

(Authorised English Translation)  
HARYANA GOVERNMENT  
HEALTH DEPARTMENT

Notification  
The 28th December, 1984

No. G.S.R.1/Const./Art. 309/84.—In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules regulating the recruitment and conditions of service of persons appointed to the Haryana Health Department, Multipurpose Health Supervisors and Multipurpose Health Workers Group 'C' service, namely :—

PART I—GENERAL

Short title. 1. These rules may be called the Haryana Health Department Multipurpose Health Supervisors and Multipurpose Health Workers Group 'C' service rules, 1984.

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

(a) "Board" means the Subordinate Services Selection Board, Haryana;

(b) "direct recruitment" means an appointment made otherwise than by promotion from within the Service or by transfer of an official already in the service of the Government of India or any State Government ;

(c) "Director" means Director, Health Services, Haryana ;

(d) "Government" means the Haryana Government in the Administrative Department ;

(e) "recognised university" means :—

(i) any university incorporated by law in India, or

(ii) in the case of a degree, diploma or certificate obtained as a result of an examination held before the 15th of August, 1947, the Punjab, Sind or Dacca University, or

(iii) any other university which is declared by the Government to be a recognised university for the purpose of these rules; and

(f) "Service" means the Haryana Health Department Multipurpose Health Supervisors and Multipurpose Health Workers Group 'C' Service.

PART II—RECRUITMENT TO THE SERVICE

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

Number and character of posts.

Provided that nothing in these rules shall affect the inherent right of the Government to make additions to or reductions in the number of such posts or to create new posts, with different designations and scales of pay, either permanently or temporarily.



4. (1) No person shall be appointed to any post in the Service unless he is—

Nationality, domicile and character of candidates recruited to the Service.

- (a) a citizen of India ; or
- (b) a subject of Nepal ; or
- (c) a subject of Bhutan ; or
- (d) a Tibetan refugee who came over to India before the 1st January, 1962, with the intention of permanently settling in India ; or
- (e) a person of Indian origin, who has migrated from Pakistan, Burma, Sri Lanka or any of the East African countries of Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire and Ethiopia with the intention of permanently settling in India ; or

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

(2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Board or any other recruiting authority but the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Government.

(3) No person shall be appointed to any post in the Service by direct recruitment, unless he produces a certificate of character from the principal academic officer of the University, college, school or institution last attended, if any, and similar certificates from two other responsible persons, not being his relatives, who are well acquainted with him in his private life and are unconnected with his university, college, school or institution.

5. No person shall be appointed to the Service by direct recruitment who is less than seventeen years and more than thirty years of age on the last date of submission of applications to the Board.

Age.

6. Appointment to any post in the Service shall be made by the Director.

Appointing Authority.

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

Qualifications.

8. No person,—

Disqualifications.

- (a) who has entered into or contracted a marriage with a person having a spouse living, or
- (b) who having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to any post in Service.



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

9. (1) On the commencement of these rules, the Service shall be constituted of the following :—

Constitution of Service.

- (a) In the cadre of Multipurpose Health Supervisors (Male) by changing the nomenclature of the posts of Sanitary Inspectors, Health Inspectors, Small-pox Supervisors, Health Education Assistants, Non-Medical Assistants, Surveillance Inspectors, Inspectors Vaccination and Malaria Inspectors ;
- (b) In the cadre of Multipurpose Health Supervisors (Female) by changing the nomenclature of the posts of Lady Health Visitors ;
- (c) In the cadre of Multipurpose Health Workers (Male), by changing the nomenclature of the posts of Basic Health Workers, Surveillance Workers, Sanitary Supervisors, Vaccinators, Family Planning Field Workers, B.C.G. Technicians, T.B. Multipurpose Workers and Superior Field Workers ; and
- (d) In the cadre of Multipurpose Health Workers (Female) by changing the nomenclature of the posts of Auxiliary Nurse Midwives.

(2) Seniority, *inter se* of the existing employees constituting the Service on the commencement of these rules shall be determined as under :—

- (a) in the cadres of Multipurpose Health Supervisors (Female) and the Multipurpose Health Workers (Female), the seniority as already determined in their respective cadre, shall be maintained ;
- (b) in the cadres of Multipurpose Health Supervisors (Male) and Multipurpose Health Workers (Male), seniority shall be determined by the length of their continuous service in their respective cadres :

Provided that their *inter se* seniority in their respective cadres shall not be disturbed in fixing the seniority under these rules :

Provided further that in the case of two or more employees appointed on the same date, an employee who is drawing higher rate of pay shall be senior and if the rates of pay are also same then the older employee shall be senior to the younger employee :

Provided further in the cases not covered by the above provisions, the decision of the Government shall be final.

Method of recruitment.

