers working in Central Govt. Deptts. and organisation may be uniformly fixed at 58 years : provided the teachers who have already been granted the benefit of retirement at the age of 60 may continue with the benefit but in future incumbents may retire at the age of 58 years.

The CFSR, 1937, already provides for the retirement age at 58 years. As such no amendment to these rules is necessary. The Govt. decision may be communicated to all Cantonment Boards for necessary action.

This supercedes all previous instructions to the contrary, if any issued on the subject. [GOI, Min of Def. (DG, DE) No. 25/78/DE/C/87 dated 20.5.1988]

COMMENTS

(1) **Rule 22 of CFSR, 1937**—Does not give teacher a right to continue in service after 58 years of age—it is the discretion of GOC-in-C the command or the Board. [Civil misc Writ-Petition No. 1863 of 1992 decided on 23-4-1992-D. P. Khare Vs. C.B. Jhansi & others by Alld. High Court].

(2) **Rule 22 of CFSR**—Age of superannuation 58 years fixed by statutory rules—Latter part permit extension upto 60 years—Instruction by Central Govt. can be about latter part of Rule—Does not over-ride first part of Rule—circular of 1972 provide for taking into consideration Education code and state laws—Even if circular of 1972 is not superseded by circular of 1988, Petitioner can only claim to be considered for extension in service—circular of 1972 does not change the age of superannuation from 58 to 60 years.

[Misc Petition No 3335 of 1991 Kamlabai Ghoshi VS State of M.P. & others & No 2622/90, 2665/90, 874/90 & 978/91 decided on 17-12- 1992 by M.P. High Court, Jabalpur].

(3) **Date of Birth**—Correction petition filed at fag end of service. Not to be entertained—Interim relief should not be granted. [AIR 1995 SC 1499]

Security to be Furnished by Certain Servants

23. (1) The Executive Officer shall require every servant who is entrusted with the receipt, custody or control of property or monies or securities for money, to furnish security for the due discharge of his office, of a value equivalent to the aggregate value of the maximum amount of monies or securities for money which the servant concerned is ordinarily likely to have in his hands at any one time.

(2) No security shall be accepted other than a deposit of—

- (a) Cash;
- (b) Government Securities;
- (c) share in the Imperial Bank of India;
- (d) debentures or other securities for money issued by or on behalf of a local authority; or
- (e) a fidelity insurance policy approved by the Board and issued by an insurance company approved by the Central Government.

Explanation :—For the purpose of clause (a) 'Cash' shall be deemed to include a Savings Bank deposit if pledged to the President of the Board.

(3) The securities, shares, and debentures referred to in clause (b), (c) and (d) of sub-rule (2) shall be accepted at their market value at the time of deposit.

(4) The Premia for the policy referred to in clause (e) of sub-rule (2) shall be paid by the Board and the amount thereof shall be deducted from the salary of the servant.

24. Every servant, to whom rule 23 applies, shall execute a bond in the appropriate form included in Schedule I. Such security bonds shall be kept in the same custody as the other valuables belonging to the Board.

25. The Executive Officer shall on or about the first day of January in each year submit to the Board a report as to the sufficiency of the security furnished by or on behalf of its servants.

26. The Executive Officer shall deal in the manner prescribed in the Government securities Manual with all monies and securities deposited as security by or on behalf of servants of the Board.

27. Any servant failing to furnish the security required by these rules for more than one month after he has been called on to do so shall be liable to forfeit his appointment.

28. Deposits given as security shall not be claimable till after the lapse of 6 months from the date on which the depositor leaves the service of the Board.

Casual Leave

29. A servant shall not be entitled to casual leave as a matter of right and such leave shall only be granted to any servant for adequate reasons at the discretion of the Executive Officer, subject to the conditions [laid down in this behalf by the Government of the State in which the cantonment is situated in respect of Government servants of similar status.]

[No. 584 dated 12.4.1941 & 27 dated 11.1.1957]

PART-II

Pension-cum-Gratuity

•30. All servants who (1) are in permanent service of the Board on the date of coming into force of the Cantonment Fund servants (Amendment) Rules, 1982 and who have either opted or are deemed to have opted for the Pension-cum-Gratuity Scheme;

(2) Join service after the said date shall be eligible for Pension-cum-Gratuity. * [SRO 51 dated 1.2.1983]

31. The provisions of the Central Civil Services (Pension) Rules, 1972 as amended from time to time, shall, mutatis-mutandis, govern the grant of Pension, Family Pension and Death-cum- Retirement Gratuity to eligible Servants subject to the following modifications, namely—

- (a) The reference to 'Government Servant' shall be construed as reference to 'Permanent Cantonment Fund Servant';
- (b) The functions and powers of the 'Audit Officer' shall be discharged or exercised, as the case may be, by Executive

- Officer in consultation with the Local Audit Officer concerned subject to the provisions of clause (e) hereunder, of the 'Head of Department' by the Director, Defence Lands and Cantonments, the Command and of 'President' by the Central Government;
- (c) Provision for consultation with the UPSC wherever it occurs in the Central Civil Services (Pension) Rules, 1972 shall be deemed to have been omitted;
- (d) The responsibility for preparation of pension papers shall devolve on the Executive Officer of the Cantonment Board;
- (e) Authority to sanction provisional pension and including 'Family Pension' and Death-cum-Retirement Gratuity' shall vest with the President, Cantonment Board;
- (f) The authority to sanction final pension and including 'Family Pension' and 'Final Death-cum-Retirement Gratuity shall vest with the Director, Defence Lands and Cantonments, the Command; and
- (g) Where any doubt arises as to the interpretation of the Rules or their applicability in particular cases or in cases of doubt, it shall be referred to the Central Government for decision.

*[SRO 51 dated 1.2.1983]

NOTES

- (1) The Cantonment Board employees will be eligible for a minimum pension of Rs. 375/-p.m. including ad-hoc relief D.A. etc. on pension wef. 1.1.1986.

[GOI, Min. of Def. (DG,DE) letter No. 25/51/C/L&C/72 dated 30.12.1987]

COMMENTS

- (1) **Withholding or reducing Pension—Misconduct—Pensioner committing misconduct, negligence or financial irregularity during service. His pension can be withheld or reduced by Govt. after hearing him.**

[AIR 1988 SC 842]

- (2) **Family Pension—Govt. servant getting married after retirement. His spouse and child both after retirement are entitled to pension.**

[AIR 1989 SC 2088]

- (3) **Non Vacation of Govt. Accommodation on Retirement—Supreme Court in the case of Railway Board have decided that those employees who do not vacate Govt. accommodation are themselves responsible for it if they are not paid retirement benefits. They are entitled for interest also on late payment. (U.O.I. vs Ujagar Lal 1997 Factory and Labour Report-1).**

- 32. (1) Every Board shall establish a Pension Fund which shall consist of the following—

- (i) The Board's contribution to the Provident Fund and Bonus already lying to the credit of the servants in their Provident Fund account on the date rules in this part come into force;
- (ii) Similarly, amounts that would have become subsequently due to the servants concerned from time to time had they not opted for being governed by the rules relating to Contributory Provident Fund-cum-Bonus contained in Part-III;
- (iii) Similar amounts that would have become due to the servants appointed subsequently to these rules under rule 33, but for the provisions of this para;
- (iv) Amounts received by way of pension contribution from other Boards under rule 32 (6); and
- (v) Such other sums as may be sanctioned by the Central Government to enable the Board to meet the liabilities on account of pension/gratuity as provided in this part.

(2) The Pension Fund shall be operated by the Executive Officer and shall be deposited in the Savings Bank Account of a nationalised bank : Provided that with a view to maximising the income therefrom, such sums as may not be required to meet current liabilities on account of pension/gratuity may, with prior approval of the Director, Defence Lands and Cantonments, the Command, be invested in suitable terms deposits with the nationalised bank or post office or in government securities.

(3) All expenditure on pension/gratuity shall be incurred from pension fund with the prior sanction of the President, Cantonment Board concerned and no expenditure on any other account shall be incurred therefrom except with the prior sanction of Central Government.

(4) On transfer of a servant from one Board to another the Executive Officer of the transferor Board shall forward the details of qualifying service and other information and documents necessary for computing pension/gratuity in the form prescribed in the Cantonment Account Code within one month of the date the servant is relieved of his charge.

(5) The Board under whom the eligible servant was serving at the time of retirement, as the case may be, (hereinafter called the "Pension paying Board" shall make payment of pension/gratuity for the entire period of qualifying service to the servant or his family.

(6) The Pension paying Board shall be entitled to receive from other Boards under which the eligible servant has served earlier, such pro rata contribution, as may be determined on the basis of a general formula that may be laid down by the Central Government from time to time having due regard to the length of the service of the servant under each such Board,

the pay scales in which he had been placed during his service with each such Board and such other matters as may be relevant for determination of the pro rata contribution.

(7) The Board or Boards so liable to pay the pro rata contribution shall make the payment to the Pension paying Board within such time from the commencement of the financial year as the Central Government may direct. The contribution so received by the Pension paying Board shall immediately be credited to the Pension Fund of that Board."

**/S.R.O. 51 dated 1.2.1983]*

PART-III

Contributory Provident Funds

Establishment of Fund

33. (1) The provisions of rule 34 to 51 shall apply only to such servants as are not governed by the provisions of Part-II.

**/S.R.O. 51 dated 1.2.1983]*

(2) The Board shall establish and maintain a Provident Fund for the benefit of its servants.

Rates and Realisation of Subscription

34. (1) Every servant shall be required by the Board to subscribe at the rate of $8\frac{1}{3}$ percent of his pay) to the Provident Fund. Subscriptions shall be recovered by the Board by deduction from every salary bill presented, and shall be credited at once to the Provident Fund. In making such deductions fraction of a rupee shall be omitted.

(2) A servant may, after giving due notice to the Executive Officer, subscribe at a rate higher than $8\frac{1}{3}$ percent of his pay) and he may increase or decrease the rate of subscription once during a financial year after giving due notice to the Executive Officer but shall not at any time, reduce it to less than $8\frac{1}{3}$ percent of his pay).

[SRO 231 dated 30.4.1970 and 584 dated 12.4.1941 and 27 dated 11.1.1957]

(3) A temporary servant or a servant on probation may be permitted, on confirmation, to subscribe to the Provident Fund with retrospective effect from the date of his continuous appointment temporarily or on probation. The arrears of his subscription with respect to his temporary or probationary service shall be recovered in monthly instalments not exceeding double the number of months for which such subscriptions are due. The arrears of contribution due from the Board in respect of the servant's temporary or probationary service shall be credited simultaneously with these arrears.

35. All servants employed under the Cantonments Act, 1910, who were subscribers to a Provident Fund maintained during such service and who are continued in the employment of the Board under the Cantonments Act, 1924 shall be continued as subscribers to the Provident Fund established under these rules and the amount at the credit of every such servant shall be brought forward in the accounts maintained under these rules.

36. The Provident Fund account of any servant employed by a local authority, other than a Board, whose services are transferred to a Board, may be transferred to the Provident Fund of the Board and, after such transfer, these rules shall be applicable to such account :

Provided that only approved service under the Board shall be taken into consideration in calculating any bonus payable under Rule 39.

Insurance Policies

37. (1) Depositor may substitute for the whole or part of his subscription to the Provident Fund the premia for a policy of insurance effected on his own life if he satisfies the Board as to the due payment of the premia :

Provided that, if the depositor, fails to satisfy the Board of the due payment of the premia, or the policy falls due to lapses or becomes in any way encumbered, the depositor shall—

- (a) commence or resume payment of the amount of subscription for which the policy was substituted; and
- (b) repay to the Provident Fund the total amount of subscription for which premia have been substituted, in default of which the Board may deduct that amount from the salary of the depositor by instalments not exceeding one third of his salary and credit it to his account in the fund.

(2) The depositor shall, and the Board shall not, be responsible for payment of such premia.

Nominations

38. (1) The Executive Officer shall require every depositor at the time of making his first deposit to make a nomination conferring the right to receive the amount that may stand to his credit in the Provident Fund in the event of his death before ceasing to be a servant of a Board.

(2) A depositor who, at the time of making his first deposit, has one or more dependants shall send to the Executive Officer a nomination in Form A set forth in Schedule II in favour of that dependant, or of one or more of his dependants, as the case may be.

(3) A depositor who has no dependant shall similarly, nominate a person or persons in Form B set forth in Schedule II :

Provided that a nomination made under this sub-rule shall be deemed to have been duly made in accordance with the rules of the Provident Fund only for so long as the subscriber has no dependant.

(4) If a depositor at any time acquires a dependant, he shall send to the Executive Officer a nomination as provided in sub-rule (2) and, if he has under sub-rule (3) nominated any person other than a dependant, he shall formally cancel the previous nomination.

(5) A depositor may in his nomination distribute the amount that may stand to his credit in the Provident Fund amongst his nominees at his own discretion.

(6) A nomination may be cancelled by a depositor and replaced by any nomination which is permitted to be made under this rule.

(7) Nominations shall, whenever possible, be in the hand-writing of the depositor and signed by him, and shall be attested by two witnesses.

(8) Current nominations shall be carefully recorded by a responsible officer of the Board.

Contribution by the Board to Deposit Account of Each Servant

39. (1) The Board shall make a contribution to the deposit account of each depositor at the rate of $\frac{8-1}{3}$ percent of pay* of the depositor. Such contribution shall be credited to the Provident Fund, month by month, in favour of such servant, together with deductions made from his salary under rule 34. The contribution shall be charged in the cantonment accounts to [Head 'H'—Contributions for General purposes.]

*[SRO No. 231 dated 30.4.1970 and 584 dated 12.4.1941 and No. 27 dated 11.1.1957]

(2) (a) In addition to the contribution made under sub-rule (1), the Board may if it deems fit make further contributions hereinafter called bonuses to be credited to the Provident Fund in favour of any servant, as follows :—

After ten years' approved service, two months' pay;

After fifteen years' approved service, three months' pay;

After twenty years' approved service, three months' pay;

After twenty five years' approved service, four months' pay;

After thirty years' approved service, four months' pay.

Such bonuses may be cumulative, that is a servant who has received a bonus after serving ten years may, after serving five years more, receive a second bonus, and so on. Approved service shall be reckoned as from the date of commencement of service under the Board or under another Board or other Boards if such service is continuous irrespective of the date a servant becomes subscriber to the Provident Fund.

(b) Approved service may, where the Board deems fit, include previous service under another Board or the other Boards, if such Board or Boards pay a share of the bonus proportionate to the length of such previous service. The Board shall, subject to the receipt of proportionate share or shares from the other Board or Boards concerned, credit the bonus to the provident fund as far as possible within six months from the date the depositor becomes eligible for the same. The charges for the remittance of the proportionate share or shares of bonus shall be borne by the Board concerned.

[No. 465 dated 15.4.1939 and 299 dated 4.7.1953]

(c) Approved service may, where the Board deems fit, also include previous service under the same Board.

(d) In the event of death or retirement of any servant the Board may credit proportionate bonus, the proportion being the ratio of the approved service rendered by the servant after the grant of the previous bonus to the length of approved service required for the grant of the next bonus* :

*[SRO 231 dated 30.4.1970]

Provided that no such bonus shall be paid to any servant who has been found guilty of mis-appropriation, embezzlement or theft of cantonment stores, etc. or has been dismissed or removed from service of the Board for any period subsequent to the date of detection of such misappropriation, embezzlement or theft of cantonment stores or date on which disciplinary proceedings under these rules have been initiated against such servant resulting in his removal or dismissal from service."

[S.R.O. 296 dated 9.11.1981]

(3) For the purpose of sub-rule (2) "Pay" means the pay of the depositor on the date on which he becomes eligible for a bonus.

(4) In special circumstances and with the previous sanction of the Central Government in each case the Board may grant a bonus of such amount as the Central Government may approve, although no bonus, or a bonus of smaller amount, may be admissible under sub-rule (2). A bonus may be granted under this sub-rule in respect of service rendered wholly or in part before its commencement.

(5) No contribution shall be made by the Board on the subscription paid by the depositor for any period during which he has been suspended.

Investment

40. (1) All subscriptions and contributions under these rules shall be credited into the Provident Fund and paid into the savings Bank Account of the [State Bank of India] or any of its subsidiaries or any other Nationalised Bank or into the Post Office Savings Bank, as the case may be, between the 1st and 4th of the month on which they become due. Such other sums as may subsequently become due in any month shall be credited to the Provident Fund and so paid into the [State Bank of India] or the Post Office Savings Bank as to ensure that interest may accrue as quickly as possible. [No. 715 dated 27.4.1950]

(2) Such deposit may be invested in Government securities in accordance with rule 46 of the "Rules for the guidance of depositors in the Post Office Savings Bank", and may also be invested in Government of India loans or in any fixed deposit with the State Bank of India or any of its subsidiaries or any other Nationalised Bank."

(3) The entire amount of the interest [earned] on the investment of the Provident Fund shall be distributed proportionately for credit to the accounts of all the [depositors] to the Provident Fund.

[No. 299 dated 4.7.1953 and 890 dated 13.8.1938]

Explanation :—For the purposes of this rule, "Nationalised Bank" means a corresponding new Bank as defined in the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970."

