

[Authorised English Translation]

**HARYANA GOVERNMENT**  
**SOCIAL WELFARE DEPARTMENT**

**Notification**

The 4th August, 2011

**No. G.S.R. 11/Const./Art. 309/2011.**—In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules further to amend the Haryana Women and Child Development Department (Group B) Services Rules, 1997, namely:—

1. These rules may be called the Haryana Women and Child Development Department (Group B) Service (Amendment) Rules, 2011.

2. In the Haryana Women and Child Development Department (Group B) Service Rules, 1997 (hereinafter called the said rules), in rule 5, for the words "thirty five", the word "forty" shall be substituted.

3. In the said rules, in rule 9, for sub-rule (1), the following sub-rule shall be substituted, namely:—

"(1) Recruitment to the Service shall be made—

- (a) in the case of Deputy Director (Integrated Child Development Service),—
  - (i) 50% by direct recruitment; and
  - (ii) 50% by promotion from amongst Programme Officer(Female);
- (b) in the case of Deputy Director(Welfare),—
  - (i) by promotion from amongst Superintendent or Publicity Officer; or
  - (ii) by transfer or deputation of an Officer already in the service of any State Government or the Government of India;
- (c) in the case of Programme Officer (Female),—
  - (i) 25% by direct recruitment; and
  - (ii) 75% by promotion from amongst Child Development Project Officer(Female) or Nutritionist (Female);
- (d) in the case of Superintendent,—
  - (i) by promotion from amongst Deputy Superintendent, Personal Assistant, Assistant In charge, Assistant-cum-Accountant-cum-Junior Auditor-cum-Cashier or Assistant or Senior Scale Stenographer, or
  - (ii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;
- (e) In the case of Manager, Panjiri Plant,—

- (i) by direct recruitment; or
  - (ii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;
- (f) in the case of Publicity Officer,-
- (i) by promotion from amongst Research Officer; or
  - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (g) in the case of Child Development Project Officer(Female),—
- (i) 50% by direct recruitment; and
  - (ii) 50% by promotion from amongst Supervisors:
- Provided promotion quota will be as under:—
- (a) 90% from amongst Graduate Supervisors; and
  - (b) 10% from amongst Matriculate Supervisors;
- (h) in the case of Nutritionist(Female),—
- (i) by direct recruitment; or
  - (ii) by transfer or deputation of an officer already in the service of any State Govt. or the Govt. of India;

4. In the said rules, for Appendices A, B, C and D, the following Appendices shall be substituted, namely:—

**"Appendix A**

(See rule 3)

Serial Number	Designation of post	Permanent	Temporary	Total	Scale of Pay
1	2	3	4	5	6
1	Deputy Director (Integrated Child Development Services)	-	3	3	₹ 9300-34800 + ₹ 5400
2	Deputy Director (Welfare)	-	1	1	₹ 9300-34800 + ₹ 5400
3	Programme Officer (Female)	13	11	24	₹ 9300-34800 + ₹ 4600
4	Superintendent	-	26	26	₹ 9300-34800 + ₹ 4200
5	Manager, Panjiri Plant	-	2	2	₹ 9300-34800 + ₹ 4200
6	Publicity Officer	-	1	1	₹ 9300-34800 + ₹ 4200
7	Child Development Project Officer(Female)	-	148	148	₹ 9300-34800 + ₹ 4000
8	Nutritionist (Female)	-	1	1	₹ 9300-34800 + ₹ 4000

**APPENDIX B***[See rule 14(1)]*

Serial Number	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
1	Deputy Director (Integrated Child Development Services)	(i) M.A. Psychology with specialization in Child Psychology/Master in Child Development / Human Development and Family Studies with atleast 60% marks from a recognized university; (ii) U.G.C. NET qualified; (iii) Hindi/Sanskrit upto Matric standard or Higher Education.	<b>By promotion—</b> Five years experience as Programme Officer(Female).
2	Deputy Director (Welfare)		<b>By promotion—</b> Five years experience as Superintendent; or Publicity Officer; <b>By transfer/deputation—</b> (i) Five years experience as Superintendent or Publicity Officer; (ii) Hindi/Sanskrit upto Matric standard or Higher Education.
3	Programme Officer (Female)	(i) M.A. Psychology with specialization in Child Psychology/Master in Child Development / Human Development and Family Studies with atleast 55% marks from a recognized university; (ii) Hindi /Sanskrit upto Matric standard or Higher Education.	<b>By promotion—</b> Three years experience as Child Development Project Officer (Female); OR Nutritionist (Female).

