#### HARYANA GOVT. GAZ., DEC. 15,1998 (AGHN 24,1920 SAKA)

# HARYANA GOVERNMENT EDUCATION DEPARTMENT Notification

The July 23<sup>rd</sup>,1998

#### Part-I General

## Short title and commeacement

- (1) These rules may be called the Haryana State Secondary Education
   Field Offices (Group D) Service rules, 1998.
  - (2) They shall come into force on the date of their publication in the official Gazette.
- 2. In these rules, unless the context otherwise requires,-

#### Definitions

- (a) "Block Education Officer" means the Block Education Officer of the concerned Block in the state.
- (b) "Direct recruitment" means an appointment made otherwise than by promotion from within the service or by transfer of an official already in service of Government of India or any State Government.
- (c) "Director" means the Director, Secondary Education, Haryana.
- (d) "Director State Council for Education Research and Training" means the Director State Council for Education Research and Training

- Haryana Gurgaon;
- (e) "Director Sharmik Vidyapeeth" means the Director Sharmik Vidyapeeth Faridabad;
- (f) "District Education Officer" means the District Education Officer of District concerned in the State.
- (g) "District Primary Education Officer" means the District Primary Education office of Primary Schools of the district concerned in the State;
- (h) "Government" mean the Haryana Government in the Administrative Department.
- (i) "Headmaster" Government High School means the Headmaster of concerned Government High School in the State;
- (j) "Institution" means,-
  - (i) any institution established by law in force in the State of Haryana; or
  - (ii) any other institution recognised by the Government for the purpose of these rules;
- (k) "Principal District Institute of Education and Training" means the Principal, District Institute of education and Training of the concerned district in the State.
- (l) "Principal " means the Principal of concerned Government Senior Secondary School in the State;
- (m) "Service" means the Haryana Printing and Stationery Department

Industrial (Group –C) Service.

(n) "Sub Divisional Education Officer" means the Sub Divisional Education Officer of concerned Sub-Division in the State.

#### PART-II

#### RECRUITMENT TO SERVICE

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

Provided that nothing in these rules shall 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 designation and scales of pay, either

permanently or temporarily.

Nationality: domicile and Character of candidates appointed to service

- **4.** (1) No person shall be appointed to any post in the Service ,unless he is:-
  - (a) a 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 1<sup>st</sup> 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 Ethopia with the intention of permanently setting in India;

Provided that a person belonging to any of the categories (b), (c), (d), or (e) shall be a person in whose favour a certificate of eligibility has bee 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 appointing 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 certificate from two other responsible persons, not being his relatives who are well acquainted with him in his private life and are unconnected with his University, College School or Institution.

Age

**5.**No person shall be appointed to any post in the Service by direct recruitment who less than 16yeas or more than 35 years of age on or before 1<sup>st</sup> day ------of the month next preceding the last date of submission of application to the appointing authority.

Appointing Authority

**6.** Appointments to the post in the Service shall be made by the authorities mentioned in Appendix C to these rules.

#### **Qualification**

7. No person shall be appointed to any post in the Service, unless he is in possession of qualifications and experience specified in column-3 of Appendix B to these rules in the case of direct recruitment and those specified in column 4 of the aforesaid Appendix in the case of persons appointed other than by direct recruitment:

Provided that in the case of appointment by direct recruitment, the qualifications regarding experience shall be relexable to the extent of 50% at the discretion of appointing authority in case sufficient number of candidates belonging to Scheduled Castes, Backward Classes, ex-servicemen and physically handicapped categories possessing the requisite experience are not available to fill up the vacancies reserved for them, after recording reasons for so doing in writing.

#### Disqualifications

#### 8. No person,:-

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

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

## Method of recruitment

- **9.** (1) Recruitment to the service shall be made:-
  - (a) in case of Daftri,-
    - (i) by promotion amongst Peon, chowkidar, Waterman, Sweeper,Mali
    - (ii) by direct recruitment; or
    - (iii) by transfer or deputation of an official already in the service of any State Government or Government of India;

**Note:** The post of Daftri involves the assumption of duties of and responsibilities of greater importance than those of Peon, chowkidar, Waterman and Mali.

- (b) In case of Peon,-
  - (i) by direct recruitment; or
  - (ii) by transfer or deputation of an official already in the service of any State Government or Government of India;
- (c) In case of Chowkidar,-
  - (i) by direct recruitment; or
  - (ii) by transfer or deputation of an official already in the service of any State Government or Government of India;
- (d) In case of Waterman,-
  - (i) by direct recruitment; or
  - (ii) by transfer or deputation of an official already in the service of

any State Government or Government of India;

- (e) In case of Sweeper,-
  - (i) by direct recruitment; or
  - (ii) by transfer or deputation of an official already in the service of any State Government or Government of India;
- (f) In case of Mali,-
  - (i) by direct recruitment; or
  - (ii) by transfer or deputation of an official already in the service of any State Government or Government of India;
- (II) Office of Director Sharmik Vidyapeeth-
  - (a) In case of Peon,-
    - (i) by direct recruitment; or
    - (ii) by transfer or deputation of an official already in the service of any State Government or Government of India;
  - (b) In case of Chowkidar,-
    - (i) by direct recruitment; or
    - (ii) by transfer or deputation of an official already in the service of any State Government or Government of India;
  - (c) In case of Sweeper,-
    - (i) by direct recruitment; or
    - (ii) by transfer or deputation of an official already in the service of any State Government or Government of India;
- (III) Office of District Education Officer,-