10. (1) Recruitment to the Service shall be made,—

- (a) in the case of Multipurpose Health Supervisors (Male),—
  - (i) by promotion from amongst the Multipurpose Health Workers (Male) ; or
  - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India ;

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- (b) in the case of Multipurpose Health Supervisors (Female),—
- (i) by promotion from amongst the Multipurpose Health Workers (Female) ; or
  - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India ;
- (c) in the case of Multipurpose Health Workers (Male),—
- (i) by direct recruitment ; or
  - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India ; or
- (d) in the case of Multipurpose Health Workers (Female),—
- (i) by direct recruitment ; or
  - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India ; or

(2) Unless otherwise provided when any vacancy occurs, or is about to occur, the appointing authority shall determine the manner in which the same shall be filled in.

(3) All promotions shall be made by selection based on seniority-cum-merit.

17. (1) Persons appointed by any post in the service shall remain on probation for a period of two years, if appointed by direct recruitment and one year, if appointed otherwise : Probation.

Provided that,—

- (a) any period after such appointment spent on deputation on a corresponding or a higher post shall count towards the period of probation; and
- (b) any period of work in equivalent or higher rank, prior to appointment to the Service, may, in the case of appointment by transfer, at the discretion of the appointing authority, be allowed to count towards the period of probation fixed under this rule; and
- (c) any period of officiating appointment shall be reckoned as period spent on probation, but no person who has so officiated shall, on the completion of the prescribed period of probation be entitled to be confirmed, unless he is appointed against a permanent vacancy.

(2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory, it may,—

- (a) if such person is appointed by direct recruitment, dispense with his services; and



- (b) if such person is appointed otherwise than by direct recruitment:—
- (i) revert him to his former post; or
  - (ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.
- (3) On the completion of the period of probation of a person, the appointing authority may,—
- (a) if his work or conduct has, in its opinion, been satisfactory—
    - (i) confirm such person from the date of his appointment, if appointed against a permanent vacancy; or
    - (ii) confirm such person from the date from which a permanent vacancy occurs, if appointed against a temporary vacancy; or
    - (iii) declare that he has completed his probation satisfactorily, if there is no permanent vacancy; or
  - (b) if his work or conduct has in its opinion, been not satisfactory:—
    - (i) dispense with his services, if appointed by direct recruitment, or revert him to his former post or deal with him in such other manner, as the terms and conditions of previous appointment permit, if appointed otherwise; or
    - (ii) extend his period of probation and thereafter pass such order, as it could have passed on the expiry of the First period of probation :
- Provided that the total period of probation, including extension, if any, shall not exceed three years.
- Seniority. 12. Seniority *inter se* of members of the Service who are appointed after coming into force of these rules shall be determined by the length of continuous service on any post in the Service:
- Provided that where there are different cadres in the Service, the seniority shall be determined separately for each cadre:
- Provided further that in the case of members appointed by direct recruitment, the order of merit determined by the Board, shall not be disturbed in fixing the seniority :
- Provided further that in case of two or more members appointed on the same date, their seniority shall be determined as follows:—
- (a) a member appointed by direct recruitment shall be senior to a member appointed by promotion or by transfer;
  - (b) a member appointed by promotion shall be senior to a member appointed by transfer;
  - (c) in the case of members appointed by promotion or by transfer, seniority shall be determined according to the seniority of such members from which they were promoted or transferred; and

(d) in the case of members appointed by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a member who was drawing a higher rate of pay in his previous appointment; and if the rates of pay drawn are also the same, then by their length of service in those appointments and if the length of such service is also the same, the older member shall be senior to the younger member.

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

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

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

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

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

15. (1) In matters relating to discipline, penalties and appeals, members of the Service shall be governed by the Punjab Civil Service (Punishment and Appeal) Rules, 1952, as amended from time to time: Discipline, Penalties and Appeals.

Provided that the nature of penalties which may be imposed, the authority empowered to impose such penalties and appellate authority shall, subject to the provisions of any law or rules made under article 309 of the Constitution of India, be such as are specified in Appendix C to these rules.

(2) The authority competent to pass an order under clause (c) or clause (d) of sub-rule (1) of rule 10 of the Punjab Civil Service (Punishment and Appeal) Rules, 1952, and the appellate authority, shall also be as specified in Appendix D to these rules.

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

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





power of  
relaxation.

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

Special  
provisions.

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

Reser-  
vations.

20. Nothing contained in these rules shall effect reservations and other concessions required to be provided for Scheduled Caste and other Backward Classes in accordance with the orders issued by the State Government in this regard from time to time, under clause (4) of articles 16 of the Constitution of India.

X Repeal  
and  
savings.

