

**HARYANA GOVERNMENT
EDUCATION DEPARTMENT**

Notification

No. GSR-42/Const./Art.309/97.—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 State Education School Cadre (Group C) Service, namely:--

PART I-GENERAL

Short title 1. (1) These rules may be called the Haryana and State Education School Cadre (Group-C) Service commencement Rules, 1998.

(2) They shall come into force at once.

Definitions (2) In these rules, unless the context otherwise requires:-

(a) “Commission” means Haryana State Staff Selection Commission;

(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 the Director of Secondary Education, Haryana;

(d) “District Education Officer” means an officer posted by Government with this designation in each district;

(e) “Government” means the Haryana Government in the Administrative Department;

(f) “Joint Director Schools” means an officer posted by the Government in the office of Director, Secondary Education against the post of Joint Director Schools;

(g) “Institution” means,--

(i) any institution established by law in force in the State of Haryana; or

(ii) any other institution recognized by the Government for the purpose of these rules;

(h) “Recognised University” means,--

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

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- (ii) in the case of a degree, diploma or certificate obtained as a result of an examination held before the 15th August, 1947, the Punjab Sind or Dacca University; or
- (iii) any other university which is declared by the Government to be a recognized university for the purpose of these rules;
- (i) “Service” means the Haryana State Education School Cadre (Group C) Service.

PART-II RECRUITMENT OF SERVICE

	<p>The Service shall comprise the posts shown in Appendix A to these rules:</p> <p style="text-align: center;">Provided that nothing in these rules shall affect the inherent right of Government to make additions to or reductions in, the number or such posts or to create new posts with different designations and scales of pay, either permanently or temporarily.</p>	Number and Character of posts.
4	(1) No person shall be appointed to any post in the Service, unless he is,--	Nationality, domicile and character of candidates appointed to 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 day of January, 1962, with the intention of permanently setting in India; or	
(e)	A person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or any of the East African Countries of Kenya, Uganda, the United Republic of Tanzania (Formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire and Ethiopia 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 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 Commission or any other recruiting authority but the offer of appointment may be given only	

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	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 produce 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.	
	5. No person shall be appointed to the post in the service by direct recruitment who is less than 17 years or more than 35 years of age on the last date of submission of application to the Commission or the recruiting authority, as the case may be.	Age
	6. (1) Appointments to the posts in the Service in case of Middle School Headmaster, Social Studies Master, Science Master, Mathematics Master, Agriculture Master, Commerce Master, Demonstrator in Physical Education (P.T. Master), Home Science Master, Art Master and Music Master shall be made by Joint Director Schools.	Appointing Authority
	(2) Appointments to the posts in the Service in case of Sanskrit Teacher, Hindi Teacher, Punjabi Teacher, Physical Training, Instructor, Art and Craft Teacher (Drawing Teacher), Tailoring Teacher and Tabla Player shall be made by the respective District Education Officers of the concerned district.	
	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;	Qualifications
	Provided that in the case of direct recruitment the qualifications regarding experience shall be relaxable to the extent of 50% at the discretion of Commission or any other recruiting authority in case sufficient number of candidates belonging to Scheduled Castes, Backward Classes, Ex-Servicemen and	

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	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.	
	8. No person,-- (a) who has entered into or contracted a marriage with a person having a spouse living; or	Disqualifications
	(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 marriage and there are other grounds for so doing, exempt any person from the operation of this rule.	
	9. (1) Recruitment in the Service shall be made,--	Method of recruitment
	(a) in the case of Middle School Headmaster,-- (i) by promotion from amongst Master; or	
	(ii) by transfer or deputation of an official already in service of any State Government, or the Government of India;	
	(b) in the case of Social Study Masters— (i) 50% by promotion from amongst J.B.T. and C&V Teachers; and	
	(ii) 50% by direct recruitment; or	
	(iii) by transfer or deputation of an official already in service of any State Government or the Government of India;	
	(c) in the case of Science Master,-- (i) 20% by promotion from amongst the J.B.T. and C&V Teachers; and	
	(ii) 80% by direct recruitment; or	
	(iii) by transfer or deputation of an official already in service of any State Government of India;	
	(d) in the case of Mathematics Master,-- (i) 20% by promotion from amongst J.B.T. an C&V Teachers; and	
	(ii) 80% by direct recruitment; or	
	(iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;	
	(e) in the case of Agriculture master,-- (i) 20% by promotion from amongst J.B.T. and C&V Teachers; and	