- (a) in case of Daftri,-
  - (i) by promotion amongst Peon, chowkidar, Waterman, Sweeper,Mali
  - (ii) by direct recruitment; or
  - (iii) by transfer or deputation of an official already in the service of any State Government or Government of India;
- **Note:** The post of Daftri involves the assumption of duties and responsibilities of greater importance than those of Peon, sweeper, chowkidar, Waterman and Mali.
  - **(b)** In case of Peon,-
    - (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;
  - (c) In case of Chowkidar,-
    - (i) by direct recruitment; or
    - (ii) by transfer or deputation of an official already in the service of any State Government or Government of India;
  - (d) In case of Waterman,-
    - (i) by direct recruitment; or
    - (ii) by transfer or deputation of an official already in the service of any State Government or Government of India;
  - (e) In case of Sweeper,-
    - (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;
- (f) In case of Mali,-
  - (i) by direct recruitment; or
  - (ii) by transfer or deputation of an official already in the service of any State Government or Government of India;
- (IV) Office of District Primary Education Officer,-
  - (a) In case of Peon,-
    - (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;
  - (b) In case of Sweeper,-
    - (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;
  - (c) In case of Chowkidar,-
    - (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;
  - (d) In case of Waterman,-
    - (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;

- (V) Office of Sub Divisional Education Officer,-
  - (a) In case of Peon,-
    - (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;
  - (b) In case of Chowkidar,-
    - (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;
  - (c) In case of Sweeper,-
    - (i) by direct recruitment; or
    - (ii) by transfer or deputation or an official already in the service of any State Government or the Government of India;
- (VI) Office of Block Education,-
  - (a) In case of Peon,-
    - (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;
  - (b) In case of Sweeper,-
    - (i) by direct recruitment; or
    - (ii) by transfer or deputation or an official already in the service of any State Government or the Government of India;

- (VII) Office of Principal District Institute of Education and training,-
  - (a) In case of Peon,-
    - (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;
  - (b) In case of Chowkidar,-
    - (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;
  - (c) In case of Sweeper,-
    - (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;
  - (d) In case of Waterman,-
    - (i) by direct recruitment; or
    - (ii) by transfer or deputation or an official already in the service of any State Government or the Government of India;
- (VIII) Government Senior Secondary Schools,-
  - (a) In case of Peon,-
    - (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;
  - (b) In case of Chowkidar,-

- (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;
- (c) In case of Sweeper,-
  - (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;
- (d) In case of Waterman,-
  - (i) by direct recruitment; or
  - (ii) by transfer or deputation or an official already in the service of any State Government or the Government of India;
  - (e) In case of Belder,-
    - (i) by direct recruitment; or
    - (ii) by transfer or deputation or an official already in the service of any State Government or the Government of India;
- (f) In case of Mali,-
  - (i) by direct recruitment; or
  - (ii) by transfer or deputation or an official already in the service of any State Government or the Government of India;
- (g) In case of Laboratory Attendant ,-
  - (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;

- (IX) Government High Schools,-
  - (a) In case of Peon,-
    - (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;
  - (b) In case of Chowkidar,-
    - (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;
  - (c) In case of Sweeper,-
    - (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;
  - (d) In case of Waterman,-
    - (i) by direct recruitment; or
    - (ii) by transfer or deputation or an official already in the service of any State Government or the Government of India;
- (X) Government Middle Schools,-
  - (a) In case of Peon,-
    - (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;
  - (b) In case of Chowkidar,-

- (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;
- (c) In case of Waterman,-
  - (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;
- (XI) Government Primary Schools,-
  - (a) In case of Peon,-
    - (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;
  - (b) In case of Waterman,-
    - (i) by direct recruitment; or
    - (ii) by transfer or deputation or an official already in the service of any State Government or the Government of India;
- (2) When any vacancy occurs or is about to occur in the service, the appointing authority shall determine the manner in which such vacancy shall be filled in.
- (3) All promotion shall be made by selection base on qualifications taking into consideration seniority but seniority alone shall not confer any right to such promotion

Probation

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

#### Provided that:-

- (a) any period, after such appointment, spent on deputation on a corresponding or a higher post shall count toward the period of probation;
- (b) any period of work in equivalent or higher rank prior to appointment to any post in the Service ,may in the case of an appointment by transfer, at the direction 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, that by direct recruitment:-
    - (i) revert him to his former post; or

- (ii)deal with him in such other manner as the terms and conditions of his previous appointment permit.
- (3) On the completion of 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 here is permanent vacancy; or
  - (b) if his work or conduct has, in its opinion, been not satisfactory:-
    - (i) dispense with his service, if appointed by direct recruitment if appointed otherwise, revert him to his former post or deal with him in such other manner as the terms and conditions of his previous appointment permit; or
    - (ii) extend his period of probation and thereafter pass such order, as it could have passed on the expiry of the first period of probation;

Provided that the total period of probation including extension, if any, shall not exceed three years.