Accumulations when [Finally] payable

[No. 890 dated 13-8-1938]

41. The amount of the subscriptions and contributions with the interest earned thereby at the credit of a depositor shall become payable by the Executive Officer from the Provident Fund :—

- (a) on the death of the depositor, subject to the proviso to sub-rule (3) of rule 38, to the person or persons nominated by him in accordance with that rule, in the proportion specified in the nomination; or
- (b) when the depositor [proceeds on leave preparatory to retirement or [ceases to be a servant of the Board, to the depositor, [No. 343 dt. 19-6-1943 and 715 dated 22-4-1950] and shall be disposed of in the manner provided in section 4 of the Provident Fund Act, 1925 :

Provided that where the depositor ceases to be a servant under one Board by reason of his transfer to the employment of another Board, the

amount of the subscriptions and contributions and the interest earned thereon at his credit shall be paid by money order to the credit of his account in the Provident Fund of the Board to whose employment he has been transferred, the remittance charges being borne by the Board remitting the amount : [No. 465 dated 15.4.1939 and 299 dated 4.7.1953]

Provided further that a depositor who proceeds on leave preparatory to retirement, if he returns to duty shall if required to do so by the Board, repay to the fund, for credit to his account, the whole or part of any amount paid to him from the fund in pursuance of this rule with interest thereon at the rate obtained from the State Bank of India (Savings Bank) or Post Office Savings Bank, as the case may be, in cash or securities or partly in cash and partly in securities, by instalments or otherwise, as may be directed by the authority competent to sanction an advance .

[No. 584 dated 12.4.1941]

Provided further that the whole or any part of the amount of the contributions made by the Board to the account of the depositor together with the interest earned thereby may be deducted from the amount payable under this rule and be paid to the Board, if

- (a) the depositor has been dismissed from the service of the Board for misconduct or has resigned the service of the Board within five years of his appointment thereto otherwise than on medical grounds established to the satisfaction of the Board, or
- (b) the amount to be deducted is due under a liability incurred by the depositor to the Board.

COMMENTS

Provident Fund :—The amount is not attachable even after the death of depositor. 35 Cal 641, 1927 oudh 22, 46 cal 962. [1929 All 417]

[Advance from the Provident Fund]

[No. 584 dated 12-4-1941]

42. (1) The Executive Officer may sanction the payment to any depositor of an advance consisting of a sum of whole rupees and not exceeding three month's pay or the amount of the depositor's own subscription to the Provident Fund with interest thereon, whichever is less, for one or more of the following purposes, namely—

- (a) to pay expenses in connection with the illness, including where necessary the travelling expenses, of the depositor or any member of his family actually dependent on him.
- (b) to meet the cost of higher education including, where necessary, the travelling expenses of the depositor or any member of his family actually dependant on him, in the following cases, namely—
 - (i) for education outside India for an academic, technical, professional or a vocational course beyond the High School stage;

- (ii) for any medical, engineering or other technical or specialised course in India beyond the High School stage : provided that the course of study is for not less than three years;
- (c) to pay obligatory expenses on a scale appropriate to the status, which by religion or customary usage the depositor has to incur in connection with marriage or other ceremonies of himself or of any member of his family actually dependent on him :

Provided that the condition of actual dependence shall not apply in the case of a son or daughter of the depositor :

- (d) to meet the cost of legal proceedings instituted by the depositor for vindicating his position in regard to any allegations made against him in respect of any act done or purporting to be done by him in the discharge of his official duty, the advance in this case being available in addition to any other advance admissible for the same purpose from the Board :

Provided that the advance under this sub-clause shall not be admissible to a depositor who institutes legal proceedings in any court of law either in respect of any matter unconnected with his official duty or against the Board in respect of any condition of service or penalty imposed on him;

- (e) to meet the cost of his defence where the depositor is prosecuted by Government or the Board in any court of law or where the depositor engages a legal practitioner to defend him in any enquiry in respect of any alleged official misconduct on his part,

[No. 584 dated 12-4-1941]

- (f) to provide immediate financial relief and mitigate hardship caused to the depositor in the eventuality of natural calamities like floods, cyclone, etc., such advance being governed by the same terms and conditions as are applicable to Central Government employees serving in the affected area and being sanctioned only as a special relaxation.

[SRO 53 dated 1-2-1985]

(1-A) A Board may in special circumstances sanction the payment to any depositor of an advance if it is satisfied that the depositor concerned required the advance for reasons other than those mentioned in sub-rule (1).

[SRO 53 dated 1-2-1985]

(2) An advance in excess of the limit prescribed in sub-rule (1), or before the lapse of twelve months after the complete payment of the last advance taken by the depositor, shall not be granted except in special circumstances and except with the written sanction of the Board containing the reasons therefor :

[No. 584 dated 12-4-1941]

*Provided that the Executive Officer may in cases of extreme urgency and for the reasons to be recorded in writing sanction the payment of a

second advance to a depositor in addition to the advance sanctioned under sub-rule (1).

*[S.R.O. No. 273 dated 14-8-1975]

[Withdrawals from the Provident Fund]

[No. 584 dated 12-4-1941]

43. (1) Subject to the conditions specified herein, non-repayable withdrawals may be sanctioned by the Board at any time after the completion of twenty-five years of service (including broken periods of service, if any) by a depositor or within ten years before the date of his retirement on superannuation, whichever is earlier, upto the amount of his own subscription to the Provident Fund and interest thereon, for one or more of the following purposes, namely—

- (a) purchasing a house site suitable for a residence of the depositor himself or repaying any outstanding amount on account of loan expressly taken for this purpose within twelve months prior to the date of the application for withdrawal;
- (b) constructing a house suitable for occupation by the depositor himself on a house site purchased either by utilising the sum withdrawn under clause (a) or otherwise;
- (c) acquiring a suitable house for his residence including the cost of the site or repaying any outstanding amount on account of any loan expressly taken for this purpose within twelve months prior to the date of application for withdrawal;
- (d) reconstructing or making additions or alterations to a house already owned or acquired by a depositor to make it suitable for his residence :

Provided that a depositor who has availed himself of an advance under any scheme of the Government of India or any State Government or any Board for the grant of advances for house building purposes, or has been allowed any assistance in this regard from any other Government source or from the Board, shall not be eligible for the final withdrawal except for the express purposes of repayment of any loan taken under the aforesaid scheme or from such other Government source or from the Board.

[No. 584 dated 12-4-1941]

- (e) for providing immediate financial relief and mitigating hardship caused in the eventuality of natural calamities like floods, cyclone etc., such withdrawals being governed by the same terms and conditions as are applicable to Central Government employees serving in that affected area and being sanctioned only as a special relaxation.

[S.R.O. 53 dated 1-2-1985]

(2) A depositor who has been permitted to withdraw money from the Provident Fund under sub-rule (1) shall satisfy the Board within such period

(not exceeding ten months), as may be specified, that the money has been or is being utilised for the purpose for which it was withdrawn, and if he fails to do so, the whole of the sum so withdrawn, or so much thereof as has not been utilised for the purpose for which it was withdrawn, shall forthwith be repaid by the depositor in one lump sum together with interest thereon at the rate of four per cent per annum and in default of such payment, it shall be recovered from his salary in equal monthly instalments till the entire amount is recovered from him. [No. 584 dated 12-4-1941]

44. (1) An advance shall be recovered, at the discretion of the sanctioning authority, in not less than twelve and not more than thirty-six instalments. A depositor may, however, at his option make re-payment in less than twelve instalments or may repay two or more instalments at the same time. [No. 584 dated 12-4-1941]

(2) In determining the advance to be sanctioned, due regard shall be paid to the amount of subscriptions lying to the credit of the applicant. The amount of the advance shall be a sum expressed in whole rupees and ordinarily the monthly instalments shall also be in whole rupees, the advance applied for being raised or reduced, if necessary, to enable instalments to be thus fixed.

(3) Recoveries shall be made monthly, commencing from the first payment of a full month's salary after the advance is granted, but no recovery shall be made from a [depositor] while he is on leave of any kind other than casual leave. [No. 584 dated 12-4-1941]

(4) When two or more advances are made under [sub-rule (1) of rule 42], each advance shall be treated separately, and a monthly deduction of not less than one [thirty sixth] of each advance shall be made until that advance is cleared. [No. 584 dated 12-4-1941]

(5) The instalments shall be paid by compulsory deductions from salary and shall be in addition to the usual subscription.

(6) Notwithstanding anything contained in these rules, if the sanctioning authority is satisfied that the amount advanced to a depositor from the Provident Fund has been wholly or partly utilised for a purpose other than that for which the advance was granted, the whole of the amount advanced or so much thereof as has not been utilised for the purpose for which it was given, shall on receipt of orders of the sanctioning authority in this behalf, be refunded by the depositor in a lump sum, together with interest at the rate of four percent per annum within the period specified in such order and in default the amount together with interest shall be recovered from his salary in equal monthly instalments till the entire amount is recovered from him. [No. 584 dated 12-4-1941]

45. (1) Interest at the rate of four percent per annum on the amount of the advance shall be paid by the depositor for the period between the drawal of the advance and its complete repayment.

(2) Amount of interest so due shall be paid by the depositor as an additional instalment in the month following that in which the last instalment of the advance is paid.

(3) In calculating the interest, a fraction of a rupee shall be rounded off to the nearest whole rupees.

46. Save as otherwise provided in these rules, the sum at the credit of a depositor in the Provident Fund shall not be liable to forfeiture on dismissal or on conviction by a criminal court, except for an offence for which the penalty of forfeiture of the whole of the offender's property is prescribed by law. [No. 584 dated 12-4-1941]

47. A copy of the account of each depositor shall be furnished to him as soon as possible after the close of the financial year to which the account relates, or at the time of payment in the case of accounts closed in accordance with rule 41.

Prohibition or Voluntary Deposits

48. No deposits from servants other than those authorised by these rules shall be credited to the Provident Fund.

Subscription during Leave

49. Servants shall not be permitted to subscribe to the Provident Fund while absent on leave other than leave on full average salary. They may at their option subscribe while absent on leave on full average salary.

50. A servant who desires to subscribe during such leave shall notify his intention in advance in order to allow of the deductions from his leave allowance being noted in his leave and pay certificate; and a servant who has notified such intention shall not be permitted to discontinue subscribing during leave :

Provided that, if he fails to notify his intention in advance, he may be allowed to pay his subscription during leave in cash.

Dead Accounts

51. On a depositor leaving the service his account shall be closed, and unless the amount at his credit be with-drawn, in the case of balances not exceeding Rs. 10 within one year, and in case of balances exceeding Rs. 10 within three years it shall be written off as a dead account, and not repaid save under the orders of the Officer Commanding-in-Chief, the Command.

PART IV

General Provident Fund

52. (1) Every Board shall establish and maintain a General Provident Fund for the benefit of its all servants who are eligible for pension-cum-gravity and who shall subscribe to it.

(2) The provisions of General Provident Fund (Central Services) Rules 1960, mutatis-mutandis, shall govern the operation of the General Provident Fund subject to following modifications—

(i) powers of 'Accounts Officer', and Advances/payments sanctioning authority, shall be exercised by the Executive Officer and those of the 'Government', by the Director, Defence Lands and Cantonments, the Command.

(ii) in the event of a servant joining the General Provident Fund from the Contributory Provident fund, the amount of his own subscription with interest accrued thereon lying in the contributory Provident Fund, at his credit shall be credited in the General Provident Fund and the amount of the Boards' contribution together with bonuses, if any, shall be credited in the Pension Fund as provided in rule 32 (1).

(iii) on transfer of the servant from one Board to another, the Executive Officer shall remit to the transferee Board the amount standing to the credit of the servant in his General Provident Fund Account on the date of relieving, together with statements of accounts, within one month of the date on which the servant is relieved from the service of the transferor Board and a copy of the statement shall also be furnished to the servant. **[S.R.O. 51 dated 1.2.1983]*

PART—V

Medical Attendance Rules

53. The Central Civil Services (Medical Attendance) Rules, 1944, shall mutatis mutandis apply to all Cantonment Fund servants, subject to the following provisions, namely—

(a) Cantonment Executive Officer shall be the Controlling Officer for purpose of passing medical bills and other relevant matters with the operation of medical attendance rules in respect of Cantonment Fund Servants;

(b) the Director, Defence Lands and Cantonments, the Command, shall be the Head of the Department for purpose of these rules. *[S.R.O. 66 dt. 4.2.1980 & No. 51 dated 1.2.1983]*

NOTES

Medical facilities to retired Cantt. Board Employees—The retired Cantonment Board employees, who are residing with-in the Cantonment Board jurisdiction, can avail of the facilities to the extent of medicines available in the Cantonment Board Hospital. *[GOI, Min. of Def. (DG, DE) letter No. 25/37/C/DE/87 dated 14.12.1987]*

54. Nothing in these rules shall affect reservations and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes or other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.*

NOTES

The maximum age limit prescribed for direct recruitment to a service or post shall be increased by 5 years in the case of candidates belonging to Scheduled Castes and Scheduled Tribes.

[M.H.A. Resolution No. 42/19/51—NGS dated 25.6.1952 and No. 15/1/55/SCT dated 30.4.1955 and Dept. of Personnel O.M. No. 21/9/1970-Est (SCT) dated 8.12.1971]

COMMENTS

(1) **Reservation-Art. 16**—*Only one post in cadre*—There can be no reservation with reference to that post either for recruitment at initial stage or filling up future vacancy in respect of that post. *[AIR 1988 SC 959]*

(2) **Reservation in service**—*Rules of 50% limit to be applied by taking an year as the unit*—Applying 50% rule to entire strength of Cadre/service would not be consistent with Art. 16. *[AIR 1993 SC 477]*

(3) **Reservation for backward classes**—*Has to be consistent with requirements of efficiency of administration in matter of appointment. Govt. cannot say that there shall be no minimum qualifying marks for Scheduled caste/Scheduled Tribe candidates while prescribing a minimum for others.*

[AIR 1993 477]

(4) **High cast Hindu girl marrying to Scheduled Tribe boy**—*not entitled to benefits of reservation, merely because of marriage.* *[AIR 1993 AP 229]*

SCHEDULE—I

(See Rule 24)

Security Bonds for Cantonment Servants

A

Form of Security Bond A Where Cash is Taken as Security

SECURITY

KNOW ALL MEN by these presents that I of am held and firmly bound unto the Cantonment Board of in the sum of Rs. to be paid to the said Board for which payment I bind myself my heirs executors administrators and legal representatives by these presents.

WHEREAS the above bounden was on the day of 19 appointed to and now holds the office of in the cantonment of in the District AND WHEREAS the said by virtue of such office is bound to keep true and faithful accounts of his dealings with all property and money which may come to his hands or possession or under his control such accounts to be kept in the form and manner that may from time to time be prescribed by duly constituted authority and also to prepare and submit such returns and accounts and other documents as may from time to time be required of him;

AND WHEREAS the said has by the direction of the said Board delivered to and deposited with the Executive Officer of the said cantonment the sum of Rs. in cash as security for the due and faithful performance by the said of the duties of his said office and of any other office to which he may be appointed at any time and of other duties which may be required of him and for the purpose of securing and indemnifying the said Board and Cantonment Fund of the said cantonment against all loss injury or damage which the said Board or Fund may in any way suffer or sustain by reason of the misconduct neglect oversight or otherwise by means of the said or any person or persons acting under him or for whom he may be responsible;

AND WHEREAS the said has entered into the above bond in the penal sum of Rs. as a further security for the due performance by him of the duties of his said office and of any other office to which he may be appointed at any time and of other the duties which may be required of him and for the indemnity of the said Board and Fund against all such loss injury or damages as aforesaid;

NOW the condition of the above written bond is such that if the said has whilst he has held the said office of as aforesaid always duly performed and fulfilled the duties of his said office and if he shall whilst he shall hold the said office or any other office to which he may be appointed or in which he may act always duly perform and fulfil all and every the duties thereof respectively and other duties which

may from time to time be required of him and shall also at all times indemnify and save harmless the said Board and Fund from all and every loss injury and damage which has been or shall or may at any times or time hereafter during the service or employment of the said—in such office as aforesaid or in any such other offices aforesaid be sustained incurred or suffered by the said Board or Fund by reason of any act neglect failure misconduct default disobedience omission or insolvency of the said or of any person or persons acting under him or for whom he may be responsible then this obligation shall be void and of no effect otherwise the same shall be and remain in full force : PROVIDED always and it is hereby declared and agreed that the said sum of Rs. so deposited as aforesaid shall be and remain with the Executive Officer for the time being of the said cantonment as such security as aforesaid with full power for such Executive Officer as occasion shall require to apply the said sum of Rs. or any part thereof in and towards the indemnity as aforesaid of the said Board and Fund or otherwise as aforesaid; AND it is hereby lastly agreed that on the final termination of the service of the said whether such as aforesaid or otherwise the said sum of Rs. or so much thereof as shall then be in deposit and this bond shall remain with such Executive Officer as aforesaid for calendar month as security against any loss injury or damage that may have been sustained or incurred by the said Board or Fund owing to the act neglect or default of the said or any such other person or persons as aforesaid and which may not have been discovered until after the termination of his said service and that his liability hereunder shall continue until the expiry of the said term of calendar months.

IN WITNESS whereof the said has hereunto set his hand and seal this day of 19

Signed sealed and delivered)

by the above named in the)

presence of)

B

Form of Security Bond where Cash is Taken by

Instalments as Security

KNOW ALL MEN by these presents that I of am held and firmly bound unto the Cantonment Board of in the sum of Rs. to be paid to the said Board for which payment I bind myself my heirs executors administrators and legal representatives by these presents.

WHEREAS the above bounden was on the day of 19 appointed to and now holds the office of in the cantonment of in the District

SCHEDULE—1

(See Rule 24)

Security Bonds for Cantonment Servants

A

Form of Security Bond A Where Cash is Taken as Security

SECURITY

KNOW ALL MEN by these presents that I of am held and firmly bound unto the Cantonment Board of in the sum of Rs. to be paid to the said Board for which payment I bind myself my heirs executors administrators and legal representatives by these presents.