4	Superintendent	--	<p><b>By promotion—</b> Three years experience as Deputy Superintendent or Personal Assistant or ten years experience as Assistant Incharge or Assistant-cum-Accountant-cum-Junior Auditor-cum-Cashier or Assistant or Senior Scale Stenographer; <b>Note:</b> Personal Assistant or Senior Scale Stenographer will be eligible for promotion if he has worked as Assistant for a period of two years in addition to his own duties. <b>By Transfer/Deputation—</b> Five years experience as Deputy Superintendent.</p>
5	Manager, Panjiri Plant	<p>(i) Degree in Mechanical or Electrical Engineering; (ii) Hindi /Sanskrit upto Matric standard or Higher Education;</p>	<p><b>By transfer or deputation—</b> (i) Degree in Mechanical or Electrical Engineering; (ii) Hindi /Sanskrit upto Matric standard or Higher Education; (iii) Three years experience in service.</p>
6	Publicity Officer	-	<p><b>By promotion—</b> Five years experience as Research Officer; <b>By transfer or deputation—</b> (i) Five years experience as Research Officer; (ii) Hindi /Sanskrit upto Matric standard or Higher Education;</p>
7	Child Development Project Officer (Female)	<p>(i) M.Sc. Home Science from a recognized university with Specialization in Food and Nutrition or Child Development with at least 50% marks;</p>	<p><b>By Promotion—</b> Five years experience as Supervisor having qualification of Graduation OR Eight years experience as</p>

		<p>OR</p> <p>M.A. Psychology with specialization in Child Psychology or M.A. Child Development and Family Studies with atleast 50% marks;</p> <p>(ii) Hindi/Sanskrit upto Matric standard or Higher education;</p> <p><b>Note:</b> 50% of the quota posts shall be filled from M.Sc. Home Science (Food and Nutrition) and 50% shall be filled up from MA Psychology with specialization in Child Psychology or MA Child Development/Human Development and Family Studies.</p>	Supervisor having qualification of Matric.
8	Nutritionist (Female)	<p>(i) M.Sc. Home Science from a recognized university with specialization in Food and Nutrition;</p> <p>(ii) Hindi/Sanskrit upto Matric standard or Higher Education</p>	<p><b>By transfer or deputation—</b></p> <p>(i) M.Sc. Home Science from a recognized university with specialization in Food and Nutrition;</p> <p>(ii) Hindi/Sanskrit upto Matric standard or Higher Education;</p> <p>(iii) One year experience on similar post.</p>

**Appendix C**

[See rule 14(1)]

Serial Number	Designation of posts	Appointing authority	Nature of penalty	Authority Empowered to impose penalty	Appellate authority
1	2	3	4	5	6
1	Deputy Director (Integrated Child Development Services)	Government	<b>I. Minor Penalties—</b> (i) warning with a copy in personal file (character roll); (ii) censure; (iii) withholding of promotion; (iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders, to the Central Government or a State Government or to a company and association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or university set up by an Act of Parliament or of the Legislature of	Director	Secretary to Government, Haryana, Women and Child Development Department.
2	Deputy Director (Welfare)				
3	Programme Officer(Female)				
4	Superintendent				
5	Manager, Panjiri Plant				
6	Publicity Officer				
7	Child Development Project Officer (Female)				
8	Nutritionist (Female)				

			<p>a State; and</p> <p>(v) withholding of increments of pay without cumulative effect;</p> <p><b>II. Major Penalty—</b></p> <p>(vi) withholding of increments of pay with cumulative effect;</p> <p>(vii) reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the Government employee will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;</p> <p>(viii) reduction to a lower scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the Government employee to the time scale of pay, grade, post or service from</p>	Government	
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			<p>which he was reduced, with or without further directions regarding conditions of restoration to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service;</p> <p>(ix) compulsory retirement;</p> <p>(x) removal from service which shall not be a disqualification for future employment under the Government;</p> <p>(xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.</p>	
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## APPENDIX D

[(See Rule 14 (2))]

Serial Number	Designation of posts	Nature of order	Authority empowered to make the order	Appellate authority
1	2	3	4	5
1.	Deputy Director (Integrated Child Development Services)	(i) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension;  (ii) terminating the appointment, otherwise than on his attaining the age fixed for superannuation	Government "	---
2.	Deputy Director(Welfare)			
3.	Programme Officer(Female)			
4.	Superintendent			
5.	Manager, Panjiri Plant			
6.	Publicity Officer			
7.	Child Development Project Officer(Female) Additional Child Development Project Officer(Female)			
8.	Nutritionist			

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