Seniority

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

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

Provided further that in the case of a member appointed by direct recruitment, the order of merit determined by the Commission shall not be disturbed in fixing the seniority:

Provided further that in the case of two or more members appointed on the same date, their seniority shall be determined as follows:-

- (a) a member appointed by direct recruitment shall be senior to a member appointed by promotion or by transfer;
- (b) a member appointed by promotion shall be senior to a member appointed by transfer;
- (c) in the case of a member appointed by promotion or by transfer, seniority shall be determined according to the seniority of such members in the appointments from which they were promoted or transferred; and
- (d) in the case of members appointed by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a member, who was drawing a higher rate of pay in his previous appointment; and if the rate of pay drawn are also the same, then by the length of their Service in the appointments and if the length of such Service is also same the older member shall be senior

#### to the younger member.

Liability to serve

- **12.** (1) A member of the service shall be liable to serve at any place, whether within or outside the state of Haryana, on being ordered so to do by the appointing authority.
  - (2) A member of the Service may also be deputed to serve under:-
    - (i) a company, an association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the State Government, a municipal corporation or a Local Authority or university 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 organization, an autonomous body not controlled by the Government or a private body;

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

Pay, leave, pension and other matters 13. In respect of pay, leave, pension and all other matters not expressly

provided for in these rules, the members of the Service shall be governed by such rules and regulations as may have been, or may hereafter be adopted or made by the competent authority under the Constitution of India or under any law for the time being in force made by the State Legislature.

Discipline, penalties and appeals

**14.** (1)In matters relating to discipline, penalties and appeals members of the Service shall be governed by the Haryana Civil Service (Punishment and Appeals) Rules, 1987 as amended from time to time;

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

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

Vaccination

15 Every member of the Service shall get himself vaccinated or revaccinated as and when the Government so directs by special or general orders.

Oath of allegiance

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

Power of relaxation

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

Special provision

**18.** Not withstanding any thing contained in these rules, the appointing authority may impose special terms and conditions in the order of appointment if it is deemed expedient to do so.

Reservation

19. Nothing contained in these rules shall affect reservations and other concessions required to be, provided for Scheduled Castes, Backward Classes, Other Backward Class, Ex-servicemen, physically handicapped persons or any other class or category of persons in accordance with the orders issued by the State Government in this regard from time to time:

Provided that the local percentage of reservation so made shall not exceed fifty per cent at any time.

Repeal and savings

**20.** Any rule applicable to the services and corresponding to any of these rules, which are in force immediately before the commencement of these rules is hereby repealed;

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

Appendix-A (See rule 3)

Sr. No.	Designation of posts	<u>Nature</u>	of Posts	Total	Scale of Pay
110.		Permanent	Temporary		
1	2	3	4	5	6
1	Office of Director State Council of Education Research and Training				
	1. Daftri	2	-	2	Rs. 2550-55-2660-EB-60-3200
	2. Peon	3	3	6	Rs. 2550-55-2660-EB-60-3200
	3. Chowkidar	1	-	1	Rs. 2550-55-2660-EB-60-3200
	4. Waterman	2	1	3	Rs. 2550-55-2660-EB-60-3200
	5. Sweeper	2	1	3	Rs. 2550-55-2660-EB-60-3200
	6. Mali	2	-	2	Rs. 2550-55-2660-EB-60-3200
2	Office of Director, Sharmik Vidyapeeth				
	1. Peon	1	-	1	Rs. 2550-55-2660-EB-60-3200
	2. Chowkidar	1	-	1	Rs. 2550-55-2660-EB-60-3200
	3. Waterman	1	-	1	Rs. 2550-55-2660-EB-60-3200
	4. Sweeper	1	-	1	Rs. 2550-55-2660-EB-60-3200
2	Office of District				

#### Office of District Education Officer

	1. Daftri	13	6	19	Rs. 2550-55-2660-EB-60-3200
	2. Peon	20	20	40	Rs. 2550-55-2660-EB-60-3200
	3. Chowkidar	13	6	19	Rs. 2550-55-2660-EB-60-3200
	4. Waterman	13	6	19	Rs. 2550-55-2660-EB-60-3200
	5. Sweeper	13	6	19	Rs. 2550-55-2660-EB-60-3200
	6. Mali	10	-	10	Rs. 2550-55-2660-EB-60-3200
4	Office of District Primary Education Officer				
	1. Peon	20	20	40	Rs. 2550-55-2660-EB-60-3200
	2. Sweeper	13	6	19	Rs. 2550-55-2660-EB-60-3200
	3. Chowkidar	13	6	19	Rs. 2550-55-2660-EB-60-3200
	4. Waterman	13	6	19	Rs. 2550-55-2660-EB-60-3200
5	Office of the Sub Divisional Education Officer				
	1. Peon	35	5	40	Rs. 2550-55-2660-EB-60-3200
	2. Chowkidar	35	5	40	Rs. 2550-55-2660-EB-60-3200
	3. Sweeper	35	5	40	Rs. 2550-55-2660-EB-60-3200
6	Office of the Block Education Officer				
	1. Peon	100	24	124	Rs. 2550-55-2660-EB-60-3200
	2. Sweeper	100	24	124	Rs. 2550-55-2660-EB-60-3200

7	Office of the Principal, District Institute of Education and Training				
	1. Peon	8	4	12	Rs. 2550-55-2660-EB-60-3200
	2. Chowkidar	8	4	12	Rs. 2550-55-2660-EB-60-3200
	3. Sweeper	8	4	12	Rs. 2550-55-2660-EB-60-3200
	4. Wateman	8	4	12	Rs. 2550-55-2660-EB-60-3200
8	Government Senior Secondary Schools				
	1. Peon	607	60	667	Rs. 2550-55-2660-EB-60-3200
	2. Chowkidar	607	60	667	Rs. 2550-55-2660-EB-60-3200
	3. Sweeper	607	60	667	Rs. 2550-55-2660-EB-60-3200
	4. Waterman	607	60	667	Rs. 2550-55-2660-EB-60-3200
	5. Belder	607	60	667	Rs. 2550-55-2660-EB-60-3200
	6. Mali	607	60	667	Rs. 2550-55-2660-EB-60-3200
	7. Laboratory Attendant	607	60	667	Rs. 2550-55-2660-EB-60-3200
9	Government High Schools				
	1. Peon	1800	101	1901	Rs. 2550-55-2660-EB-60-3200
	2. Chowkidar	1800	101	1901	Rs. 2550-55-2660-EB-60-3200
	3. Sweeper	1800	101	1901	Rs. 2550-55-2660-EB-60-3200
	4. Waterman	1800	101	1901	Rs. 2550-55-2660-EB-60-3200