WHEREAS the above bounden was on the day of 19 appointed to and now holds the office of in the cantonment of in the District AND WHEREAS the said by virtue of such office is bound to keep true and faithful accounts of his dealings with all property and money which may come to his hands or possession or under his control such accounts to be kept in the form and manner that may from time to time be prescribed by duly constituted authority and also to prepare and submit such returns and accounts and other documents as may from time to time be required of him;

AND WHEREAS the said.....has by the direction of the said Board delivered to and deposited with the Executive Officer of the said cantonment the sum of Rs.....in cash as security for the due and faithful performance by the said.....of the duties of his said office and of any other office to which he may be appointed at any time and of other duties which may be required of him and for the purpose of securing and indemnifying the said Board and Cantonment Fund of the said cantonment against all loss injury or damage which the said Board or Fund may in any way suffer or sustain by reason of the misconduct neglect oversight or otherwise by means of the said.....or any person or persons acting under him or for whom he may be responsible;

AND WHEREAS the said.....has entered into the above bond in the penal sum of Rs.....as a further security for the due performance by him of the duties of his said office and of any other office to which he may be appointed at any time and of other the duties which may be required of him and for the indemnity of the said Board and Fund against all such loss injury or damages as aforesaid;

NOW the condition of the above written bond is such that if the said..... has whilst he has held the said office of.....as aforesaid always duly performed and fulfilled the duties of his said office and if he shall whilst he shall hold the said office or any other office to which he may be appointed or in which he may act always duly perform and fulfil all and every the duties thereof respectively and other duties which

may from time to time be required of him and shall also at all times indemnify and save harmless the said Board and Fund from all and every loss injury and damage which has been or shall or may at any times or time hereafter during the service or employment of the said—in such office as aforesaid or in any such other offices aforesaid be sustained incurred or suffered by the said Board or Fund by reason of any act neglect failure misconduct default disobedience omission or insolvency of the said..... or of any person or persons acting under him or for whom he may be responsible then this obligation shall be void and of no effect otherwise the same shall be and remain in full force : PROVIDED always and it is hereby declared and agreed that the said sum of Rs. so deposited as aforesaid shall be and remain with the Executive Officer for the time being of the said cantonment as such security as aforesaid with full power for such Executive Officer as occasion shall require to apply the said sum of Rs. or any part thereof in and towards the idemnity as aforesaid of the said Board and Fund or otherwise as aforesaid; AND it is hereby lastly agreed that on the final termination of the service of the said whether such as aforesaid or otherwise the said sum of Rs or so much thereof as shall then be in deposit and this bond shall remain with such Executive Officer as aforesaid for calendar month as security against any loss injury or damage that may have been sustained or incurred by the said Board or Fund owing to the act neglect or default of the said or any such other person or persons as aforesaid and which may not have been discovered until after the termination of his said service and that his liability hereunder shall continue until the expiry of the said term of calendar months.

IN WITNESS whereof the said has hereunto set his hand and seal this day of 19

Signed sealed and delivered)
by the above named in the)
presence of)

B

Form of Security Bond where Cash is Taken by Instalments as Security

KNOW ALL MEN by these presents that I of am held and firmly bound unto the Cantonment Board of in the sum of Rs. to be paid to the said Board for which payment I bind myself my heirs executors administrators and legal representatives by these presents.

WHEREAS the above bounden was on the day of 19 appointed to and now holds the office of in the cantonment of in the District

AND WHEREAS the said by virtue of such Office is bound to keep true and faithful accounts of his dealings with all property and money which may come to his hands or possession or under his control such accounts to be kept in the form and manner that may from time to time be prescribed by duly constituted authority and also to prepare and submit such returns and such accounts and other documents as may from time to time be required of him; AND WHEREAS the said has by the direction of the said Board agreed to deliver to and deposit with the Executive Officer of the said cantonment the sum of Rs. in cash by monthly deduction of Rs. to be made from the salary of the said by the head of his office until the full sum of Rs. shall be so delivered and deposited as security for the due and faithful performance by the said of the duties of his said office and of any other office to which he may be appointed at any time and of other duties which may be required of him and for the purposes of securing and indemnifying the said Board and Cantonment Fund of the said cantonment against all loss injury or damage which the said Board or its successors may in any way suffer or sustain by reason of the misconduct neglect oversight or otherwise by means of the said or any person or persons acting under him or for whom he may be responsible; AND WHEREAS the said has entered into the above bond in the penal sum of Rs. as a further security for the due performance by him of the duties of his said office and of any other office to which he may be appointed at any time and of other the duties which may be required of him and for the indemnity of the said Board and Fund against all such loss injury or damage as aforesaid; NOW the condition of the above written bond is such that if the said has whilst he has held the said office of as aforesaid duly performed and fulfilled the duties of his said office and if he shall whilst he shall hold the said office or any other office to which he may be appointed or in which he may act always duly perform and fulfil all and every the duties thereof respectively and other duties which may from time to time be required of him and shall also at all times indemnify and save harmless the said Board and Fund from all and every loss injury and damage which has been or shall or may at any times or time hereafter during the service or employment of the said in such office as aforesaid or in any such other offices as aforesaid be sustained incurred or suffered by the said Board or Fund by reason of any neglect failure misconduct default disobedience omission or insolvency of the said or of any person or persons acting under him or for whom he may be responsible then this obligation shall be void and of no effect otherwise the same shall be and remain in full force : PROVIDED always and it is hereby declared and agreed that the said sum of Rs. or so much thereof as shall for the time being be deposited shall be and remain with the Executive Officer for the time being

of the cantonment as such security as aforesaid with full power for such Executive Officer as occasion shall require to apply the said sum of Rs. or any part thereof in and towards the indemnity as aforesaid of the Board and Fund or otherwise as aforesaid;

AND it is hereby lastly agreed that on the final termination of the service of the said whether as such as aforesaid or otherwise the said sum of Rs. or so much thereof as shall then be in deposit and this bond shall remain with such Executive Officer as aforesaid for calendar months as security against any loss injury or damage that may have been sustained or incurred by the said Board or Fund owing to the act neglect or default of the said or any such other person or persons as aforesaid and which may not have been discovered until after the termination of his said service and that this liability hereunder shall continue until the expiry of the said term of calendar months.

IN WITNESS whereof the said has hereunto set his hand and seal this day of 19

Signed sealed and delivered)
by the above named in the presence)
of)

C

Form of Security Bond Where Government Securities are taken as Security

KNOW ALL MEN by these presents that I of am held and firmly bound unto the Cantonment Board in the sum of Rs. to be paid to the said Board for which payment I bind myself my heirs executors administrators and legal representatives by these presents.

WHEREAS the above bounden was on the day of 19 appointed to and now holds the office of in the cantonment of in the District AND WHEREAS the said by virtue of such office is bound to keep true and faithful accounts of his dealings with all property and money which may come to his hands or possession or under his control such accounts to be kept in the form and manner that may from time to time be prescribed by duly constituted authority and also to prepare and submit such returns and such accounts and other documents as may from time to time be required of him; AND WHEREAS the said has by the direction of the said Board delivered to and deposited with and endorsed over to the Executive Officer of the said Cantonment Government Securities to the extent of Rs. as security for the due and faithful performance by the said of the duties of his said office and of any other office to which he may be appointed at any time and of other the duties which

may be required of him and for the purpose of securing and indemnifying the Board and Cantonment Fund of the said cantonment against all loss injury or damage which the said Board or Fund may in any way suffer or sustain by reason of the misconduct neglect oversight or otherwise by means of the said or any person or persons acting under him or for whom he may be responsible; AND WHEREAS the said has entered into the above bond in the penal sum of Rs. as further security for the due performance by him of the duties of his said office and of any other office to which he may be appointed at any time and of other the duties which may be required of him and for the indemnity of the said Board and Fund against all such loss injury or damage as aforesaid; Now the condition of the above written bond is such that if the said has whilst he has held the said office of as aforesaid always duly performed and fulfilled the duties of his said office and if he shall whilst he shall hold the said office or any other office to which he may be appointed or in which he may act always duly perform and fulfill all and every the duties thereof respectively and other the duties which may from time to time be required of him and shall also at all times indemnify and save harmless the said Board and Fund from all and every loss injury or damage which has been or shall or may at any times or time hereafter during the service or employment of the said in such office as aforesaid or in any such other office as aforesaid be sustained or suffered by the said Board or Fund by reason of any act neglect failure misconduct default disobedience omission or insolvency of said or of any person or persons acting under him or for whom he may be responsible then this obligation shall be void and of no effect otherwise the same shall be and remain in full force : PROVIDED always and it is hereby declared and agreed that the said Government Promissory Notes for Rs. so delivered and endorsed as aforesaid or such other Government Security or Securities to the same amount as the said Executive Officer, may consent from time to time to accept and receive in lieu or exchange for the same and the interest thereof shall be and remain with the Executive Officer for the time being of the said cantonment as such security as aforesaid with full power for such Executive Officer as occasion shall require to sell and dispose of the said Government Securities or a sufficient portion thereof with the interest thereon and to supply the proceeds thereof in and towards the indemnity as aforesaid of the said Board and Fund or otherwise as aforesaid but that nevertheless the interest accruing on the said Government Securities may in the meantime be paid over as the same shall be realised if such Executive Officer shall think fit to the said; AND it is hereby lastly agreed that on the final termination of the service of the said whether as such as aforesaid or otherwise the said Government Promissory Notes for Rs. or any notes that may have been substituted therefor and this bond shall remain with such Executive Officer as aforesaid for calendar months as security against any loss, injury or damage that may have been sustained or incurred

by the said Board or Fund owing to the act neglect or default of the said or any such other person or persons as aforesaid and which may not have been discovered until after the termination of his said service and that his liability hereunder shall continue until the expiry of the said term of calendar months.

IN WITNESS whereof the said has hereunto set his hand and seal this day of 19

Signed sealed and delivered by)
the above named in the)
presence of)

D

Form of Security Bond Where the Postal Savings Bank Deposits are taken As Security

KNOW ALL MEN by these presents that I of am held and finally bound unto the Cantonment Board of in the sum of Rs. to be paid to the said Board for which payment I bind myself my heirs executors administrators and legal representatives by these presents.

WHEREAS the above bounden was on the day of 19 appointed to and now holds the office of in the cantonment of in the District; AND WHEREAS the said by virtue of such office is bound to keep true and faithful accounts of his dealings with all property and money which may come to his hands or possession or under his control such accounts to be kept in the form and manner that may from time to time be prescribed by duly constituted authority and also prepare and submit such returns and such accounts and other documents as may from time to time be required of him ; AND WHEREAS the said has by the direction of the said Board delivered to and deposited with the Executive Officer of the said cantonment the Post Office Savings Bank Pass Book of him the said showing a sum of Rs. at credit of the said in the Postal Savings Bank at as security for the due and faithful performance by the said of the duties of his said office to which he may be appointed at any time and of other duties which may be required of him and for the purpose of securing and indemnifying the Board and Cantonment Fund of the said cantonment against all loss, injury or damage which the said Board or Fund may in any way suffer or sustain by the misconduct neglect oversight or otherwise by means of the said or any person or persons acting under him or for whom he may be responsible; AND WHEREAS the said has entered into the above bond in the penal sum of Rs. as further security for

the due performance by him of the duties of the said office and of any other office to which he may be appointed at any time and of other the duties which may be required of him and for the indemnity of the said Board and Fund against all such loss, injury or damage as aforesaid; NOW the condition of the above written bond is such that if the said has whilst he has held the said office of as aforesaid always duly performed and fulfilled the duties of his said office and if he shall whilst he shall hold the said office or any other office to which he may be appointed or in which he may act always duly perform and fulfil all and every the duties thereof respectively and other the duties which may from time to time be required of him and shall also at all times indemnify and save harmless the said Board and Fund from all and every loss injury and damage which has been or shall or may at any times or time hereafter during the service or employment of the said in such office as aforesaid be sustained incurred or suffered by the said Board or Fund by reason of any act neglect failure misconduct default disobedience omission or insolvency of the said or any person or persons acting under him or for whom he may be responsible then this obligation shall be void and of no effect otherwise the same shall be and remain in full force : PROVIDED ALWAYS and it is hereby declared and agreed that the said Postal Savings Bank Pass Book and all money for the time being standing to the credit of the said in the Post Office Savings Bank at and the interest on all such moneys shall be and remain with and at the disposal of the Executive Officer for the time being of the said cantonment as such security as aforesaid with full power for such Executive Officer as occasion shall require to withdraw from the said Postal Savings Bank the moneys deposited therein and for the time being at the credit of the said and the interest thereon or so much thereof respectively as shall be required and to apply the same in and towards the indemnity as aforesaid of the said Board and Fund or otherwise as aforesaid but that nevertheless the interest accruing on the said moneys may in the meantime be paid over as the same shall be realised if such Executive Officer shall think fit to the said; AND it is hereby lastly agreed that on the final termination of the service of the said whether as such as aforesaid or otherwise the said Postal Savings Bank Pass Book and the moneys for the time being at credit of the said in the said Postal Savings Bank and this bond shall remain with such Executive Officer as aforesaid for calendar months as security against any loss, injury or damage that may have been sustained or incurred by the said Board or Fund owing to the act neglect or default of the said or any such other person or persons as aforesaid and which may not have been discovered

until after the termination of his said service and that his liability hereunder shall continue until the expiry of the said term of calendar months.

IN WITNESS whereof the said has hereunto set his hand and seal this day of 19

Signed sealed and delivered by the above named in the presence of

E

Form of Security Bond Where a Fidelity Insurance Policy is taken as Security

KNOW ALL MEN by these presents that I of am held and firmly bound unto the Cantonment Board of in the sum of Rs. to be paid to the said Board for which payment I bind myself and my heirs executors administrators and legal representatives by these presents.

WHEREAS the above bounden was on the day of 19 appointed to and now holds the office of in the cantonment of in the District AND WHEREAS the said by virtue of such office is bound to keep true and faithful accounts of his dealings with all property and money which may come to his hands or possession or under his control (such accounts to be kept in the form and manner that may from time to time be prescribed by duly constituted authority) and also to prepare and submit such returns and accounts and other documents as may from time to time be required of him, AND WHEREAS to secure the due and faithful performance by the said of the duties of his office and of any other office which he may hold under the aforesaid Board, and to indemnify themselves against any loss injury or damage which the said Board may in any way suffer or sustain by reason of his misconduct neglect or oversight or otherwise through him or any person acting under or for him the aforesaid Board have entered into a Fidelity Insurance Policy for a sum of Rs. with the Company of for a period of and the said had authorised the said Board to realise by monthly deductions from the salary that he may be drawing from time to time such sums as may be necessary to defray the cost of the premia to be paid on account of the aforesaid policy or on account of any other policy of Insurance which the said Board may hereafter take out for the purpose of indemnifying themselves as aforesaid during the period of service with them of the said; NOW the condition of the above written bond is such that if the said has whilst he has held the said

office of as aforesaid always duly performed and fulfilled the duties of his said office and if he shall whilst he shall hold the said office or any other office to which he may be appointed or in which he may act always duly perform and fulfil all and every the duties thereof respectively and other the duties which may from time to time be required of him and shall also at all times indemnify and save harmless the said Board and Fund from all and every loss injury and damage which has been or shall or may at any times or time hereafter during the service or employment of the said in such office as aforesaid or in any such other offices aforesaid be sustained incurred or suffered by the said Board or Fund by reason of any act neglect failure misconduct default disobedience omission or insolvency of the said or of any person or persons acting under him or for whom he may be responsible or if the said Board have realised from the aforesaid Insurance Company or any other Insurance Company the amount of the Policy which the said Board may have taken out with such Insurance company to indemnify themselves as aforesaid then this obligation shall be void and of no effect otherwise the same shall be and remain in full force; AND it is hereby agreed that on the final termination of the service of the said this bond shall remain with the said Board for calendar months as security against any loss or injury or damage that may have been sustained or incurred by the said Board or Fund owing to the act neglect or default of the said or any such other person or persons as aforesaid and which may not have been discovered until after the termination of his said service and which is not covered by any Policy of Insurance as aforesaid and that his liability hereunder shall continue until the expiry of the said term of calendar months.

IN WITNESS whereof the said has hereunto set his hand and seal this day of 19.....

Signed sealed and delivered)

by the above named)

in the presence of —

*[SCHEDULE II]

[A.D. No. 179 dt. 28-3-1931]

(See Rule 38 (2))

FORM A

Form of nomination when depositor has a dependant or dependants.

I hereby direct that the amount at my credit in the Provident Fund of the Cantonment Board at the time of my death shall be distributed among my dependants mentioned below in the manner shown against their names.

Name and address of the nominee or nominees.	Relationship, if any, with the depositor.	Age of the nominee.	Amount or share of accumulations.
1	2	3	4

Date

Signature of depositor

Two witnesses to signature.

Note :—Column 4 shall be filled in so as to cover the whole amount at credit.

FORM B

Form of nomination where depositor has no dependant.

I hereby declare that I have no dependant and direct that the amount at my credit in the Provident Fund of the Cantonment Board at the time of my death shall, in the event of my having no dependant, be distributed among the persons mentioned below in the manner shown against their names.

Name and address of the nominee or nominees	Relationship, if any, with the depositor	Age of the nominee	Amount or share of accumulations
1	2	3	4

Date

Signature of depositor.

Two witnesses to signature.

Note —Column 4 shall be filled in so as to cover the whole amount at credit.

(ANNEXURE 'A')

The Cantonment Fund Employees of the following categories are declared as "menial servants" within the meaning of rule 2 (d) of the Cantonment Fund Servants Rules 1937—

- (1) Ward Boy or Ward Servant
- (2) Cook
- (3) Khansama
- (4) Bearer
- (5) Cleaner
- (6) Road Mate
- (7) Conservancy Jamadar or Mukadam
- * (7a) Sanitary Jamadar
- (8) Plumber
- (9) Blacksmith
- (10) Carpenter
- (11) Mistry
- (12) Hammer man
- (13) Dai
- (14) Fire Brigade Luscur
- (15) Pound Keeper
- (16) Cattle Catcher
- (17) Dog shooter
- (18) Nursing Orderly
- (19) Ayah
- (20) Fitter
- (21) Disinfactor
- (22) Water Lorry Filler.