21. The Punjab Public Health Department Subordinate Posts (Recruitment and Conditions of Service) Rules, 1940 in so far as these relate to the posts of Vaccinators, Sanitary Inspectors, Health Inspectors, Smallpox Supervisors, Health Education Assistants, Non-Medical Assistants, Surveillance Inspectors, Inspectors Vaccination and Malaria Inspectors and the Punjab Medical and Health Department (State Service Class-III-Auxiliary Nurse Midwives, Nurse Dais and Trained Nurse Dais) Rules, 1965 in so far as these relate to the posts of Auxiliary Nurse Midwives, are hereby repealed:

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

APPENDIX 'A'

(See Rule 3)

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Designation of post	Number of posts			Scale of Pay
	Perma- nent	Tempo- rary	Total	
1	2	3	4	5
				Rs.
1. Multipurpose Health Supervisors (Male)	125	459	584	420—700
✓ 2. Multipurpose Health Supervisors (Female)	148	194	342	480—900 (T.S.) 525—1,050 (Selection Grade for 20%)
3. Multipurpose Health Workers (Male)	458	1,723	2,181	400—660
✓ 4. Multipurpose Health Workers (Female)	351	1,223	1,574	400—660 (T.S.) 480—760 (Selection Grade for 20%)





## APPENDIX 'B'

(See Rule 7)

Designation of post	Academic qualification and experience, if any, for direct recruitment	Academic qualification and experience, if any, for appointment other than direct recruitment
1	2	3
1. Multipurpose Health Supervisor (Male)		<p><b>I. By promotion</b></p> <p>(i) The academic qualification as prescribed for the post of Multipurpose Health Worker (Male).</p> <p>(ii) Five years experience as <u>Multipurpose Health Worker (Male)</u>.</p> <p>(iii) Six months promotional training in an institution approved by the Government.</p> <p><b>II. By transfer/deputation</b></p> <p>(i) Matric with Science (Physics and Chemistry).</p> <p>(ii) Sanitary Inspector Diploma Course from recognised institution.</p> <p>(iii) Hindi upto Middle Standard.</p>
2. Multipurpose Health Supervisor (Female)		<p><b>I. By promotion</b></p> <p>(i) The academic qualifications as prescribed for the post of Multipurpose Health Worker (Female)</p> <p>(ii) Five years experience as Multipurpose Health Workers (Female)</p> <p>(iii) Six months' promotional training in an institution approved by the Government</p> <p><b>II. By transfer/deputation</b></p> <p>(i) Matriculation or its equivalent,</p> <p>(ii) Diploma of Lady Health visitor from a recognised institution.</p> <p>(iii) Hindi upto Matric standard.</p> <p>(iv) Registered as a Lady Health Visitor with Haryana Nursing Council.</p>

Designation of post	Academic qualification and experience, if any, for direct recruitment	Academic qualification and experience, if any, for appointment other than direct recruitment
3. Multipurpose Health Worker (Male)	(i) Matric  (ii) Knowledge of Hindi up to Matric Standard  (iii) Multipurpose Health Workers Training Course from an institution approved by the Government.	(i) Matric  (ii) Knowledge of Hindi up to Matric Standard.  (iii) Multipurpose Health Workers Training Course from an institution approved by the Government.
4. Multipurpose Health Worker (Female)	(i) Matric  (ii) Knowledge of Hindi up to Matric Standard  (iii) Multipurpose Health Workers Training Course from an institution approved by the Government.	(i) Matric  (ii) Knowledge of Hindi up to Matric Standard.  (iii) Multipurpose Health Workers Training Course from an institution approved by the Government.



## APPENDIX 'C'

[See Rule. 15(1)]

Designation of Post	Appointing authority	Nature of penalty	Authority empowered to impose penalty	Appellate authority	Second Appellate authority
1	2	3	4	5	6
1. Multipurpose Health Supervisor (Male) 2. Multipurpose Health Supervisor (Female) 3. Multipurpose Health Worker (Male) 4. Multipurpose Health Worker (Female)	Director	(a) Warning with a copy in personal file; (b) Censure ; (c) Withholding of increments or promotion including stoppage at an Efficiency Bar ; (d) recovery from pay of the whole or part of any pecuniary loss caused to the Government by negligence or breach of orders ; (e) reduction to a lower post or time scale or to a lower stage in time scale ; (f) removal from the Service which does not disqualify from future employment ; and (g) dismissal from the Service which does ordinarily disqualify from future employment.	Chief Medical Officer of the district in which the member is posted.           Director	Director           Government	Government



APPENDIX 'D'

[See rule 15(2)]

Designation of post	Nature of order	Authority empowered to make the order	Appellate authority
1	2	3	4
1. Multipurpose Health Supervisor (Male)	(i) Reducing or withholding the amount of ordinary/ additional pension admissible under the rules governing pension.	Director	Government
2. Multipurpose Health Supervisor (Female)			
3. Multipurpose Health Workers (Female)			
	(ii) Terminating the appointment of a member of the Service otherwise than on his attaining the age fixed for superannuation.		

M. SETH,

Secretary to Government, Haryana,  
Health Department.