10	<b>Government Middle</b>
	Sahaala

	Schools				
	1. peon	1200	94	1294	Rs. 2550-55-2660-EB-60-3200
	2. Chowkidar	1200	94	1294	Rs. 2550-55-2660-EB-60-3200
	3. Waterman	1200	94	1294	Rs. 2550-55-2660-EB-60-3200
11	Government Primary Sschools				
	1. Peon	2200	200	200	Rs. 2550-55-2660-EB-60-3200
	2. Waterman	2200	200	200	Rs. 2550-55-2660-EB-60-3200

## **Appendix-B** (See rule 9)

Sr. No.	Designation of Posts	Academic qualifications and experience, if any by direct recruitment	Academic qualification and experience, if any for appointment other than by direct recruitment
1	2	3	4
I	Office of Director State Council for Education Research and Training		By promotion
	1. Daftri	Middle pass with Hindi and English	<ul> <li>i. Middle pass with Hindi and English</li> </ul>
			<ul><li>ii. 8 Years experience as peon, Chowkidar, Waterman or Mali</li></ul>
			By Transfer /Deputation
			i. Middle pass
			ii. 8 years experience as Daftri
			iii. Knowledge of Hindi upto Middle standard
	2. Peon	Middle pass with Hindi	Middle pass with Hindi
	3. Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	4. Waterman	should be able to read and write Hindi	should be able to read and write Hindi
	5. Sweeper	should be able to read and write Hindi	should be able to read and write Hindi
	6. Mali	should be able to read and write Hindi	should be able to read and write Hindi
II	Office of Director Sharmik Vidyapeeth		
	1. Peon	Middle pass with	Middle pass with Hindi

	2. Chowkida		ould be able to d and write	should be able to read and write Hindi
	3. Waterman	n sho	ould be able to d and write	should be able to read and write Hindi
	4. Sweeper	sho	ould be able to d and write	should be able to read and write Hindi
III	Office of Di			
	<b>Education</b> 6	Officer		
	1.Daftri		ddle pass with ndi and English	By promotion
				i. Middle pass with Hindi and English
				ii. 8 Years experience as peon, Chowkidar, Waterman or Mali
				By Transfer /Deputation i. Middle pass
				ii. 8 years experience as Daftri
				iii. Knowledge of Hindi upto Middle standard
	2. Peon	Hir		Middle pass with Hindi
	1. Chowki		ould be able to d and write ndi	should be able to read and write Hindi
	2. Waterm	an sho	ould be able to d and write	should be able to read and write Hindi
	3. Sweeper	r sho	ould be able to d and write	should be able to read and write Hindi
	4. Mali	sho	ould be able to d and write	should be able to read and write Hindi
IV	Office of Di		101	
	Primary Ed			
	Officer			
	1 Peon	Hir		Middle pass with Hindi
	2. Sweepe		ould be able to d and write ndi	should be able to read and write Hindi

			should be able to read and write Hindi	should be able to read and write Hindi
	4.	Waterman	should be able to read and write Hindi	should be able to read and write Hindi
V	Office of the Sub- Divisional Education Officer			
	1	Peon	Middle pass with Hindi	Middle pass with Hindi
	2.	Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	3.	Sweeper	should be able to read and write Hindi	should be able to read and write Hindi
	1.	Waterman	should be able to read and write Hindi	should be able to read and write Hindi
VI	Di	fice of the Sub- visional Education ficer		
	1	Peon	Middle pass with Hindi	Middle pass with Hindi
	2	Sweeper	should be able to read and write Hindi	should be able to read and write Hindi
VII	Pr Ed	fice of the incipal Institute of lucation and raining		
	1	Peon	Middle pass with Hindi	Middle pass with Hindi
	2.	Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	3.	Sweeper	should be able to read and write Hindi	should be able to read and write Hindi
	2.	Waterman	should be able to read and write Hindi	should be able to read and write Hindi
VIII		overnment Senior condary School		
	1.	Peon	Middle pass with	Middle pass with Hindi

		Hindi	
	1. Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	2. Sweeper	should be able to read and write Hindi	should be able to read and write Hindi
	3. Waterman	should be able to read and write Hindi	should be able to read and write Hindi
	4. Balder	should be able to read and write Hindi	should be able to read and write Hindi
	5. Mali	should be able to read and write Hindi	should be able to read and write Hindi
	6. Laboratory Attendent	should be able to read and write Hindi	should be able to read and write Hindi
IX	Government High School		
	1 Peon	Middle pass with Hindi	Middle pass with Hindi
	2. Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	3. Sweeper	should be able to read and write Hindi	should be able to read and write Hindi
X	Government Middle School		
	1 Peon	Middle pass with Hindi	Middle pass with Hindi
	2. Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	3. Waterman	should be able to read and write Hindi	should be able to read and write Hindi
XI	Office of the Government Primary Schools		
	1 Peon	Middle pass with Hindi	Middle pass with Hindi
	2. Waterman	should be able to read and write Hindi	should be able to read and write Hindi