* Authority :—G.O.I. Min. of Def. letter No. 93/11/G/D/8/48-7416 dated 1-11-1948 * as amended vide No. 25/46/C/L&C/68/3063- C/D(Q&C) dated 8-8-1969.

(ANNEXURE 'B')

**Qualifications for the Post of Sanitary
Inspectors Cantonment Boards U.P.**

The question of prescribing qualifications for appointment as Sanitary Inspector in Cantonment Boards in U.P. has been under consideration for some time past. The GOC-in-Chief, Central Command has directed, in exercise of the powers conferred on him under Rule 5-B (3) of the Cantonment Fund Servants Rules, 1937, that in addition to the Certificate/diploma awarded by the Provincial Hygiene Institute, Govt. of

Uttar Pradesh, Lucknow, the certificates awarded by the All India Institute of Local Self Govt. Bombay, and the National Council of Rural Education, Delhi shall also be recognised for appointment as Sanitary Inspectors (qualified) in Cantonment Boards in Uttar Pradesh.

Authority :—Director, DL&C, Central Command, letter No. 34238/PC/S.I/LC 6 dated 16-6-1979.

(ANNEXURE 'C')

Classification of Posts Under Cantonment Boards

Under Rule 5-B (5) of Cantonment Fund Servants Rules, 1937

- (a) The following principles shall be adopted for classification of posts in different cantonments :—
- (i) In case of non-technical or semi skilled posts where there is a lower post, the higher post will be declared as promotion post, subject to the job requirement and educational qualification prescribed under Rule 5-B (3) ibid and field of selection will be specified.
 - (ii) For technical and skilled posts, the higher post will be declared as a promotion post subject to the condition that wherever there is an indirect equation with corresponding State Govt. post under Memorandum of Settlement, the General Officer- Commanding-in-Chief, the Command will lay down the minimum qualification under rule 5-B (3) of the Cantonment Fund Servants Rules, 1937. In the absence of prescribed educational/professional qualifications, posts will be filled by direct recruitment.
 - (iii) Technical and skilled posts, such as Drivers, Road Roller Drivers, Fire Engine Drivers and Pump Drivers etc. shall be filled up by promotion amongst the serving lower grade employees provided the existing individual (s) hold the requisite qualifications prescribed for the post by the General Officer Commanding-in-Chief, the Command in pursuance of Rule 5-B (3) of the Cantonment Fund Servants Rules 1937; if not, the post will be filled up by direct recruitment.
- (b) The existing posts under the different cantonments shall be classified as shown in the Annexure to this letter,
- (c) General Officer Commanding-in-Chief, the Commands shall further classify all promotion posts, mentioned in column 2 of the Annexure into selection and non-selection posts as required vide sub-rule (6) of rule 5-B of Cantonment Fund Servants Rules, 1937.
- (d) If any post (s) has been omitted from the Annexure in any of the cantonments or any post (s) to be created in future the Director, Military Lands and Cantonments is authorised to classify all such

posts into direct recruitment post or promotion post, on the basis of classification made in respect of similar classification of corresponding post in any cantonment of the Command and also keeping in view the principles accepted in sub para (a) above.

- (e) In case of direct recruitment posts departmental candidates can also be allowed to compete with the nominee of the Employment Exchange : provided they fulfill all the conditions prescribed for the post. Age relaxation may also be extended to such candidates on the analogy of Deptt. of Personnel and Administrative Reforms O.M. No. 4/4/74-Estt. (D) dt. 20.7.76, circulated under Min. of Def. O.M. No. 4/1/75/6483/D. (Appts) dated 19.8.76 which would apply mutatis mutandis to the Cantt. Board employees and
- (f) In case of a promotion post where no suitable employees in the line of promotion in a particular Board is available the post may be filled temporarily from among suitable candidates holding posts one grade below the posts included in the field of considerations. Where this is also not feasible or no suitable candidates are available, the post may be filled temporarily by following the normal procedure applicable to direct recruitment. The question whether an employee in the line of promotion in a Cantt. Board is fit for promotion or not would be decided by the G.O.C.-in-C, after scrutinising the relevant service records of the concerned employee before authorising direct recruitment.

Authority—G.O.I. Min. of Def. (ML&C Dte) letter No. 25/83/C/L&C/73 dt. 4.12.76 as amended vide letter of even No. dt. 3.6.78]

[Annexure to letter No. 25/83/C/L&C/73, dated 4th December, 1976 as amended vide letter of even No. dated 20.12.76, 11.4.78, 2.5.78, 26.10.78, 24.5.79, 10.2.79, 31.7.82, 4.9.85 23.9.87 and 21.4.87]

CANTONMENT BOARD, DINAPURE

Name of Posts which are to be filled up by direct recruitment	Name of posts which are to be filled up by promotion.	For promotion posts. Posts or posts from which appointment shall be made to such promotion post
1	2	3

Bhisti	(1) Accountant	(1) Lower Division
Blacksmith,	Upper Div. Asst.,	Assistant.
Cart Driver,	Tax Superintendent.	
Cattle Feeder,		
Chowkidar	(2) Office Superintendent,	(2) Accountant, UDA,
Lower Division		Tax Supdt.

1	2	3
Clerk,	(3) Sanitary Jamadar.	(3) Sweeper, Bhisti.
Wireman,	(4) Head Mali.	(4) Mali.
Mali, Peon,	(5) Pump Driver Gde I.	(5) Pump Driver Gde II.
Mazdoor,	(6) Plumber.	(6) Pump Drivers.
Sub-Overseer,	(7) Moharrir,	(7) Peon, Chowkidar.
Vaccinator,	Pound Keeper.	Cattle Feeder.
Sweeper,	(8) Mason.	(8) Mazdoor,
Sanitary Inspector,	(9) Driver.	(9) Lower Grade
Pump Khalasi.		Servants.
	(10) Pump Driver Gde-II.	(10) Pump Khalasi.

CANTONMENT BOARD, RAMGARH

Ayah, Chowkidar,	(1) Tax Superintendent, Accountant.	(1) Lower Division Assisant.
Lower Division Asstt.	(2) Office Supdt.	(2) Accountant, Tax Supdt.
Compounder,	(3) Sanitary Jamadar.	(3) Sweeper.
	(4) Nurse 'B' Grade.	(4) Auxiliary Nurse.
Cook, Dresser	(5) Mate, Mason.	(5) Mazdoor.
Disinfactor, Bhisti,	(6) Driver.	(6) Lower Grade Servants
Mali, Mazdoor,	(7) Pound Keeper.	(7) Sanitary Jamadar.
Mechanic,		
Midwife,		
Auxiliary Nurse,		
Peon,		
Sub-Overseer,		
Sanitary Inspector,		
Sweeper, Ward Orderly.		
Vaccinator,		
Pharmacist.		

CANTONMENT BOARD, JABALPUR

Ayah, Bhisti,	(1) Senior Clerk.	(1) Junior Clerk.
Blacksmith,	(2) Accountant Gde I,	(2) Senior Clerk.
Carpenter, Chowkidar,	Revenne Supdt.	
Junior Clerk,	(3) Office Supdt.	(3) Accountant.
Compounder, Cooly,		Revenue Supdt.
Dhobi, Draftsman,	(4) Sanitary Supdt.	(4) Sanitary Inspector.

1	2	3
Dresser,	(5) Senior Nurse.	(5) Junior Nurse.
Hammerman,	(6) Head Mali.	(6) Mali.
Lighting Inspector,	(7) Sanitary	(7) Sweeper, Bhisti.
Mali, Mason, Dai,	Jamadar, Conservancy	
Mistry,	Jamadar, Dog	
Junior Nurse,	Shooter.	
Overseer, Peon,	(8) Moharrir,	(8) Peon, Chowkidar.
Pipe Fitter,	Pound Keeper.	
Sanitary Inspector,	(9) Supervisor Workshop.	(9) Mistry.
Steno Typist.		
Sweeper,	(10) Driver.	(10) Lower Grade
Vehicle Inspector,		Servants.
Vaccinator.		

CANTONMENT BOARD, MHOW

Animal Catcher,	(1) Senior Clerk,	(1) Junior Clerk.
Ayah, Beldar, Bhisti,	Revenue/Octroi	
Blacksmith, Cart,	Inspector.	
Driver,	(2) Accountant, Octroi/	(2) Senior Clerk,
Carpenter, Chowkidar,	Revenue Supdt.	Revenue/Octroi
Cleaner, Junior Clerk,		Inspector.
Compounder, Cook,	(3) Office Supdt.	(3) Accountant, Octroi/
Cooly, Dhobi,		Revenue Supdt.
Draftsman,	(4) Sanitary Supdt.	(4) Sanitary Inspector.
Mechanic, Helper,	(5) Conservancy	(5) Sweeper, Bhisti.
Lady Health Visitor,	Jamadar.	
Peon, Dresser,	(6) Head Mali.	(6) Mali.
Mali, Printer, Peon,	(7) Senior Nurse.	(7) Junior Nurse.
Pipe Fitter, Overseer,	(8) Daftri.	(8) Peon.
Sub-Overseer,	(9) Bill Server,	(9) Daftri, Peon,
Sweeper, Wireman,	Moharrir,	Chowkidar.
Sub-Engineer,	Pound Keeper.	
Electrician,	(10) Mate.	(10) Mazdoor.
Assistant mechanic,		
Pump Attendant,	(11) Driver,	(11) Lower Grade
Dresser,	Road Roller Driver,	Servants.
Sanitary Inspector,	(12) Cantonment Engineer.	(12) Sub-Engineer.
Steno Typist,	(13) Mason,	(13) Mazdoor.

1	2	3
Junior Nurse,	(14) Head Master.	(14) Asstt. Teacher.
Storeman, Vaccinator,		
Valveman, Veterinary		
Dresser,		
Veterinary Surgeon,		
Ward Servant,		
Asstt. Teacher,		
Trained Graduate		
Teacher.		

CANTONMENT BOARD, MORAR

Chowkidar, Peon,	(1) Office Supdt.	(1) Accountant.
Cleaner, Mali,	(2) Accountant.	(2) Junior Clerk.
Junior Clerk,	(3) Head Mali.	(3) Mali.
Carpenter, Mechanic,	(4) Conservancy Jamadar,	(4) Sweeper.
Overseer, Sanitary	(5) Mason.	(5) Mazdoor.
Inspector, Conservancy	(6) Driver.	(6) Lower Grade
Inspector, Compounder,		Servants.
Dresser-cum-	(7) Pound Keeper.	(7) Peon, Chowkidar.
vaccinator, Safaiwala,		
Mazdoor.		

CANTONMENT BOARD, PACHMARHI

Ayah, Chowkidar,	(1) Accountant,	(1) Junior Clerk,
Junior Clerk,	Senior Octroi	Tax Inspector.
Compounder,	Inspector.	
Lineman, Overseer,	(2) Office Supdt.	(2) Accountant, Senior
Mali, Cooly, Dai,		Octroi Inspector.
Peon,	(3) Conservancy	(3) Sweeper.
Tax Inspector,	Jamadar.	
Pump Attendant,	(4) Moharrir/	(4) Peon, Chowkidar.
Sanitary Inspector,	Pound keeper.	
Store Keeper,	(5) Plumber.	(5) Pump Attendant.
Sweeper, Dresser,	(6) Driver.	(6) Lower Grade
Assistant Teacher,		Servants.
Pound Keeper	(7) Headmaster.	(7) Assistant Teacher.

CANTONMENT BOARD, SAUGOR

Ayah, Bhisti, Peon,	(1) Revenue Supdt.	(1) Junior Clerk,
Chowkidar,	Accountant	Steno-Typist.

1	2	3
Compounder, Junior Clerk, Fitter, Lab Attendant, Lineman, Mali, Junior Nurse, Overseer, Sanitary Inspector, Sweeper, Vaccinator, Valveman, Sub-charge, Lady Doctor, Lower Division Teacher, Pharmacist Grade I, Carpenter, Mason, Pump Attendant, Mechanic, Vehicle Entry Tax Inspector, Vehicle Entry Tax Moharrir-cum-Peon, Sweeper-cum-Farrash, Wardboy-cum-Peon, Plumber, Overseer (E&M), Lab Technician (Hospital) Tax Collector (Junior Clerk), Steno- Typist, Mazdoor.	(2) Office Supdt., (3) Conservancy Jamadar, Dog Shooter, (4) Conservancy Inspector, (5) Daftri. (6) Pound Keeper (7) Senior nurse, (8) Driver. (9) Principal. (10) Lecturers. (11) Upper Division Teacher. (12) P.T.I. (13) Crafts Teacher,	(2) Revenue Supdt., Accountant. (3) Sweeper, Bhisti. (4) Conservancy Jamadar, (5) Peon. (6) Daftri, Peon, Chowkidar, (7) Junior Nurse. (8) Lower Grade Servants (9) Lecturer/other teacher holding requisite qualifica- tion. (10) Upper Division Teacher/Lower Division Teacher of Middle/Primary School/Physical Training Instruc- tor holding requi- site qualification. (11) Lower Division Teacher of Middle/ Primary School/ Physical Training Instructor holding requisite qualifica- tion. (12) Lower Division Teacher. (13) Lower Division Teacher/Physical Training Instructor holding requisite qualification.

1	2	3
	(14) Laboratory Asstt. (15) Sanitary Supdt. (16) Draftsman. (17) Vehicle Entry Tax Moharrir. (18) Asstt. Engineer.	(14) Class IV employees holding requisite qualifications. (15) Sanitary Inspector. (16) Any Class III and IV employee holding requisite qualifications. (17) Vehicle Entry Tax Moharrir-cum-Peon possessing prescrib- ed qualifications. (18) Overseers possessing Diploma with 10 to 15 years experience or Degree in Civil Engg. with 2 years experience.

CANTONMENT BOARD, AGRA

Sweeper, Bhisti, Blacksmith, Carpenter, Cashier, Junior Clerk, Chowkidar, Cleaner, Compounder, Drafts- man, Lineman, Fitter, Mechanic, Hammerman, Lab Attendant, Sweeper, Mali, Mazdoor, Meter Reader, Midwife, Peon, Ward Servant, Vaccinator, Sanitary Inspector, Stand Fee Collector.	(1) Senior Clerk, Vehicle Inspector. (2) Selection Grade Clerk. (3) Accountant, Revenue Supdt. (4) Office Supdt. (5) Sanitary Supdt. (6) Sanitary Jamadar, (7) Head Mali, (8) Jamadar Peon, Daftry (9) Stand Fee Moharrir, Teh Bazari Mohar- rir, Pound Keeper.	(1) Junior Clerk Cashier. (2) Vehicle Inspector, Senior Clerk, Steno Typist. (3) Selection Grade Clerk. (4) Accountant, Revenue Supdt. (5) Sanitary Inspector. (6) Sweeper. (7) Mali. (8) Peon, (9) Jamadar Peon, Daftri.
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1	2	3
Revenue Collector,	(10) Mason	(10) Mazdoor.
Asstt. Engineer,	(11) S.D.O.	(11) Overseer.
Steno-Typist	(12) Driver, Pump	(12) Lower Grade
Overseer, Asstt. Teacher (Primary School),	Driver, Road Roller	Servants.
Asstt. Mistress,	(13) Store Keeper.	(13) Junior Clerk, Cashier.
	(14) Head Master/Head Mistress (Primary School).	(14) Asstt. Teacher (Primary School).

CANTONMENT BOARD, ALMORA

Bhisti,	(1) Office Supdt.	(1) Accountant, Re- venue Inspector.
Cashier,	(2) Accountant, Revenue Inspector,	(2) Revenue Collector, Cashier.
Chowkidar,	(3) Sanitary Jamadar.	(3) Sweeper, Mazdoor.
Lineman,	(4) Pound Keeper.	(4) Peon, Chowkidar.
Forest Guard,		
Mazdoor,		
Mali,		
Peon,		
Sweeper,		
Revenue Collector,		
Jeep Driver.		

CANTONMENT BOARD, ALLAHABAD

Fitter, Bhisti,	(1) Senior Clerk,	(1) Junior Clerk, Re- venue Collector.
Carpenter, Junior Clerk,	(2) Revenue Inspector.	
Compounder, Cook,	(2) Accountant.	(2) Senior Clerk, Revenue Inspector.
Draftsman, Dresser,		
Hammerman, Sweeper,	(3) Office Supdt.	(3) Accountant.
Mali,		
Lineman, Midwife,	(4) Head Mali.	(4) Mali.
Blacksmith,	(5) Mason.	(5) Mazdoor.
Nursing Orderly,	(6) Pound Keeper.	(6) Peon, Chowkidar.
Overseer, Peon,		
Store Keeper,	(7) Driver, Pump	(7) Lower Grade
Sanitary Inspector,	Driver.	Servants.

1	2	3
Nurse, Sweeper,	(8) Sanitary Jamadar.	(8) Sweeper/Bhisti.
Vaccinator,	(9) Head master/Head- mistress (Primary School).	(9) Asstt. Teacher (Primary School).
Revenue Collector, Mechanic, Asst. Teacher (Primary/Junior High School), Mazdoor, Chowkidar.	(10) Blacksmith. (11) Head master/Head mistress (Junior High School).	(10) Hammerman. (11) Head master (Pri- mary school) and Asstt. Teacher (Ju- nior High School).

CANTONMENT BOARD, BABINA

Sweeper, Bhisti, Chowkidar, Junior Clerk, Cashier, Store-keeper, Compounder, Dresser, Mali, Mazdoor, Peon, Overseer, Draftsman, Sanitary Inspector, Revenue Collector, Toll Collector, Vaccinator, Waterman, Mason-cum-carpenter- cum-blacksmith, Ayah, Sub-charge, Midwife, Laboratory Asstt., Fitter-cum-pump driver, Electrician-cum-meter reader, Asstt. Teacher, Steno Typist.	(1) Toll Inspector, Sr. Clerk. (2) Accountant. (3) Office Supdt. (4) Sanitary Jamadar. (5) Pound Keeper, Toll Moharrir. (6) Driver. (7) Head master.	(1) Junior Clerk, Cashier, Storekeeper, Revenue/Toll Collector. (2) Toll Inspector/Sr. Clerk/Steno Typist. (3) Accountant. (4) Sweeper, Bhisti. (5) Peon, Chowkidar. (6) Lower Grade Servants. (7) Asstt. Teacher.
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CANTONMENT BOARD, BAREILLY

Sweeper, Bhisti, Chowkidar, Blacksmith, Carpenter, Cleaner, Dresser, Cook, Junior Clerk, Cashier,	(1) Senior Clerk, Revenue Inspector, (2) Accountant. (3) Office Supdt.	(1) Junior Clerk, Cashier, Store-keeper. (2) Senior Clerk, Revenue Inspector. (3) Accountant.
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1	2	3
Lineman, Mali, Road Beldar, Compounder, Meter Reader, Mechanic, Nurse, Overseer, Sanitary Inspector, Store-keeper, Peon, Vaccinator, Ward Servant, Trench Beldar, Electrician, Beldar, Mazdoor, Conservancy Jamadar, Asstt. Teacher (Primary School).	(4) Head master/Head mistress (Primary School). (5) Head Mali. (6) Sanitary Jamadar. (7) Asstt. Teacher (Junior High School). (8) Mate. (9) Asstt. Teacher L. T. Gde, (10) Head Master (High School). (11) Daftry. (12) Pound Keeper, (13) Driver. (14) Asstt. Sanitary Inspector. (15) Market Inspector.	(4) Asstt. Teacher (Primary School). (5) Mali. (6) Bhisti, Sweeper, Trench Belder. (7) Head Master (Primary School). (8) Road beldar, Mazdoor. (9) Asstt. Teacher C. T. Gde. (10) Asstt. Teacher L.T. Gde. (High School). (11) Peon, Chowkidar. (12) Daftry, Peon, Chowkidar. (13) Lower Gde Servants. (14) Conservancy Jamadar. (15) Daftry/Peon.

CANTONMENT BOARD, CHAKRATA

Junior Clerk, Cashier, Store-keeper, Chowkidar, Fitter, Forester, Forest Guard, Mazdoor, Mali, Toll Collector, Octroi Collector Overseer,	(1) Office Supdt. (2) Accountant, Revenue/Octroi Superintendent. (3) Head master/Head mistress. (4) Dy. Ranger. (5) Conservancy Supervisor, (6) Sanitary Jamadar. (7) Daftri. (8) Octroi/Toll Moharrir.	(1) Accountant, Revenue/Octroi Supdt. (2) Junior Clerk, Cashier, Store-keeper, Toll/Octroi Collector. (3) Asstt. Teacher/Asstt. Mistress. (4) Forester. (5) Sanitary Jamadar. (6) Sweeper, Bhisti. (7) Peon, Chowkidar. (8) Daftri, Peon, Chowkidar.
Sanitary Inspector, Peon, Sweeper, Veterinary Compounder, Asstt. Teacher (Primary School), Asstt. Mistress.		

1	2	3
CANTONMENT BOARD, CLEMENT TOWN		
Junior Clerk, Compounder, Chowkidar, Driver, Mali, Mechnic, Dai, Overseer, Peon, Store Keeper, Sweeper, Ward Servant, Blacksmith, Asstt. Sanitary Inspector, Asstt. Teacher (Primary School).	(1) Accountant. (2) Office Supdt. (3) Sanitary Jamadar, (4) Pound Keeper, (5) Headmaster (Primary School).	(1) Junior Clerk/Mis. Clerk, Store Keeper. (2) Accountant. (3) Sweeper, (4) Peon, Chowkidar. (5) Asstt. Teacher (Primary School).

CANTONMENT BOARD, DEHRADUN

Peon, Bhisti, Sweeper, Blacksmith, Carpenter, Fitter, Chowkidar, Junior Clerk, Revenue Collector, Lineman, Mali, Mazdoor, Cashier, Compounder, Midwife, Nurse, Nursing Orderly, Dai, Sanitary Inspector, Toll Collector, Mechanic, Overseer, Asstt. Teacher (Primary/High School), Dr. Sub-Charge, Lady Doctor, Store-keeper, Electrician.	(1) Senior Clerk, Toll Inspector, Tax Inspector. (2) Accountant, Toll Supdt. (3) Office Supdt. (4) Jamadar Peon. (5) Mason. (6) Pound Keeper, Toll Moharrir. (7) S.D.O (8) Driver, Pump Driver. (9) Jamadar Sweeper	(1) Junior Clerk, Toll Collector, Store Keeper, Revenue Collector, Cashier. (2) Senior Clerk, Toll Inspector, Tax Inspector (3) Accountant, Toll Supdt. (4) Peon, Chowkidar. (5) Mazdoor. (6) Jamadar Peon, Chowkidar. (7) Overseer. (8) Lower Grade Servants. (9) Sweeper, Bhisti.
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CANTONMENT BOARD, FAIZABAD

Junior Clerk, Revenue Collector, Store Keeper,	(1) Accountant,	(1) Junior Clerk, Revenue Clerk, Store Keeper, Cashier.
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1	2	3
Cashier,	(2) Office Supdt.	(2) Accountant.
Compounder, Dresser,	(3) Sanitary Jamadar.	(3) Sweeper, Bhisti.
Peon, Chowkidar,	(4) Pound Keeper	(4) Peon, Chowkidar.
Bhisti, Mazdoor,	(5) Driver	(5) Lower Grade Ser- vants
Mali, Sweeper, Line- man,	(6) Head master (Primary School).	(6) Asstt. Teacher (Primary School).
Sanitary Inspector,	(7) Asstt. Teacher (Jr. High School).	(7) Headmaster (Primary School).
Draftsman,	(8) Headmaster (Jr. High School).	(8) Asstt. Teacher (Jr. High School).
Mid Wife,		
Asstt. Teacher (Primary School),		
Dr. Sub-Charge.		

CANTONMENT BOARD, FATEHGARH

Junior Clerk,	(1) Accountant.	(1) Junior Clerk, Revenue Collector,
Cashier, Store-Keeper, Revenue Collector,		Store Keeper, Cashier.
Compounder,		
Vaccinator,	(2) Office Supdt.	(2) Accountant.
Peon, Chowkidar,	(3) Sanitary Jamadar.	(3) Sweeper, Bhisti.
Bhisti, Sweeper	(4) Pound Keeper.	(4) Peon, Chowkidar.
Mechanic,	(5) Driver.	(5) Lower Grade Ser- vants.
Midwife,		
Overseer,	(6) Headmaster (Primary School)	(6) Asstt. Teacher (Primary School)
Sanitary Inspector	(7) Asstt. Teacher (Jr. High School)	(7) Headmaster (Primary School).
Water Lineman,	(8) Headmaster (Jr. High School).	(8) Asstt. Teacher (Jr. High School).
Ward-boy, Dog		
Shooter, Anti Malaria Mazdoor,		
Beldar (Gardener), Asstt. Teacher (Trained) Primary School.		

CANTONMENT BOARD, JHANSI

Junior Clerk,	(1) Senior Clerk, Revenue Ins- pector.	(1) Junior Clerk, Cashier, Store Keeper, Revenue Collector.
Cashier,		
Chowkidar,		
Compounder,		

1	2	3
Dresser,	(2) Accountant.	(2) Senior Clerk, Revenue Inspector.
Fitter, Lineman,		
Mali,	(3) Office Supdt.	(3) Accountant.
Mazdoor, Midwife.	(4) Daftri.	(4) Peon.
Nurse, Nursing-	(5) Head Mali.	(5) Mali, Mazdoor.
Orderly,	(6) Sanitary Jamadar.	(6) Sweeper, Bhisti.
Overseer,	(7) Mason.	(7) Mazdoor.
Store Keeper,	(8) Pound Keeper.	(8) Peon, Chowkidar.
Sweeper, Revenue Collector.	(9) Driver, Pump Driver.	(9) Lower Grade Employees.
Dai, Doctor, Peon, Carpenter, Asstt. Teacher (trained).	(10) Pump Driver-cum- meter Reader. (11) Headmaster/Head mistress.	(10) Lower Grade Employees. (11) Asstt. Teacher (Trained).

CANTONMENT BOARD, KANPUR

Junior Clerk	(1) Senior Clerk	(1) Junior Clerk, Cashier, Revenue Collector, Store- Keeper.
Store-keeper, Tracer, Bhisti, Blacksmith, Carpenter, Revenue Collector,	(2) Selection Grade Clerk.	(2) Senior Clerk, Steno Typist.
Cashier, Cleaner, Chowkidar, Compoun- der,	(3) S.D.O. (4) Accountant, Revenue Supdt.	(3) Overseer. (4) Selection Grade Clerk.
Cook, Draftsman, Hammerman, Lineman	(5) Office Supdt.	(5) Accountant, Reve- nue Supdt.
Dresser, Sweeper, Peon, Mali,	(6) Sanitary Supdt.	(6) Sanitary Inspector.
Mali Mazdoor, Asstt. Mechanic, Meter Reader,	(7) Daftry, Jamadar Peon.	(7) Peon, Chowkidar.
Midwife, Nursing Orderly,	(8) Sanitary Jamadar. (9) Conservancy Super- visor.	(8) Sweeper, Bhisti. (9) Sanitary Jamadar.
Overseer,	(10) Head Mali.	(10) Mali, Mali Mazdoor.
Sanitary Inspector, Sweeper, Vaccinator, Waterman, Mechanic,	(11) Water Works Ins- pector. (12) Mason.	(11) Asstt. Mechanic (Water Supply). (12) Mazdoor.

1	2	3
Asstt. Engineer,	(13) Pound Keeper	(13) Daftri, Jamadar Peon.
Lab. Assistant-cum-Clerk,	(14) Driver, Pump Driver, Road Roller Driver	(14) Lower Grade Servants.
Asstt. Teacher (Trained),	(15) Headmaster (Matric trained).	(15) Assistant Teacher.
Asstt. Teacher (Non-matric trained) 'Sub-overseer,	(16) Headmaster (non-Matric trained).	(16) Assistant Teacher.
Doctor (Sub-charge),		
Nurse (qualified),		
Nurse (un-qualified),		
Wardboy,		
Ayah,		
Asstt. Compounder,		
Steno-Typist, Asstt. Mechanic (Water Supply),		
Mazdoor.		

CANTONMENT BOARD, LANDOUR

Junior Clerk,	(1) Office Supdt.	(1) Junior Clerk,
Store Keeper,		Cashier, Revenue
Cashier,		Collector, Store keeper,
Revenue Collector,	(2) Sanitary Jamadar.	(2) Sweeper, Bhisti.
Peon, Chowkidar,		
Sweeper, Overseer,		
Sanitary Inspector,		
Bhisti.		

CANTONMENT BOARD, LANSDOWNE

Junior clerk,	(1) Revenue Inspector,	(1) Junior Clerk,
Toll Collector,		Store Keeper,
Store Keeper,		Revenue Collector,
Peon, Chowkidar,		Toll Collector.
Sweeper, Bhisti,	(2) Accountant.	(2) Revenue Inspector.
Ayah, Midwife,	(3) Office Supdt.	(3) Accountant.
Meter Reader,	(4) Daftri,	(4) Peon, Chowkidar.
Compounder,	(5) Sanitary Jamadar.	(5) Sweeper, Bhisti.

1	2	3
Dresser,	(6) Toll Moharrir.	(6) Peon, Chowkidar Daftri.
Forest Guard,		
Nurse, Mali,	(7) Driver.	(7) Lower Grade Employees.
Lineman,		
Overseer,	(8) Cashier.	(8) Junior Clerk.
Sanitary Inspector,	(9) Rassin Moharrir.	(9) Forest Guard/Daftri/Peon/Chowkidar.
Laboratory Assistant,		
Wardboy, Revenue Collector,	(10) Head master (Primary School)	(10) Asstt. Teacher (Primary School)
Asstt. Teacher (Primary School).	(11) Asstt. Teacher (Jr. High School)	(11) Head Master (Primary School).
	(12) Asstt. Teacher L. T. Gde.	(12) Asstt. Teacher C. T. Gde.
	(13) Head master (High School)	(13) Asstt. Teacher L.T. Gde. (High School)

CANTONMENT BOARD, LUCKNOW

Junior Clerk, Bazar Collector, Peon, Chowkidar, Cashier, Sweeper, Bhisti, Blacksmith, Carpenter, Cleaner, Compounder, Mazdoor, Draftsman, Overseer (Mech), Overseer (Civil), Garden Supervisor, Lineman, Mali, Meter, Reader,	(1) Store-keeper Revenue Inspector, Vehicle Inspector, Senior Clerk.	(1) Junior Clerk, Bazar Collector, Cashier.
Midwife	(2) Selection Grade Clerk.	(2) Store-keeper, Revenue Inspector, Vehicle Inspector, Senior Clerk, Steno Typist.
Nursing Orderly,	(3) Accountant, Tax/Revenue Supdt.	(3) Selection Grade Clerk.
Painter,	(4) Office Supdt.	(4) Accountant, Tax/Revenue Supdt.
	(5) Sanitary Jamadar.	(5) Sweeper, Bhisti
	(6) Conservancy Supervisor.	(6) Sanitary Jamadar.
	(7) Jamadar Peon.	(7) Peon, Chowkidar.

1	2	3
Steno-Typist,	(8) Bazar Moharrir,	(8) Jamadar Peon,
Sanitary Inspector,	Pound Keeper.	Peon, Chowkidar.
Vaccinator.	(9) Mason.	(9) Mazdoor.
Ward Servant,	(10) Driver	(10) Lower Grade Servants.
X-Ray Technician,	(11) Headmaster.	(11) Asstt. Teacher.
Hospital Clerk-cum-Store-Keeper,	(12) Jamadar (Mate)	(12) Peon/Chowkidar.
Doctor,		
Lady Doctor,		
Asstt. Teacher,		
Lab. Asstt,		
Nurse (Trained),		
Waterman-milk boiler		
Jamadar (Dog Shooter),		
Peon.		

CANTONMENT BOARD, MATHURA

1	2	3
Revenue Collector,	(1) Accountant.	(1) Junior Clerk,
Junior Clerk,		Revenue Collector.
Compounder,	(2) Office Supdt.	(2) Accountant.
Midwife, Overseer,	(3) Sanitary Jamadar.	(3) Sweeper, Bhisti.
	(4) Pound Keeper	(4) Peon, Chowkidar.
Sanitary Inspector,	(5) Driver	(5) Lower Grade Employees.
Peon, Blacksmith,		
Carpenter, Bhisti,	(6) Head master	(6) Asstt. Teacher
Sweeper,	(Primary School).	(Primary School).
Asstt. S/Inspector,		
Motor Pump Attendant,		
Pipe Fitter,		
Tractor mechanic,		
Blacksmith-Mazdoor,		
Mechanic Helper, Mate,		
Chowkidar, Sub-charge (R.M.O.),		
Asstt. Teacher (Primary School).		

1	2	3
CANTONMENT BOARD, MEERUT		
Junior Clerk, Cashier,	(1) S. D. O.	(1) Overseer,
Asstt. Engineer,	(2) Senior Clerk,	(2) Junior Clerk,
Compounder, Cook,	Storekeeper,	Cashier, Rent Collector.
Draftsman, Dresser,		
Overseer, Lineman,	(3) Selection Grade Clerk.	(3) Senior Clerk Store keeper.
Nurse, Midwife,		
Fireman, Garden	(4) Accountant/Revenue Superintendent.	(4) Selection Grade Clerk, Stenographer.
Supervisor,		
Rent Collector,	(5) Office Supdt.,	(5) Accountant/Revenue Supdt.
Mazdoor, Mali,		
Ward Servant,	(6) Daftri, Jamadar (Peon).	(6) Peon, Chowkidar.
Mechanic,		
Meter Reader, Peon,	(7) Sanitary Supdt.,	(7) Sanitary Inspector.
Chowkidar, Sweeper,	(8) Head Mali.	(8) Mali.
Bhisti,	(9) Conservancy Supervisor,	(9) Sweeper, Bhisti.
Fitter, Radiographer,		
Cleaner, Tracer,	Dog Shooter.	
Vaccinator, Stockman,	(10) Rent Moharrir.	(10) Daftri, Jamadar.
Hammerman,	(11) Mason	(11) Mazdoor.
Sanitary Inspector,	(12) Driver	(12) Lower Grade Servants
Library Attendant,		
Sub Charge (R.M.O.),	(13) Principal.	(13) Lecturer.
Lady Doctor,		
Asstt. Teacher (Trained Upper Graduate)		
Primary Teacher,	(14) Lecturer.	(14) Asstt. Teacher (Trained graduate).
Stenographer,		
Hindi Translator-cum-Typist,	(15) Asstt. Teacher (Trained Graduate)	(15) Asstt. Teacher (Trained under-graduate).
Welder-cum-Hammerman,	(16) Headmaster/ Mistress.	(16) Primary Teachers.
Nursing Orderly,		
Carpenter,	(17) Tax Superintendent.	(17) Selection Grade Clerks.
Dhobi,		
Blacksmith,	(18) Asstt. Mechanic.	(18) Cleaner.
Demonstrator.	(19) Lighting Supervisor.	(19) Beldar/ Mazdoor.
	(20) Pound Keeper.	(20) Jamadar/Daftri.