### APPENDIX C

[SEE RULE 14 (1)]

Sr. No.	Designation of Posts	Appointing authority	Nature of Penalty	Authority empowered to impose penalty	Appellate authority	Second and final appellate authority if any
1	2	3	4	5	6	7
I	Office of the	Director	Minor Penalties:	Director	Director	Government
	Director State	State	(i) Warning with a	State Council		
	Council for	Council for	copy in the personal	for Education		
	Education	Education	file (Character roll)	Research and		
	Research and	Research	;	Training		
	Training	and	(ii) Censure;			
	1. Daftri		(iii) Withholding of			
	2. Peon		promotion			
	3. Chowkidar		iv) recover from pay of			
	4 Waterman		the whole or part			
	5. Sweeper		any			
	6. Mali		pecuniary loss			
			caused by			
			negligence or a			
			breach of orders,			
			to 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 substaintially 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 a

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

State;

#### (2) Major Penalties:

(vi) Withholding of increments of pay with cumulative effect:

effect;
vii)reduction to a lower stage in the time scale of pay for a specified period with further directions as to whether or not the Government employee will earn increments of pay during the period of such reduction and whether on the

expiry to such period, the reduction will or will not have effect of postponing the future increments of his pay; (viii) reduction to a lower scale of pay, grade, post or Service which shall ordinarily be a bar to the promotion of the Government employee to the time scale of pay, grade, of post or Service from which he was reduced with or without further directions regarding conditions of restoration to the grade of post or Service from which the Government employee was

> reduced and his Seniority and pay

on such

restoration to that

grade, post or

Service;

(ix) Compulsory

retirement;

(x) removal from

Service which shall

not be a

disqualification for

future employment

under the

Government;

xi) dismissal from

Service which shall

ordinarily be a

disqualification for

future employment

under the

Government

#### HARYANA GOVT. GAZ. (EXTRA), DEC, 15,1998 (AGHN 24,1920 SAKA)

1	2	5 5	6	7		
II.	Office of	3 Office of	1. Minor Penalties	Director	Director	Government
11.	the Director	Director	A Transport a Caldidate	Sharmik	21100101	Sovermient
	Sharmik	Sharmik	(i) Warning with a			
			copy in the personal	Vidyapeeth		
	Vidyapeeth	Vidyapeeth	file (Character roll);			
	_		(ii) Censure;			
1	Peon		(iii) with-holding of			
2	Chowkidar		promotions;			
3	Waterman		(iv) recovery from pay			
4	Sweeper		of the whole or part			
			of any pecuniary			
			loss caused by			
			negligence or breach			
			of orders, to the			
			Central Government			
			or to a Company and			
			association or a			
			body of individuals			
			whether			
			incorporated or not,			
			which is wholly or			
			substantially owned			
			or controlled by the			
			Government or to a			
			local authority or			
			University set up by			
			an Act of Parliament			
			or of the Legislature			
			of a State; and			
			(v) withholding of			
			increments of pay			
			without cumulative			
			effect;			
			2. Major Penalties:			
			(vi) with holding of			
			increments of pay			
			without cumulative			
			effect;			
			(vii) reduction to a lower			
			stage in the time			
			scale of pay for a			
			specified period with further			
			directions as to			
			whether or not the			
			Government			
			employee will earn			
			increments of pay,			
			during the period of			
			such reduction and			
			whether on the			
			expiry of such			

	I		1		ı	ı	1
			(xi) dis serior or o	period, the reduction will or will not have the effect of postponing the future increments of his pay; reduction to a lower scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the Government employee to the time scale of pay, grade post or service from which he was reduced with or without further directions regarding conditions of restoration to the grade of post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service; compulsory retirement; removal from service which shall not be a disqualification for future employment under the Government; smissal from revice which shall dinarily be a			
			(xi) dis sei ord dis	Government; smissal from vice which shall			
				der the Government			
1 2 3	Office of the District Education Officer Daftri Peon Chowkidar	District Education Officer	(i) (ii)	warning with a copy in the personal file (Character roll); Censure with-holding of	District Education Officer	Director	Government
4	Waterman		(iii)	with-holding of			

5	Sweeper	promotion;
6	Mali	(iv) recovery from
		pay of the
		whole or part of
		any pecuniary
		loss caused by
		negligence or
		breach of
		orders, to the
		Central
		Government or
		to a Company
		and association
		or a body of
		individuals
		whether
		incorporated or
		not, which is
		wholly or
		substantially
		owned or
		controlled by
		the
		Government or
		to a local
		authority or
		University set
		up by an Act of
		Parliament or of
		the Legislature
		of a State ; and
		(v) withholding of
		increments of pay
		without
		cumulative effect.
		2. Major Penalties:
		(vi) with holding of
		increments of
		pay with
		cumulative
		effect;
		(vii) reduction to a
		lower stage in
		the time scale of
		pay for a
		specified period
		with further
		directions as to
		whether or not
		the Government
		employee will
		earn increments
		of pay, during
		the period of
		such reduction
		oden reduction

	and whether on	
	the expiry of	
	such period, the	
	reduction will	
	or will not have	
	the effect of	
	postponing the	
	future	
	increments of	
	his pay;	
(viii)	reduction to a	
	lower scale of	
	pay, grade, post	
	or service which	
	shall ordinarily	
	be a bar to the	
	promotion of	
	the Government	
	employee to the	
	time scale of	
	pay, grade, post	
	or service from	
	which he was	
	reduced, with or	
	without further	
	directions	
	regarding	
	conditions of	
	restoration 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;	
(ix)	compulsory	
	retirement;	
(x)	removal from	
	Service which	
	shall not be a	
	disqualification	
	for future	
	employment	
	under the	
	Government;	
(xi)	dismissal from	
	service which	
	shall ordinarily	
	be a	
	disqualification	
	for future	
	employment	

			under the		1	
			Government			
			Government			
IV	Office of	District	1. Minor Penalties	District	Director	Government
1 1		Primary	1. Willor Felialties	Primary	Director	Government
	the Primary Education	Education	(i) Warning with a copy in	Education		
	Officer	Officer	the personal file	Officer		
	Officer	Officer	(Character roll)	Officer		
			(ii) Censure;			
1	Peon		(iii) with-holding of			
2	Sweeper		promotions;			
3	Chowkidar		(iv) recovery from pay of the			
4	Waterman		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 a State;			
			and			
			(v) withholding of increments of pay			
			without cumulative			
			effect.			
			2.Major Penalties			
			(vi) with holding of			
			increments of pay with			
			cumulative effect;			
			(vii) reduction to a lower			
			stage in the time scale			
			of pay for a specified			
			period with further directions as to			
			whether or not the			
			Government employee			
			will earn increments of			
			pay, during the period			
			of such reduction and			
			whether on the expiry			
			of such period, the			
			reduction will or will			
			not have the effect of			
			postponing the future increments of his pay;			
			(viii) reduction to a lower			
	L	<u> </u>	(1111) reduction to a lower	j	I .	L

scale of pay, grade	
post or service which	
shall ordinarily be a	
bar to the promotion of	
the Government employee to the time	
scale of pay, grade	
post or service from	
which he was reduced,	
with or without further	
directions regarding	
conditions of	
restoration to the grade	
of post or service from	
which the Government employee was reduced	
and his seniority and	
pay on such restoration	
to that grade, post or	
Service;	
(ix) compulsory retirement;	
(x) removal from service	
which shall not be a	
disqualification for future employment	
under the Government	
(xi) dismissal from service	
which shall ordinarily	
be a disqualification	
for future employment	
under the Government	
	District Director
	Education
	Officer
Education Officer copy in the Officer	
Officer personal file (Character roll)	
(ii) Censure:	
1 Peoil (iii) with holding of	
2 Sweeper promotions:	
3 Chowkidar (iv) recovery from	
4 Waterman pay of the	
whole or part of	
any pecuniary loss caused by	
negligence or	
breach of	
breach of orders, to the	
orders, to the Central	
orders, to the Central Government or	
orders, to the Central Government or a State	
orders, to the Central Government or a State Government or	
orders, to the Central Government or a State	

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 a State; and (v) withholding of increments of pay without cumulative effect.  2. Major Penalties: (vi) with holding of increments of pay without cumulative effect. (vii) reduction to a lower stage in the time scale of pay for a specified period with further directions as to whether or not the Government cmployee will earn increments of pay, during the period of such reduction and whether on the Geyernment cmployee will our 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 postponning the future increments of his pay; reduction to a lower scale of pay, grade post or service which				
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				promotion of			
				the Government			
				employee to the			
				time scale of			
				pay, grade post			
				or service from			
				which he was			
				reduced with or			
				without further			
				directions			
				regarding			
				conditions of			
				restoration 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;			
			(ix)	compulsory			
				retirement;			
			(x)	removal from			
				service which			
				shall not be a			
				disqualification			
				for future			
				employment			
				under the			
				Government;			
			(xi)	dismissal from			
			(AI)	Service which			
				shall ordinarily			
				be a			
				disqualification for future			
				employment			
				under the			
				Government			
<b>171</b>	Office of	D1a c1-	1 1 7 7	) 14°	D1a -1-	District	Dimenter
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	the Block	Education	(i)	Warning with a	Education	Primary	
	Education	Officer		copy in the	Officer	Education	
	Officer			personal file		Officer	
			(	(Character roll);			
1	Peon		(ii)	Censure;			
2	Sweeper		(iii)	with-holding of			
	1	I	İ	promotions;		1	
1			(* \	C			
			(iv)	recovery from			
			(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 to		
			a Company and		
			association or a		
			body of		
			individuals		
			whether		
			incorporated or		
			not, which is		
			wholly or		
			substantially		
			owned or		
			controlled by		
		1	the		
			Government or		
			to a local		
			authority or		
			University set		
			up by an Act of		
			Parliament or of		
			the Legislature		
			of a State; and		
		(v)	withholding of		
			increment of		
			pay without		
			cumulative		
			effect.		
		2. Major P			
		(vi)	with holding of		
			increments of		
			pay with		
			cumulative		
		1	effect;		
		(vii)	reduction to a		
			lower stage in		
			the time scale of		
		1	pay for a		
		1	specified period		
			with further		
			directions as to		
			whether or not		
			the Government		
		1	employee will		
		1	earn increments		
			of pay, during		
			the period of		
			such reduction		
		1	and whether on		
		1	the expiry of		
		1	such period, the		
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	reduction will
	not have the
	effect of
	postponing the
	future
	increments of
	his pay;
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	pay, grade post
	or service which
	shall ordinarily
	be a bar to the
	promotion of
	the Government
	employee to the
	time scale of
	pay, grade post
	or service from
	which he was
	reduced with or
	without further
	directions
	regarding
	conditions of
	restoration 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;
(ix)	
(IA)	retirement;
(x)	
	service which
	shall not be a
	disqualification
	for future
	employment
	under the
	Government
(xi)	
	service which
	shall ordinarily
	be a
	disqualification
	for future
	employment
	under the
	Government