1	2	3
CANTONMENT BOARD, NANITAL		
Junior Clerk, Storekeeper, Compounder, Mid-Wife, Vaccinator, Peon, Chowkidar, Sweeper, Bhisti, Forest Guard, Mali, Lineman, Mechanic, Sanitary Inspector, Revenue Collector, Asstt. Teacher (Primary School).	(1) Senior Clerk. (2) Office Supdt. (3) Sanitary Jamadar. (4) Revenue Moharrir (5) Head Master (Primary School)	(1) Junior Clerk, Store-keeper, Revenue Collector. (2) Senior Clerk. (3) Sweeper, Bhisti. (4) Peon, Chowkidar. (5) Asstt. Teacher (Primary School).

1	2	3
CANTONMENT BOARD, RANIKHET		
Blacksmith, Carpenter Bhisti, Lineman, Cashier, Chowkidar. Junior Clerk, Compounder, Draftsman Dai, Mali, Forest Guard, Forester, Mid-wife, Peon, Sweeper, Store-keeper, Sanitary Inspector, Mechanic, Vaccinator, Toll Collector, Overseer, Steno-Typist, Asstt. Teacher (Trained) (Primary School), Mazdoor, Pump Operator, Meter Reader.	(1) Accountant, Toll/ Revenue Supdt. (2) Office Supdt. (3) Headmaster (Primary School). (4) Asstt. Teacher (Junior High School.) (5) Headmaster (Junior High School). (6) Forest Ranger. (7) Daftri (8) Jamadar (P.W.D.) (9) Sanitary Jamadar (10) Head Mali. (11) Mason. (12) Toll Moharrir. (13) Driver.	(1) Junior Clerk, Storekeeper, Cashier, Toll Collector, Steno- Typist. (2) Accountant, Toll/ Revenue Supdt. (3) Asstt. Teacher (Primary School). (4) Headmaster (Primary School). (5) Asstt. Teacher (Junior High School). (6) Forester. (7) Peon. (8) Mazdoor. (9) Sweeper, Bhisti. (10) Mali. (11) Mazdoor. (12) Daftri, Peon, Chowkidar. (13) Lower Grade Servants.

1	2	3
CANTONMENT BOARD, ROORKEE		
Junior Clerk, Cashier, Mazdoor, Bhisti, Compounder, Chowkidar, Peon, Store-keeper, Mechanic, Lineman, Mali, Mid-wife, Sweeper, *Sanitary Inspector Overseer, Helper to Lineman, Ayah, Asstt. Teacher, (Primary School).	(1) Accountant. (2) Office Supdt. (3) Head Mali. (4) Sanitary Jamadar. (5) Pound Keeper, (6) Driver, (7) Headmaster (Primary School). (8) Asstt. Teacher (Jr. High School) (9) Headmaster (Jr. High School).	(1) Junior Clerk, Cashier, Store- keeper. (2) Accountant. (3) Mali. (4) Sweeper, Bhisti. (5) Peon, Chowkidar. (6) Lower Grade Employees. (7) Asstt. Teacher (Primary School). (8) Headmaster (Primary School). (9) Asstt. Teacher (Jr. High School).

1	2	3
CANTONMENT BOARD, SHAHJAHANPUR		
Junior Clerk, Cashier, Compounder, Peon, Chowkidar, Bhisti, Sweeper, Mali, Mazdoor, Sanitary Inspector, Blaksmith, Overseer, Asstt. Teacher (Primary School).	(1) Accountant (2) Office Supdt. (3) Sanitary Jamadar, (4) Pound Keeper (5) Driver (6) Headmaster (Primary School).	(1) Junior Clerk, Cashier. (2) Accountant. (3) Sweeper, Bhisti. (4) Peon, Chowkidar. (5) Lower Grade Employees. (6) Asstt. Teacher (Primary School).

1	2	3
CANTONMENT BAORD, VARANASI		
Junior Clerk, Compounder, Cashier, Peon, Chowkidar, Bhisti, Sweeper, Mazdoor, Mali, Midwife, Overseer,	(1) Accountant, Senior Clerk, (2) Office Supdt. (3) Sanitary Jamadar. (4) Water Works Supervisor. (5) Pound Keeper.	(1) Junior Clerk, Cashier. (2) Accountant, Senior Clerk. (3) Sweeper, Malaria Mazdoor. (4) Meter Reader, Lineman (5) Peon, Chowkidar.

1	2	3
Lineman, Sanitary Inspector, Ward Servant, Meter Reader, Cleaner, Asstt. Teacher (Boy's School), Asstt. Lady Teacher, Sub-Assistant Surgeon, Asstt. Teacher (Primary School).	(6) Driver, (7) Headmaster (Primary School). (8) Asstt. Teacher (Jr. High School). (9) Headmaster (Jr. High School)	(6) Lower Grade Employees. (7) Asstt. Teacher (Primary School). (8) Headmaster (Primary School). (9) Asstt. Teacher (Jr. High School).

CANTONMENT BOARD, SHILLONG

Lower Division Asstt., Pharmacist, Cleaner, Subordinate Engineer, Chowkidar, Peon, Mali, Hospital Attendant, Mazdoor, Midwife, Sweeper, Sanitary Inspector, Fitter, Doctor, Handyman, Asstt. Teacher.	(1) Accountant. (2) Office Supdt. (3) Sanitary Jamadar. (4) Driver (5) Headmaster.	(1) Lower Div. Asstt. (2) Accountant. (3) Sweeper. (4) Lower Grade Employees. (5) Asstt. Teacher.
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CANTONMENT BOARD, BARRACKPORE

Lower Div. Clerk, Tax Inspector, Peon, Chowkidar, Bhisti, Dresser, Pharmacist, Cook, Mali, Asstt. Nurse, Overseer, Sanitary Inspector,	(1) Accountant, Upper Div. Clerk, Tax Supdt. (2) Office Supdt. (3) Head Peon, Daftri.	(1) Lower Div. Clerk, Tax Inspector. (2) U.D.C., Accountant, Tax Supdt., Stenographer. (3) Peon.
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1	2	3
Sweeper, Ward Servant, Asstt. Surgeon, Lady Doctor, General Duty Attendant, Vaccinator, Plumber, Asstt. Mistress, Steno-grapher	(4) Staff Nurse. (5) Sanitary Jamadar. (6) Pound Keeper. (7) Driver. (8) Headmistress.	(4) Asstt. Nurse. (5) Sweeper, Bhisti. (6) Peon, Chowkidar, Daftri (7) Lower Grade Employees. (8) Asstt. Teacher.

CANTONMENT BOARD, JALAPAHAR

Lower Div. Clerk, Pharmacist, Asstt. Nurse, Overseer. Sanitary Inspector, Forest Guard, Mali, Peon, Chowkidar, Mazdoor, Sweeper, Sub-Charge (R.M.O.).	(1) Office Supdt. Gde-II. (2) Sanitary Jamadar. (3) Driver,	(1) Lower Div. Clerk (2) Sweeper. (3) Lower Grade Employees.
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CANTONMENT BOARD, LEBONG

Lower Div. Clerk, Pharmacist, Asstt. Nurse, Peon, Chowkidar, Mali, Mazdoor, Sweeper, Forest Guard, Sub-Charge (R.M.O.), Driver, Overseer-cum-Sanitary Inspector.	(1) Office Supdt. (2) Sanitary Jamadar,	(1) Lower Div. Clerk (2) Sweeper.
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CANTONMENT BOARD, SECUNDERABAD

Lower Div. Clerk, Helper, Asstt. Pump Driver, Asstt. Fitter,	(1) Upper Div. Clerk, Tax Inspector, Vehicle Inspector.	(1) Lower Div. Clerk, Tax collector, Asstt. Record Keeper (Matric).
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1	2	3
Asstt. Record Keeper, Bellow Boy,	(2) Selection Grade Clerk.	(2) UDC, Tax Inspector, Vehicle Inspector.
Blacksmith, Carpenter, Chowkidar, Cook,	(3) Accountant, Tax Supdt.	(3) Selection Grade Clerk.
Peon, Compounder,	(4) Office Supdt.	(4) Tax Supdt., Accountant.
Dark Room Asstt.,	(5) Chief Mechanic.	(5) Mechanic.
Draftsman,	(6) Foreman	(6) Chief Mechanic.
Meter Servant,	(7) Leading Fireman.	(7) Fireman.
Fitter, Fireman,	(8) Head Leading Fireman.	(8) Leading Fireman.
Garden Overseer,	(9) Head Mali.	(9) Mali.
Mistry, Dresser, Mali,	(10) Head Pump Driver,	(10) Pump Driver.
Meter Fitter,	(11) Jamadar Peon.	(11) Peon, Chowkidar.
Maternity Asstt.,	(12) Sanitary Supdt.	(12) Sanitary Inspector.
Nurse, Painter,	(13) Sanitary Overseer,	(13) Sweeper, Bhisti.
Sanitary Inspector, Vaccinator,	Mukaddam.	
Sub-Overseer,	(14) Daroga (PWD),	(14) Mazdoor.
Supervisor,	Mason.	
Tax Collector,	(15) Pound Keeper.	(15) Peon, Chowkidar.
Lab. Assistant		Jamadar Peon.
Tins-smith, Tracer,	(16) Driver.	(16) Lower Grade Servants.
Turn Cock,		
Veternary Surgeon,	(17) Head Accountant.	(17) Accountant.
Welder, Mechanic,	(18) Asstt. Secretary.	(18) Head Accountant.
Mate, Mazdoor.	(19) Pump Driver.	(19) Lower Grade Employee

CANTONMENT BOARD, AHMEDABAD

Clerk, Cashier,	(1) Accountant,	(1) Clerk, Cashier.
Compounder,	Second Clerk,	
Sub-Sanitary Inspector,	(2) Head Clerk.	(2) Accountant, Second Clerk.
Sanitary Inspector,		
Chowkidar, Peon,	(3) Mukadam.	(3) Sweeper,
Attendant, Sweeper,	(4) Tractor Driver	(4) Lower Grade Employees.
Nurse, Midwife,		
Supervisor (Overseer),	(5) Tax Collector.	(5) Clerk, Cashier.
Mali		

1	2	3
CANTONMENT BOARD, CANNANORE		
LDC, Peon, Chowkidar,	(1) Accountant.	(1) LDC.
Mali, Sweeper,	(2) Head Clerk.	(2) Accountant.
Mazdoor, Overseer,	(3) Sanitary Jamadar.	(3) Sweeper.
Draftsman,	(4) Sanitary Overseer.	(4) Sanitary Jamadar.
Sanitary Inspector,	(5) Driver.	(5) Lower Grade Employees.
Food Inspector,		

CANTONMENT BOARD, AHMEDNAGAR

Junior Clerk,	(1) Accountant,	(1) Junior Clerk.
Blacksmith,	Senior Clerk.	
Compounder,	(2) Office Supdt.	(2) Accountant, Senior Clerk.
Chowkidar,		
Mazdoor, Ayah, peon,	(3) Naik	(3) Peon, Chowkidar.
Mali, Auto-Mechanic,	(4) Sanitary Mukadam.	(4) Sweeper.
Staff Nurse,	(5) Pound keeper.	(5) Naik, Peon, Chowkidar.
Sub-Overseer,		
Sanitary Inspector,	(6) Driver	(6) Lower Grade Employees.
Sweeper,		
Ward Servant, Dresser,	(7) Daftry	(7) Peon.
Plumber, Mason,		
Pump Attendant.		

CANTONMENT BOARD, AURANGABAD

Junior Clerk,	(1) Accountant,	(1) Junior Clerk.
Compounder,	Senior Clerk.	
Peon, Chowkidar,	(2) Office Supdt.	(2) Accountant/Senior Clerk.
Sweeper,		
Mazdoor, Ayah,	(3) Sanitary Mukadam.	(3) Sweeper, Bhisti.
Dresser, Lineman,	(4) Pound Keeper	(4) Peon, Chowkidar.
Mali, Ward Servant,	(5) Driver, Plumber-cum-Fitter.	(5) Lower Grade Employees.
Auto-Mechanic,		
Staff Nurse,		
'X' Ray Assistant		
Sanitary Inspector,		
Sub-Overseer,		
Electric Supervisor, Bhisti.		

1	2	3
	(11) Chief Accountant	(11) Accountant, Revenue Supdt. Senior Clerk, if a person of suitable qualification as prescribed by GOC-in-C is available otherwise direct recruitment be made.

CANTONMENT BOARD, POONA

Asstt. Fire Brigade Supdt., Junior Clerk, Bhisti, Ayah, Blacksmith, Carpenter, Chowkidar, Peon, Mali, Mazdoor, Sweeper, Compounder, Cook, Draftsman, Lineman, Fire Brigade Laskar, Fireman, Lab. Asstt. Market Supdt., Jr. Vet. Officer, Mistri,	(1) Senior Clerk, Store Keeper (2) Accountant, Revenue Supdt. (3) Office Supdt. (4) Daftri, Naik. (5) Head Mali. (6) Fire Brigade-cum-workshop Supdt. (7) Fire Brigade Tandal. (8) Mukadam, Dog Shooter. (9) Sanitary Supdt. (10) Mason. (11) Pound Keeper. (12) Matron. (13) Driver.	(1) Junior Clerk, Octroi Inspector, Stenotypist. (2) Senior Clerk, Store-keeper. (3) Accountant, Revenue Supdt. (4) Peon, Chowkidar. (5) Mali. (6) Asstt. Fire Brigade Supdt. (7) Fireman, Fire Brigade Laskar, (8) Sweeper, Bhisti. (9) Sanitary Inspector. (10) Mazdoor, (11) Daftri, Naik, Peon, Chowkidar. (12) Staff Nurse. (13) Lower Grade Employees.
Auto Mechanic, Staff Nurse, Ward Servant Overseer, Painter, Sanitary Inspector, Stenographer, Vaccinator, Stenographer (Higher Grade) Dresser.		

1	2	3
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CANTONMENT BOARD, BELGAUM

2nd Division Clerk, Blacksmith, Carpenter, Clowkidar, Peon, Sweeper. Cleaner, Pharmacist, Coolie, Dai, Dresser, Mazdoor, Draftsman, Mali, Sanitary Inspector, Overseer, Fitter, Valveman, Helper, Mechanic, Sub-Charge (R.M.O.), Mid-Wife, Teacher, Mistry, Driver-cum-Motor Mechanic.	(1) Accountant, Revenue Supdt. (2) Office Supdt. (3) Sanitary Mukadam, Dog Shooter. (4) Bill Collector, Pound Keeper. (5) Mason. (6) Driver. (7) Sanitary Inspector.	(1) 2nd Division Clerk. (2) Accountant, Rev. Supdt. (3) Sweeper. (4) Peon, Chowkidar. (5) Mazdoor. (6) Lower Grade Employees. (7) Asstt. Sanitary Inspector
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CANTONMENT BOARD, AJMER

Lower Div. Clerk, Bhisti, Chowkidar, Peon, Sweeper, Mali, Compounder, Overseer, Lineman-cum-Fitter.	(1) Upper Div. Clerk. (2) Office Supdt. (3) Sanitary Jamadar, (4) Pump Driver, Driver. (5) Mistri, Cattle Pound Keeper.	(1) Lower Div. Clerk. (2) Upper Div. Clerk (3) Sweeper, Bhisti. (4) Lower Grade Employees. (5) Chowkidar, Peon, Mali.
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CANTONMENT BOARD, NASIRABAD

Lower Div. Clerk, Bhisti, Sweeper, Chowkidar, Cleaner, Compounder, Cook, Beldar, Dresser, Workshop Foreman,	(1) Upper Div. Clerk, Accountant, Revenue Supdt., Terminal Tax Supdt. (2) Office Supdt. (3) Head Mali.	(1) Lower Div. Clerk, Asst. Record Clerk. (2) UDC, Accountant, Revenue Supdt., Terminal Tax Supdt. (3) Mali.
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1	2	3
Fitter, Mali, Lineman, Blacksmith, Nurse, Ward Attendant, Peon, Overseer, Record Assistant, Sanitary Inspector, Asstt. Record Clerk, Mazdoor.	(4) Head Peon, Asstt. Moharrir. (5) Sanitary Supdt. (6) Sanitary Jamadar (7) Moharrir. (8) Mason. (9) Pump Driver, Driver.	(4) Peon, Chowkidar. (5) Sanitary Inspector. (5) Sweeper, Bhisti. (7) Asstt. Moharrir. (8) Mazdoor. (9) Lower Grade employees.

CANTONMENT BOARD, ST. THOMAS MOUNT

1	2	3
Lower Div. Clerk, Compounder, Ayah, Cooly, Mali, Turn Cock, Mistry, Overseer, Mid-wife, Peon, Chowkidar, Sweeper, Health Inspector, Store Keeper, Steno Typist Nursing Orderly	(1) Accountant, Revenue Supdt. (2) Office Supdt. (3) Sanitary Supervisor. (4) Daffadar. (5) Bill Collector. (6) Pound Keeper. (7) Plumber (8) Pump Operator, Driver	(1) Lower Div. Clerk, Store Keeper, Steno-typist. (2) Accountant, Revenue Supdt. (3) Sweeper. (4) Peon. (5) Pound Keeper. (6) Peon, Daffadar, Chowkidar. (7) Pump Operator. (8) Lower Grade employees.