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10r tuture	for future

			(xi)	employment under the Government dismissal from service which shall ordinarily be a disqualification for future employment under the Government			
VIII  1 2 3 4 5 6 7	Government Senior Secondary School  Peon Chowkidar Sweeper Waterman Baildar Mali Laboratory Attendant	Principal	(i) (ii) (iii) (iv)	Penalties  warning with a copy in the personal file (Character roll); Censure; with-holding of promotions; 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 a State; and withholding of increment of pay without	Principal	District Education Officer	Director

cumulative
effect.
2. Major Penalties:
(vi) with holding of
increments of
pay with
cumulative
effect;
(vii) reduction to a
lower stage in
the time scale of
pay for a
specified period
with further
directions as to
whether or not
the Government
employee will
earn increments
of pay, during
the period of
such reduction
and whether on
the expiry of
such period, the
reduction will
not have the
effect of
postponing the future
increments of
his pay; (viii) reduction to a
(viii) reduction to a lower scale of
pay, grade post
or service which
shall ordinarily
be a bar to the
promotion of
the Government
employee to the
time scale of
pay, grade, post
or service from
which he was
reduced with or
without further
directions
regarding
conditions of
restoration to
the grade or
post or service
from which the
Government
employee was
reduced and his

IX	Government	Head master	(ix) (xi)  1. Minor I		Head	District	Director
1 2 3 4	High School Peon Chowkidar Sweeper Waterman		(i) (ii) (iii) (iv)	Warning with a copy in the personal file (Character roll) Censure; with-holding of promotions; 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	master	Education Officer	

	Government or
	to a local
	authority or
	University set
	up by an Act of
	Parliament or of
	the Legislature
	of a State; and
(v)	
	increments of
	pay without
	cumulative
	effect.
	or Penalties:
(vi	
	increments of
	pay with
	cumulative
	effect
(vi	
	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;
l l	iii) reduction to a
	lower scale of
	pay, grade, post or service which
	shall ordinarily
	be a bar to the
	promotion of
	the Government
	employee to the
	time scale of
	pay, grade, post
	or service from
	which he was
	reduced, with or

	T	T		1.1 . 2 . 1	T		
			(ix) (x)	without further directions regarding conditions of restoration to the grade of post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service; compulsory retirement; removal from service which shall not be a disqualification for future employment under the Government; dismissal from service which shall ordinarily be a disqualification for future employment under the Government; dismissal from service which shall ordinarily to a disqualification for future employment under the Government.			
1 2 3	Office of the Government Middle School Peon Chowkidar Waterman	Sub Divisional Education Officer	1. Minor (i) (ii) (iii) (iv)	Penalties Warning with a copy in the personal file (Character roll); Censure; with holding of promotions; 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	Sub Divisional Education Officer	District Education Officer	Director

		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 a		
		State; and		
	(v)	withholding of		
		increment of		
		pay without		
		cumulative		
		effect.		
2.	Major	Penalties:		
ے.	(vi)	with holding of		
	(11)	increments of		
		with cumulative		
	( '')	effect;		
	(vii)	reduction to a		
		lower stage in		
		the time scale of		
		pay for a		
		specified period		
		with further		
		directions as to		
		whether or not		
		the Government		
		employee will		
		earn increments		
		of pay during		
		the period of		
		such reduction		
		and whether on		
		the expiry of		
		such period, the		
		reduction will		
		or will not have		
		the effect of		
		postponing the		
		future		
		increments of		
		his pay;		
	(viii)	reduction to a		
	( 1111 )	lower scale of		

					•	•	
				pay, grade, post			
				or service which			
				shall ordinarily			
				be a bar to the			
				promotion of			
				the Government			
				employee to the			
				time scale of			
				pay, grade post			
				or service from			
				which he was			
				reduced, with or			
				without further			
				directions			
				regarding			
				conditions of			
				restoration 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;			
			(ix)	compulsory			
				retirement;			
			(x)	removal from			
				service which			
				shall not be a			
				disqualification			
				for future			
				employment			
				under the			
				Government;			
			(xi)	dismissal from			
			\ \ \	service which			
				shall ordinarily			
				be a			
				disqualification			
				for future			
				employment			
				under the			
				Government			
XI	Government	Block	1. Minor P		Block	District	Director
711		Education	(i)	Warning with a	Education	Primary	Director
	Primary		(1)	copy in the			
	School	Officer			Officer	Education	
				personal file		Officer	
1	Peon		(;;)	(Character roll);			
2.	Waterman		(ii)	Censure;			
			(iii)	with-holding of			
			<i>(</i> : \	promotions;			
			(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 a State; and		
		(v)	withholding of		
			increments of		
			pay without		
			cumulative		
			effect.		
		2. Major P	enalties:		
		(vi)	with holding of		
			increments of		
			pay with		
			cumulative		
			effect		
		(vii)	reduction to a		
		()	lower stage in		
			the time scale of		
			pay for a		
			specified period		
			with further		
			directions as to		
			whether or not		
			the Government		
			employee will		
			earn increments		
			of pay during		
			the period of		
			such reduction		
			and whether on		
L		L	the expiry of		

T				1	
			such period, the		
			reduction will		
			or will not have		
			the effect of		
			postponing the		
			future		
			increments of		
			his pay;		
		(viii)	reduction to a		
			lower scale of		
			pay, grade post		
			or service which		
			shall ordinarily		
			be a bar to the		
			promotion of		
			the Government		
			employee to the		
			time scale of		
			pay, grade, post		
			or service from		
			which he was		
			reduced with or		
			without further		
			directions		
			regarding		
			conditions of		
			restoration to		
			the grade of		
			post or service		
			from which the		
			Government		
			employee was		
			reduced and his		
			seniority and		
			pay on such		
			restoration to		
			that grade, post		
			or service;		
		(ix)	compulsory		
		(11/)	retirement;		
		(v)	removal from		
		(x)			
			service which		
			shall not be a		
			disqualification		
			for future		
			employment		
			under the		
			Government;		
		(xi)	dismissal from		
		(111)	service which		
			shall ordinarily		
			be a		
			disqualification		
			for future		
			employment		
			under the		
			Government		
1	<u> </u>			1	l .

## APPENDIX-D [See rule 14(2)]

G . N.T.	T		Tule 14(2)]	11	
Sr.No.	Designation of Posts	Nature of penalty	Authority empowered to impose penalty	Appellate authority	Second and final Appellate authority if any
1	2	3	4	5	6
I.	Office of the Director State Council for Education Research and Training	(i) reducting or withholding the amount of ordinary or additional pension admissible under the	Director State Council for Education Research and Training	Director	Government
1.	Daftri	rules			
2.	Peon	governing pension;			
3.	Chowkidar	(ii) terminating			
4	Waterman	the			
5.	Sweeper	appointment			
6	Mali	otherwise than on his attaining the age fixed for superannuati on			
П	Office of the Director Sharmik Vidyapeeth	(i) reducting or withholding the amount of ordinary or additional	Director Sharmik Vidyapeeth	Director	Government
1	Peon	pension admissible			
2	Chowkidar	under the			
3	Waterman	rules			
4	Sweeper	governing pension; (ii) terminating			
		the			
		appointment			
		otherwise			
		than on his attaining the			
		age fixed for			
		superannuati			
		on			

11 2 3 4 5 5	Office of the District Education Officer  Peon Chowkidar Waterman Sweeper Mali	(i) reducting 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 superannuati on	District Education Officer	Director	Government
1 2 3 4	Office of District Primary Education Officer Peon Sweeper Chowkidar Waterman	(i) reducting 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 superannuati on	District Primary Education Officer	Director	Government
1 2 3	Office of the Sub Divisional Education Officer  Peon Chowkidar Sweeper	(i) reducting or withholding the amount of ordinary or additional pension admissible under the rules governing pension;	Sub Divisional Education Officer	District Education Officer	Director

	1	(!!) 4- ' '		1	
		(ii) terminating the			
		appointment otherwise			
		than on his			
		attaining the			
		age fixed for			
		superannuati			
		on			
VI	Office of the	(i) reducting or	Block	District	Director
, -	Block	withholding	Education	Primary	21100001
	Education	the amount	Officer	Education	
	Officer	of ordinary	Officer	Officer	
	Officer	or additional		Officer	
1	Peon	pension			
2		admissible			
2	Sweeper	under the			
		rules			
		governing			
		pension;			
		(ii) terminating			
		the			
		appointment otherwise			
		than on his			
		attaining the			
		age fixed for			
		superannuati			
		on			
VII	Office of the	(i) reducting or	Principal	Director	Government
·	Principal	withholding	District		
	District	the amount	Institute of		
	Institute of	of ordinary	Education		
	Education	or additional	and		
	and Training	pension	Training		
	and Training	admissible	Training		
1	Peon	under the			
$\frac{1}{2}$	Chowkidar	rules .			
$\frac{2}{3}$		governing			
4	Sweeper	pension;			
4	Waterman	(ii) terminating			
		the appointment			
		otherwise			
		than on his			
		attaining the			
		age fixed for			
		superannuati			
		on			
VIII	Government	(i) reducting or	Principal	District	Director
	Senior	withholding		Education	
	1	·	1		1

	0 1	41		O.C.	
	Secondary	the amount		Officer	
	School	of ordinary or additional			
1	Peon	pension			
2	Chowkidar	admissible			
3	Waterman	under the			
4	Sweeper	rules .			
5	Baldar	governing			
6	Mali	pension;			
7	Laboratory	(ii) terminating			
/	Attendant	the			
	Attendant	appointment			
		otherwise			
		than on his			
		attaining the			
		age fixed for			
		superannuati			
IV	Carrage	(i) reducting or	Hander 4 :	District	Discot - ::
IX	Government	(i) reducting or withholding	Headmaster	District	Director
	High School	the amount		Education	
		of ordinary		Officer	
1	Peon	or additional			
2	Chowkidar	pension			
3	Sweeper	admissible			
4	Waterman	under the			
		rules			
		governing			
		pension;			
		(ii) terminating			
		the			
		appointment			
		otherwise			
		than on his			
		attaining the			
		age fixed for			
		superannuati			
		on			
X	Office of the	(i) reducting or	Sub	District	Director
	Government	withholding	Divisional	Education	
	Middle	the amount	Education	Officer	
	School	of ordinary	Officer		
		or additional			
1	Peon	pension			
	Chowkidar	admissible			
2 3		under the			
3	Waterman	rules			
		governing			
		pension;			
		(ii) terminating			
		the			

		appointment otherwise than on his attaining the age fixed for superannuati on			
1 2	Government Primary School Peon Waterman	(i) reducting 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 superannuati on	Block Education Officer	District Primary Education Officer	Director

VISHNU BHAGWAN, Financial Commissioner and Secretary to Government, Haryana, Education Department.