CANTONMENT BOARD, WELLINGTON

1	2	3
Lower Div. Clerk, Compounder, Overseer, Peon, Gang Cooly, Sweeper, Chowkidar. Carpenter, Mid-wife, Mistry, Store-keeper, Health Inspector, Nursing Orderly, Mazdoor.	(1) Accountant. (2) Office Supdt. (3) Sanitary Jamadar. (4) Sanitary Supervisor. (5) Mason. (6) Plumber, Driver. (7) Helper-cum-Pipe Fitter (Gde II). Pump attendant.	(1) Lower Div. Clerk, Store-keeper. (2) Accountant. (3) Sweeper. (4) Sanitary Jamadar. (5) Majdoor. (6) Lower Grade Servants. (7) Mazdoor.

CANTONMENT BOARD, DELHI

1	2	3
Junior Clerk,	(1) Senior Clerk, Cashier.	(1) Junior Clerk.

1	2	3
Carpenter, Chowkidar, Bhisti, Cleaner, Dhobi, Electrician, Fireman, Fitter, Health Visitor, Mali, Mazdoor, Midwife, Nurse, Overseer, Peon, Sweeper, Sanitary Inspector, Vaccinator, Water Meter Fitter, Mechanic, Ward Orderly, Doctor, Primary Teacher, Nurse Gde A, Asstt. Engineer, Radio- Grapher, Valve man, Steno-grapher, Draftsman, Pharamacist, Lab. Asstt. Pump operator.	(2) Accountant, Tax/ Revenue Supdt., Asstt. Supdt. (3) Office Supdt. (4) Sanitary Supdt. (5) Daftry. (6) Head Mali. (7) Mate, Mason, (8) Conservancy Jama- dar, Dog-Shooter. (9) Leading Hand (Fireman). (10) Supervisor (Fire) (11) Pound Keeper. (12) Driver, (13) Sub-Charge (R.M.O.), (14) Headmaster.	(2) Senior Clerk, Cas-ier, Stenographer. (3) Accountant, Tax/ Revenue Supdt., Asstt. Supdt. (4) Sanitary Inspector. (5) Peon. (6) Mali. (7) Mazdoor. (8) Sweeper, Bhisti. (9) Fireman. (10) Leading Hand (Fireman). (11) Daftri, Peon, Chowkidar. (12) Lower Grade employees. (13) Doctor. (14) Primary Teacher.

CANTONMENT BOARD, AMBALA

1	2	3
Tax Collector Gd. I, Asstt. Blacksmith, Bhisti, Carpenter, Chargeman, Chowkidar, Legal Advisor, Cleaner, Cook, Dhobi, Clerk, Pharmacist, Draftsman, Electrician, Cart Driver, Mazdoor, Fireman, Mali, Library Peon,	(1) Tax Collector Gd II, (2) Assistant Tax Inspector. (3) Accountant, Tax Supdt., Octroi Supdt., Revenue Supdt. (4) Office Supdt. (5) Sanitary Supdt. (6) Head Mali.	(1) Daftri, Peon, Chowkidar. (2) Clerk. (3) Assistant Tax Inspector. (4) Accountant, Tax/Octroi/Revenue Supdt. (5) Sanitary Inspector. (6) Mali.

1	2	3
Overseer, Pump Attendant, Radiographer, Sanitary Inspector, Stenographer, Water Works Supdt., Sweeper, Fitter, Vaccinator, Valveman, Ward Servant, Bhisti, Waterman, Mechanic, Orderly, Coolie, Pipe Fitter, Assistant Electrician, Safai Mazdoor, Mate, Sweeper-cum-Mali, J.B.T. Teacher, Cantonment Law Officer.	(7) Dog Shooter, Conservancy Jamadar. (8) Jamadar Peon, Daftri. (9) Mason. (10) Pump Driver, Plumber. (11) Driver, Steam/Road Roller Driver. (12) Lands and Records Supdt. (13) Jeep/Staff Car Driver. (14) Sanitary Super- visor. (15) Headmaster.	(7) Sweeper, Bhisti, Safai Mate, Waterman. (8) Peon. (9) Mazdoor. (10) Pump Attendant and Lower Grade Servants. (11) Lower Grade Servants. (12) Assistant. (13) Driver (14) Jamadar. (15) J.B.T. Teacher.

CANTONMENT BOARD, BAKLOH

Clerk, Tax Collector, Compounder, Peon, Mali, Chowkidar, Sweeper, Forest Guard, Sanitary Inspector, Ayah.	(1) Office Supdt.-cum Accountant. (2) Sanitary Supervisor. (3) Daftri.	(1) Clerk, Tax Collector. (2) Sweeper. (3) Peon.
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CANTONMENT BOARD, DAGSHAI

Clerk, Compounder, Bhisti, Mazdoor, Chowkidar, Peon, Nurse Dai, Mali, Sanitary Inspector, Overseer, Sweeper, Fireman, Doctor.	(1) Accountant. (2) Office Supdt. (3) Daftri. (4) Sanitary Supervisor. (5) Mate. (6) Driver.	(1) Clerk. (2) Accountant. (3) Peon. (4) Sweeper, Bhisti. (5) Mazdoor. (6) Lower Grade employees
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1	2	3
CANTONMENT BOARD, DALHOUSIE		
Clerk, Sweeper, Peon, Chowkidar, Mali, Mazdoor, Ayah, Bhisti, Forest Guard, Overseer, Sanitary Inspector, Compounder, Nurse-Dai.	(1) Office Supdt.-cum- Accountant. (2) Daftri. (3) Sanitary Supervisor. (4) Moharrir (5) Driver,	(1) Clerk. (2) Peon. (3) Sweeper, Bhisti. (4) Peon, Chowkidar, Daftri (5) Lower Grade employees.

CANTONMENT BOARD, JUTOGH

Clerk, Compounder, Chowkidar, Bhisti, Nurse Dai, Mali, Mazdoor, Nursing Orderly, Sweeper, Sanitary Inspector. Doctor, Teacher, Peon.	(1) Accountant, (2) Office Supdt. (3) Daftri. (4) Sanitary Supervisor. (5) Driver. (6) Headmistress.	(1) Clerk. (2) Accountant. (3) Peon. (4) Sweeper. (5) Lower Grade employees. (6) Teacher.
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CANTONMENT BOARD, KASAULI

Clerk, Sanitary Inspector. Overseer, Nurse Dai, Fitter, Mali, Peon, Sweeper, Carpenter, Ward Orderly, Fireman, Compounder, Chowkidar, Forest Guard, Ayah, Barrier Guard,	(1) Accountant, (2) Office Supdt. (3) Sanitary Supervisor. (4) Mason, (5) Driver. (6) Headmistress. (7) Tax Inspector.	(1) Clerk. (2) Accountant. (3) Sweeper. (4) Mazdoor. (5) Lower Grade employees. (6) Teacher. (7) Tax Clerk/ Tax Collector.
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1	2	3
Doctor,		
Valveman,		
Teacher,		
Staff Nurse,		
Auxiliary Nurse,		
Asstt. Mistress,		
Laboratory Technician,		
Sub-Charge (R.M.O.),		
Mazdoor.		

CANTONMENT BOARD, KHASYOL

1	2	3
Clerk,	(1) Accountant,	(1) Clerk,
Bhisti,	Tax/Octroi	Moharrir (Matric).
Sweeper,	Inspector.	
Chowkidar,	(2) Office Supdt.	(2) Accountant,
Nurse Dai,		Tax/Octroi
Compounder,		Inspector.
Cleaner,	(3) Sanitary Supervisor.	(3) Sweeper, Bhisti.
Mali,	(4) Moharrir,	(4) Peon, Chowkidar.
Mazdoor,	(5) Driver.	(5) Lower Grade
Overseer,		employees.
Peon,		
Sanitary Inspector,		
Ward Orderly,		
Moharrir (Matric).		

CANTONMENT BOARD, SUBATHU

1	2	3
Clerk,	(1) Accountant.	(1) Clerk.
Compounder,	(2) Office Supdt.	(2) Accountant.
Nurse Dai,	(3) Sanitary Supervisor.	(3) Sweeper, Bhisti,
Chowkidar,	(4) Driver.	(4) Lower Grade
Bhisti,		employees
Peon,		
Sanitary Inspector,		
Sweeper,		
Ward Orderly,		
Doctor, Mali.		

1	2	3
CANTONMENT BOARD, JAMMU		
Junior Asstt.,	(1) Senior Asstt.,	(1) Junior Assistant,
Cashier,	Revenue Inspector,	Cashier, Store-
Store Keeper,	Accountant.	Keeper.
Compounder,	(2) Office Supdt.	(2) Sr. Asstt., Account-
Fireman,		tant, Rev.
		Inspector.
Gardener,	(3) Sanitary Jamadar.	(3) Sweeper, Bhisti.
Electrician,	Dog shooter.	
Nurse, Peon,	(4) Leading Fireman.	(4) Fireman.
Chowkidar,	(5) Pound Keeper.	(5) Peon, Chowkidar.
Sweeper,	(6) Fire Engine Driver,	(6) Lower Grade
Water Carrier,	Driver.	employees.
Sanitary Inspector,	(7) Record Supdt.-cum-	(7) Junior Asstt., Rev.
Overseer	Accountant.	Inspector.
Dai,		
Pipe Fitter,		
Mason		
Asstt. Cattle		
Pound Keeper.		

CANTONMENT BOARD, BADAMIBAGH

1	2	3
Junior Assistant,	(1) Accountant,	(1) Junior Asstt.,
Store-Keeper,	Revenue Inspector.	Store-Keeper,
Tax Collector,		Tax Collector,
		Jr. Clerk.
Junior Clerk,	(2) Office Supdt.	(2) Accountant, Rev.
Carpenter,		Inspector.
Chowkidar,	(3) Head Gardener.	(3) Gardener.
Cleaner,		
Compounder,	(4) Leading Fireman.	(4) Fireman.
Dresser,	(5) Jamadar peon.	(5) Peon, Chowkidar.
Fireman,	(6) Sanitary Jamadar.	(6) Sweeper, Bhisti,
Gardener,		Water Carrier.
Lineman,	(7) Mason.	(7) Mazdoor.
Midwife,	(8) Pound Keeper.	(8) Jamadar peon,
Nurse, Nursing Orderly,		Chowkidar, Peon.

3

2

1

Peon, Water Carrier,	(9) Driver.	(9) Lower Grade employees.
Sweeper, Bhisti,		
Sanitary Inspector,		
Overseer,		
Pump Attendant,		
Asstl. Engineer,		
Mazdoor.		

CANTONMENT BOARD, AMRITSAR

Clerk,	(1) Accountant.	(1) Clerk.
Pharmacist,	(2) Office Supdt.	(2) Accountant.
Chowkidar,	(3) Head Mali.	(3) Mali.
Mali,	(4) Conservancy Jamadar.	(4) Sweeper, Bhisti.
Peon,	(5) Driver.	(5) Lower Grade employees.
Electrician,		
Overseer,	(6) Headmaster.	(6) Teacher.

Sanitary Inspector,

Sweeper,

Doctor,

Teacher,

Pump Attendant,

Bhisti.

CANTONMENT BOARD, FEROEZEPUR

Clerks,	(1) Store-Keeper,	(1) Clerk, Tax Collector Gd. I.
Asstl. Mechanic,	Tax Inspector,	
Blacksmith,	Assistant, Cashier.	
Cart Driver,	(2) Accountant, Octroi Supdt., Revenue Supdt.	(2) Store-Keeper Tax Inspector, Assistant, Cashier.

Nurse Dai,

Pharmacist,

Draftsman,

Compounder,

Overseer,

Hammerman, Mali,

Peon,

Radiographer,

Tax Collector Gd. I,

Mazdoor, Sweeper,

1

2

3

Sanitary Inspector,	(9) Conservancy Jamadar,	(9) Sweeper, Bhisti.
Social Educational Worker,	Dog Shooter.	
Vaccinator,	(10) Mason.	(10) Mazdoor.
Ward Servant,	(11) Tax Collector Gd. II, Pound Keeper.	(11) Jamadar peon, Daftri, Peon, Chowkidar.
Staff Nurse,		
Doctor,	(12) Driver,	(12) Lower Grade employees.
Lab. Technician,	Pump Driver.	
Mate Nurse,	(13) Sub-Charge (R.M.O.),	(13) Doctor
Auxiliary Nurse,	(14) Fire Master.	(14) Driver.
Teacher, Fireman,	(15) Headmaster.	(15) Teacher.
Carpenter.		

CANTONMENT BOARD, JULLUNDUR

Tax Collector Gd I,	(1) Store Keeper,	(1) Clerk, Tax Collector Gd I
Clerks,	Cashier, Asstl.	
Carpentier, cart Driver,	Tax Inspector.	
Chowkidar, Cleaner,	(2) Accountant, Octroi Supdt., Tax Supdt.	(2) Store-Keeper, Cashier, Asstl. Tax Inspector.
Pharmacist, Cook, Dai, peon,		
Draftsman,	(3) Office Supdt.	(3) Accountant, Octroi/Tax Supdt.
Compounder,		
Fitter, Lineman,	(4) Jamadar (Peon)	(4) peon, Chowkidar.
Mali, Mazdoor,	(5) Daftri.	(5) Peon.
Sweeper,		
Midwife, Staff Nurse,	(6) Head Mali.	(6) Mali.
Overseer,	(7) Dog Shooter,	(7) Sweeper, Bhisti, Safai Mate.
Asstl. Mechanic,	Conservancy Jamadar.	
Mechanic	(8) Sanitary Supdt.	(8) Sanitary Inspector.
Ward Servant,	(9) Tax Collector Gd. II.	(9) Daftri, Jamadar, Peon.
Vaccinator, Pump Cleaner, Mason,	(10) Pound Keeper.	(10) Peon, Chowkidar.
Electrician, Lab. Asstl., Doctor, Lady Doctor,	(11) Road Mate,	(11) Mazdoor.
High School Teacher,	(12) Pump Driver, Driver.	(12) Lower Grade Servants.
Classical Vernacular	(13) Sub-charge (R.M.O.),	(13) Doctor.

1	2	3
Teacher, Art and Craft Teacher, J. V.	(14) Principal.	(14) Lecturer.
Teacher, Bhisti,	(15) Headmistress.	(15) Teacher.
Sanitary Inspector.	(16) Lecturer.	(16) Master.

Note—(1) The GOC-in-Chief is to classify all promotion posts into Selection and non-selection posts as required vide Rule 5-B (6) of C.F.S. Rules, 1937.

(2) The Director, ML & C is authorised to classify all posts which are omitted here or created hereafter into direct recruitment post or promotion post
[Government of India, Ministry of Defence (DL&C Dir) letter No. 25/83/C/L&C/73 dated 4.12.1976]

ANNEXURE—D

Supervisory Posts Under Rule 2 (ff)

In exercise of the powers conferred on me under clause (ff) of Rule 2 of the Cantonment Fund Servants Rules, 1937 as amended vide Cantonment Fund Servants (Amendment) Rules, 1981, I hereby declare as Supervisory posts for the purpose of the said rules the posts under various Cantt. Boards as contained in Annexure—'A' to this letter. Posts other than the posts which have been included in the enclosed annexure will be treated as 'Non-Supervisory posts'.

This superseeds all previous letters/orders issued on the subject from time to time. *[G.O.I. Min. of Def. (DG, DL&C) No. 25/113/C/L&C/69/ Vol. III dated 2.6.1984]*

Annexure 'A' to DG, DL&C, letter No. 25/133/C/L&C/69/Vol. III dated 2nd June, 1984, as amended vide even No. dated 23.10.1984 and No. 25/40/C/L&C/87 dated 6.5.88 and dated 14.3.1990

Sl. No.	Name of the Cantt. Board.	Posts declared as supervisory posts under Cantonment Boards in Central Command.
1.	Agra	Resident Medical Officer (R.M.O.), Office Supdt., Accountant, Revenue Supdt. Asst. Engineer, Sanitary Supdt., Headmaster (Primary/J.H.S.)
2.	Allahabad	R.M. O. Accountant, Office Supdt., Overseer, Sanitary Inspector, Headmaster/Headmistress (Primary/J.H.S.)
3.	Almora	Office Supdt., Accountant.

Sl. No.	Name of the Cantt. Board.	Posts declared as supervisory posts under Cantonment Boards in Central Command.
4.	Babina	R.M.O. Accountant, Office Supdt., Overseer, Headmaster (Primary School), Revenue Inspector, Sanitary Inspector.
5.	Chakrata	Accountant, Office Supdt., Octroi Supdt., Revenue Supdt., Sanitary Inspector, Headmaster (Primary/J.H.S.), Principal, Overseer.
6.	Clement Town	R.M.O., Headmaster (Primary School), Office Supdt.cum-Accountant, Overseer-cum-Sanitary Inspector.
7.	Dehradun	Accountant, Office Supdt., Sanitary Inspector, S.D.O., Toll Supdt., R.M.O., Tax Inspector, Headmaster (Primary/Girl High School).
8.	Dinapore	Office Supdt., Tax Supdt., Accountant, Overseer, Sanitary Inspector.
9.	Faizabad	Office Supdt., Accountant, Headmaster (Primary/J.H.S.), Sanitary Inspector, R.M.O. Overseer.
10.	Fatehgarh	Accountant, Office Supdt, Overseer, Sanitary Inspector, R.M.O., Headmaster [Primary/J.H.S.]
11.	Jabalpur	R.M.O., Headmistress/Headmaster [Primary School], Office Supdt., Revenue Supdt., Sanitary Supdt., [Senior Sanitary Inspector], Accountant, Cantt. Engineer.
12.	Jhansi	R.M.O., Headmaster [Primary School], Office Supdt., Sanitary Inspector, Accountant, Overseer, Revenue/Toll Inspector.
13.	Kanpur	Accountant, Office Supdt., Sanitary Supdt., Asst. Engineer, Revenue Supdt., R.M.O. Headmaster [Primary/J.H.S.]
14.	Landour	Office Supdt-cum-Accountant, Overseer-cum-Sanitary Inspector.

Sl. No.	Name of the Cantt. Board.	Posts declared as supervisory posts under Cantonment Boards in Central Command.
15.	Lansdowne	R.M.O., Office Supdt., Accountant, Principal [Cantt. Board High School], Sanitary Inspector, Headmaster [Cantt. Board High School].
16.	Lucknow	R.M.O., Headmaster/Headmistress [Primary School], Accountant, Office Supdt., Overseer [E/M/], Overseer [Civil], Sanitary Supdt., Revenue Supdt.
17.	Mathura	R.M.O., Headmaster [Primary/J.H.S.], Office Supdt., Accountant, Sanitary Inspector, Overseer.
18.	Meerut	Principal/Headmaster [Primary/J.H.S.], Sanitary Supdt., R.M.O., Revenue Supdt., Accountant, Cantt. Engineer, Office Supdt.
19.	Mhow	R.M.O., Office Supdt., Revenue/Tax Supdt., Sanitary Supdt., Octroi Supdt., Cantt Engineer, Accountant, Principal/Headmaster/Headmistress [Primary School], Garden Supdt.
20.	Morar	R.M.O. Office Supdt., Accountant, Overseer, Sanitary Inspector.
21.	Nainital	Office Supdt., Headmaster [Primary School], Overseer.
22.	Pachmarhi	R.M.O., Office Supdt., Accountant, Headmaster/Headmistress [Primary School], Senior Octroi Inspector, Tax Inspector, Overseer, Sanitary Inspector.
23.	Ramgarh	R.M.O., Headmaster [Primary/J.H.S.], Tax Supdt., Accountant, Overseer, Office Supdt.
24.	Ranikhet	Office Supdt., Revenue Supdt., Toll Supdt., Headmaster [J.H.S./Primary School], Sanitary Inspector, Overseer, Accountant, Forest ranger.

Sl. No.	Name of the Cantt. Board.	Posts declared as supervisory posts under Cantonment Boards in Central Command.
25.	Roorkee	R.M.O., Headmaster [Primary & J.H.S.] Office Supdt., Accountant, Overseer, Sanitary Inspector.
26.	Saugor	Accountant, Conservancy Inspector, Office Supdt., R.M.O., Headmaster [Primary/J.H.S.], Principal.
27.	Shahjahanpur	Office Supdt., Accountant, Overseer, Headmaster [Primary/J.H.S.], Sanitary Inspector.
28.	Varanasi	R.M.O., Headmaster [Primary/J.H.S.], Office Supdt., Accountant, Overseer, Sanitary Inspector.
29.	Bareilly	Office Supdt., Accountant, Sanitary Inspector, R.M.O., Headmaster [Primary/J.H.S.], Principal, Overseer.

Sl. No.	Name of the Cantt. Board	Posts declared as supervisory posts under Cantonment Boards in Southern Command.
1.	Ahmedabad	Head Clerk, Accountant, R.M.O., Sanitary Inspector, Cantt. Supervisor, Principal, Headmaster.
2.	Ahmednagar	Office Supdt., Accountant, Junior Engineer, R.M.O., Senior Sanitary Inspector, Headmaster/Headmistress.
3.	Aurangabad	Office Supdt., Accountant, Junior Engineer, R.M.O., Sanitary Inspector, Junior Engineer [Civ], Junior Engineer [Electrical], Headmaster.
4.	Ajmer	Head Clerk-cum-Accountant, Overseer-cum-Sanitary Inspector.
5.	Belgaum	Office Supdt., Accountant, Revenue Supdt., Junior Engineer, Sanitary Inspector, R.M.O., Headmaster.

Sl. No. Cantt. Board	Posts declared as supervisory posts under Cantonment Boards in Southern Command.
6. Cannanore	Head Clerk, Overseer-cum-Draftsman.
7. Dehu Road	Office Supdt., Accountant, Octroi Supdt., Revenue Supdt., Junior Engineer, R.M.O., Sanitary Inspector [Civil/Military], Headmaster.
8. Deolali	Office Supdt., Accountant, Octroi Supdt., Revenue Supdt., Junior Engineer, R.M.O. Headmaster [Primary/J.H.S.], Senior Sanitary Inspector, Junior Engineer [Public Works and Water Works].
9. Kamptee	Office Supdt., Accountant, Junior Engineer, R.M.O., Sanitary Inspector, Headmaster/Headmistress.
10. Kirkee	Office Supdt., Accountant, Revenue Supdt., Asstt. Engineer, Sanitary Supdt., Headmaster [Primary/High School], R.M.O.
11. Poona	Office Supdt., [Asstt. Secretary], Accountant, Revenue Supdt., Cantt. Engineer, Firebrigade Supdt., Veterinary Inspector-cum-Market Supdt., R.M.O., Sanitary Supdt., Headmaster [Primary/High School].
12. Secunderabad	R.M.O., Cantonment Engineer, Health Supdt., Head Accountant, Tax Supdt., Asstt. Secretary, Supdt. [WW and Workshop], Junior Engineer.
13. Wellington	Office Supdt., Accountant, Overseer-cum-Draftsman, R.M.O., Health Inspector, Headmistress [Middle/Primary School].
14. St. Thomas Mt.-cum-pallavaram	Office Supdt., Accountant, Revenue Supdt., Assistant Engineer, Health Supdt., R.M.O., Headmistress.
15. Nasirabad	Office Supdt., Cantt. Overseer, Sanitary Supdt., Terminal Tax Supdt. and Revenue Supdt.

Sl. No. Cantt. Board	Posts declared as Supervisory posts under Cantonment Boards in Eastern Command.
1. Barrackpore	Office Supdt., Accountant, Tax Supdt., Asstt. Engineer, Sanitary Inspector, R.M.O., Headmistress.
2. Shillong	Office Supdt., Accountant, Sub-Engineer, R.M.O., Headmaster, Sanitary Inspector.
3. Jalapahar	Office Supdt., Overseer-cum-Sanitary Inspector.
4. Lebong	Office Supdt., Overseer-cum-Sanitary Inspector.

Sl. No. Cantt. Board	Posts declared supervisory posts under Cantonment Boards in Western Command.
1. Delhi	Office Supdt., Accountant, Tax Supdt., Revenue Supdt., Asstt. Engineer, Fire Supervisor, R.M.O., Sanitary Supdt., Headmaster/Headmistress.
2. Ambala	Office Supdt., Accountant, Tax Supdt., Sanitary Supdt., Overseer, Head Teacher.
3. Jullundur	Office Supdt., Accountant, Octroi Supdt., Sanitary Supdt., Tax Supdt., [Asstt., Engineer], Principal/Headmaster.
4. Amritsar	Office Supdt.-cum-Accountant, Sanitary Inspector, Overseer R.M.O., Senior Most JBT Teacher (Who is entrusted with the supervision of the work of other teachers in addition to his own duties).
5. Ferozepur	Office Supdt., Accountant, Octroi Supdt., Revenue Supdt., Overseer, Senior-most Fire Master [entrusted with the duties of Supervision of firemen], R.M.O., Sanitary Supdt., Headmasters Primary Schools.
6. Kasauli	Office Supdt., Accountant, Tax Inspector, Overseer, R.M.O., Headmistress.
7. Subathu	Office Supdt.-cum-Accountant, R.M.O., Sanitary Inspector.

Sl. Name of the No. Cantt. Board	Name of Selection Posts. Central Command
14. Landour	Office Supdt., Sanitary Jamadar.
15. Landsdowne	Rev. Inspector, Sanitary Jamadar, Toll Moharrir (Non-Matric) and Ressin Moharrir (Non-Matric)
16. Lucknow	Office Supdt. Accountant, Tax Supdt, Rev. Supdt, Selection Gde. Clerk, Rev. Inspector, Vehicle Inspector, Sanitary Jamadar, Conservancy Supervisor, Jamadar Peon, Bazar Moharrir (Matric and Non-Matric) and Pound Keeper (Matric and Non-Matric)
17. Mathura	Accountant, Sanitary Jamadar and Pound Keeper.
18. Meerut	Office Supdt. Accountant, Rev. Supdt. Selection Gde. Clerk, Jamadar Peon, Sanitary Supdt. Head Mali, Conservancy Supervisor, Rent Moharrir, Tax Supdt. Asstt. Mechanic, Lighting Supervisor and Pound Keeper.
19. Mhow	Office Supdt. Accountant, Rev. Supdt, Octroi Supdt, Rev Inspector, Octroi Inspector, Sanitary Supdt. Conservancy Jamadar and Head Mali.
20. Morar	Accountant, Head Mali, Conservancy Jamadar and Pound Keeper.
21. Nainital	Accountant, Sanitary Jamadar and Rev. Moharrir.
22. Pachmarhi	Office Supdt, Accountant, Senior Octroi Inspector, Conservancy Jamadar and Moharrir (Matric and Non-Matric).
23. Ramgarh	Office Supdt. Accountant, Tax Supdt. Sanitary Jamadar, Mate and Pound Keeper.
24. Ranikhet	Office Supdt. Accountant, Toll Supdt. Rev. Supdt. Forest Ranger, Jamadar (PWD) Sanitary Jamadar, Head Mali and Toll Moharrir (Non-Matric).
25. Roorkee	Accountant, Head Mali, Sanitary Jamadar and Pound Keeper (Non-Matric).

Sl. Name of the No. Cantt. Board	Name of Selection Posts. Central Command
26. Sangor	Office Supdt. Rev. Supdt, Accountant, Conservancy Jamadar, Conservancy Inspector, Mate, Pound Keeper, Lab-Assistant, Sanitary Supdt. Draftsman Vehicle Entry tax, Moharrir and Assistant Engineer.
27. Shahjahanpur	Accountant, Sanitary Jamadar and Pound-Keeper.
28. Varanasi	Office Supdt, Accountant, Sanitary Jamadar, Water Works Supervisor and Pound-Keeper.
29. Bareilly	Accountant, Rev. Inspector, Mate, Pound Keeper, (Matric and Non Matric) Asstt. Sanitary Inspector and Market Inspector.

II. Post declared as Selection Posts under Cantonment Boards in Southern Command.

Authority :-GOC-in-C, Southern Command, Pune Letter No. 13143/Gen/DLC dated 4.4.1978.

Sl. Name of the No. Cantonment	Name of Selection Post Southern Command
1. Ahmedabad	Head Clerk, Mukadam, Tractor Driver.
2. Ahmednagar	Office Supdt, Sanitary Mukadam, Driver.
3. Ajmer	Office Supdt. Sanitary Jamadar, Pump Driver and Driver.
4. Auragabad	Office Supdt, Sanitary Mukadam, Driver, pumper-cum-Fitter.
5. Belgaum	Office Supdt. Sanitary Mukadam, Dog-shooter, Mason, Driver.
6. Cannanore	Head Clerk, Sanitary Jamadar, Sanitary Overseer and Driver.
7. Dehuroad	Accountant, Rev. Supdt. Office Supdt. Octroi Mukhdam, Mukadam (Sanitary), Driver.
8. Deolali	Accountant, Revenue/Octroi Supdt. Office Supdt, Mukadam, Senior Sanitary Inspector, Driver.

Sl. No.	Name of the Cantonment	Name of Selection Post Southern Command
9.	Kamptee	Office Supdt. Mukadam Driver.
10.	Kirkee	Accountant, Revenue Supdt. Office Supdt, Dog Shooter, Mukadam, Senior Sanitary Inspector, Mason, Matron/Sister, Driver.
11.	Nasirabad	Office Supdt. Sanitary Supdt. Sanitary Jamadar, Mason, Pump Driver, Driver.
12.	Pune	Accountant, Rev. Supdt., Office Supdt., Mukadam, Dog-Shooter, Sanitary Supdt. Mason, Matron, Driver.
13.	Secundarabad	Accountant, Office Supdt. Tax Supdt. Sanitary Supdt. (New Health Supdt.) Sanitary Overseer, Mukadam, Pump Driver, Driver.
14.	St. Thomas Mount	Office Supdt, Sanitary Supervisor, Plumber, Pump Operator, Driver.
15.	Wellington	Office Supdt. Sanitary Jamadar, Sanitary Supervisor, Mason, Plumber, Driver.

III. Posts Declared as Selections Posts under Cantonment Boards in Northern Command.

Authority : GOC-in-C Northern Command Jammu letter No. 6/32/(1)/Misc/Cantt/LC/NC/9 dated 12.7.1977.

Sl. No.	Name of the Cantonment	Name of Selection Post Northern Command
1.	Badamibagh	Accountant, Revenue Inspector, Office Supdt.
2.	Bakloh	Office Supdt-cum-Accountant.
3.	Dalhousie	Office Supdt-cum-Accountant.
4.	Jammu	Senior Assistant, Revenue Inspector, Accountant, Office Supdt.
5.	Khasyol	Accountant, Tax Inspector Octroi Inspector, Office Supdt.

IV. Post declared as Selection Posts under Cantonment Boards in Western Command.

Authority :—GOC-in-C, Western Command Simla letter No. 15/427/Cantt./DLC dated 26.11.1981

Sl. No.	Name of the Cantonment	Name of Selection Post Western Command
1.	Ambala	Office Supdt., Lands and Records Supdt., Sanitary Supdt., Accountant, Tax Supdt. Octroi Supdt., Revenue Supdt., Assistant Tax Inspector, Tax Collector, Gde. II, Headmaster, Sanitary Supervisor, Head Mali, Dog-shooter, Conservancy Jamadar, Mason, Pump Driver, Plumber, Driver and Steam/Road Roller Driver.
2.	Amritsar	Office Supdt., Accountant, Head Master, Driver. Conservancy Jamadar and Head Mali.
3.	Dagshai	Office Supdt., Accountant, Sanitary Supervisor, Mate and Driver.
4.	Delhi	Office Supdt., Tax/Revenue Supdt. Asstt. Supdt. Accountant, Sanitary Supdt. Senior Clerk, Sub-charge, Head Master, Head Mali, Mate Mason, Conservancy Jamadar, Dog-shooter, Leading Hand (Fireman), Fire Supervisor, Pound Keeper and Driver.
5.	Ferozepur	Office Supdt., Accountant, Octroi Supdt., Revenue Supdt., Sanitary Supdt., Senior Sanitary Inspector, Sub Charge, Headmaster, Storekeeper, Tax Inspector, Assistant, Cashier, Tax Collector, Gde II. Pound Keeper, Head Mali, Conservancy Jamadar, Dog-shooter, Mason, Driver, Pump Driver and Firemaster.
6.	Jullundur	Office Supdt., Accountant, Octroi Supdt., Tax Supdt., Sanitary Supdt., Sub-Charge, Principal, Headmistress, Store-keeper, Cashier, Asstt. Tax Inspector, Tax Collector Grade II, Pound Keeper, Head Mali, Dog Shooter, Conservancy Jamadar, Road Mate, Pump Driver and Driver.

Sl. No.	Name of the Cantonment	Name of Selection Post Western Command
7.	Jutogh	Office Supdt. Accountant, Head-mistress Sanitary Supervisor and Driver.
8.	Kasuali	Officer Supdt., Accountant, Headmistress, Sanitary Supervisor, Mason and Driver.
9.	Subathu	Office Supdt., Accountant, Sanitary Supervisor and Driver.

V. Posts Declared as Selection Posts under Cantonment Boards in Eastern Command, Calcutta.

Authority—GOC-in-C, Eastern Command Calcutta order dated 4-7-1977 in File No. 362532/Cantt./Policy.

Sl. No.	Name of the Cantonment	Name of Selection Post Eastern Command
1.	Barrackpore	Office Superintendent.
2.	Shillong	Accountant.
3.	Jalapahar	Office Superintendent Gde II.
4.	Lebong	Office Superintendent.

ANNEXURE 'F' Administrative

(1) Advance for the purchase of wheat to the Cantonment Board employees granted at par with State Govt. employees.

[GOI, Min of Def. No. 15/2/VI/69/2556-C/D/[Q and C] dated 27-6-1969]

(2) Children's Education Allowance and re-imbusement of tuition fees granted to Cantt. Board Employees at par with State Govt. employees.

[GOI Min. of Def. No. 25/84/C/L and C/67/2662-C/D/(QC) dated 14-8-1970]

(3) Advance for purchase of bicycles to be granted to the Cantt. Board Employees with the sanction of C.E.O. at par with State Govt. employees.

[GOI Min. of Def. No. 25/33/C/L and C/68/3561-C/D/(Q and C) dated 24-10-1970]

(4) Washing allowance granted to Cantt. Board employees who are entitled for uniform at par with State Govt. employees of similar category.

[GOI Min. of Def. (ML and C Dte) No. 24/12/C/L and C/76 dated 30-4-1977]

(5) Conveyance allowance granted to Cantt. Board employees with the sanction of the GOC-in-C, the Command—Motor Cycle—includes luna, Moped etc.

[GOI Min. of Def. (Dte Gen. DL and C) No. 25/55/C/L and C/74 dated 24-4-1978 and even No. dated 3-7-1981]

(6) Advance for purchase of Scooter/Motor cycle to be granted to the Cantt. Board employees with the sanction of the Director. DL and C, the Command.

[GOI. Min. of Def. No. 25/33/C/L and C/68/3783/D (Q and C) dated 30-6-1982]

(7) Cash payment in lieu of unutilised earned leave on the retirement. to the Cantt. Board employees at par with the Central Govt. employees.

[GOI Min. of Def. No. 24/7/C/L and C/78 dated 14-12-1981 and even No. dated 14-9-1982]

(8) L.T.C. sanctioned to the Cantt. Board employees for journey to home town at par with the Central Government employees. 1982-83 to be treated as first block of two years.

[GOI, Min. of Def. No. 25/110/C/L and C/14100/D (Q and C) dated 1-7-1983 and No. 25/110/L and C/LTC/82 dated 16-1-1985]