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	(ii) 80% by direct recruitment; or	
	(iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;	
	(f) in the case of Commerce Master,--	
	(i) 20% by promotion from amongst J.B.T. and C&V Teachers; and	
	(ii) 80% by direct recruitment; or	
	(iii) 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 Demonstrator in Physical Education (P.T. Masters),--	
	(i) 50% by promotion from amongst PTIs; and	
	(ii) 50% by direct recruitment; or	
	(iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;	
	(h) in the case of Home Science Master,--	
	(i) 20% by promotion from amongst J.B.T. and C&V Teachers; and	
	(ii) 80% by direct recruitment; or	
	(iii) by transfer or deputation of a official already in the service of any State Government or the Government of India;	
	(i) in the case of Art Master,--	
	(i) 20% by promotion from amongst J.B.T. and C&V Teachers; and	
	(ii) 80% by direct recruitment; or	
	(iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;	
	(j) in the case of Music master,--	
	(i) 20% by promotion from amongst J.B.T. and C&V Teachers; and	
	(ii) 80% by direct recruitment; or	
	(iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;	
	(k) in the case of Sanskrit Teacher,--	
	(i) 25% by promotion from amongst J.B.T. and C&V Teachers; and	
	(ii) 75% by direct recruitment; or	
	(iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;	
	(l) In the case of Hindi Teacher,--	
	(i) 25% by promotion from amongst J.B.T. and	

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	C&V Teachers; and	
	(ii) 75% by direct recruitment; or	
	(iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;	
	(m) In the case of Punjabi Teacher,--	
	(i) 25% by promotion from amongst J.B.T. and C&V Teachers; and	
	(ii) 75% by direct recruitment; or	
	iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;	
	(n) in the case of Physical Training Instructor (P.T.I),--	
	(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;	
	(o) in the case of Art and Craft Teacher (Drawing Teacher),--	
	(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;	
	(p) in the case of Tailoring teacher,--	
	(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;	
	(q) in the case of Tabla Player,--	
	(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;	
	(2) All promotions unless otherwise provided, shall be made on seniority-cum-merit basis and seniority alone shall not confer any right to such promotions.	
	10 91) 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,--	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;	
	(b) any period of work in equivalent or higher	

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	rank, prior to appointment to any post in the Service, may, in the case of an appointment by transfer, at the discretion of the appointing authority, be allowed to count toward 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 the 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 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 there is no permanent vacancy; or	
	(b) if his work or conduct has, in its opinion, been not satisfactory,--	
	(i) dispense with his service, if appointed by direct recruitment, if appointed otherwise, revert him to his former post or deal with him in such other manner as the terms and conditions of his previous appointment permit; or	
	(ii) 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	

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	including extension, if any, shall not exceed three years.	
	11. Seniority, interse of the members of the service, shall be determined by the length of continuous service on any post in the Service	Seniority
	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 member appointed by direct recruitment, the order of merit determined by the Commission or any other recruiting authority as the case may be, 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 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 appointment from which they are 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 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.	
	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.	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 or university within the State of Haryana;	
	(ii) the Central Government or a Company, an	

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	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 a private body;	
	Provided that no member of the Service shall be deputed to serve the Central or any other State Government or any organisation or body referred to clauses (ii) or (iii) except with his consent.	
	13. In respect of pay, leave, pension and all other matters, not expressly provided for in these rules, the member of the Service shall be governed by such rules and regulations as may have been, or may hereafter be adopted or may be 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
	14 (1) In matters relating to discipline, penalties and appeals, members of the Service shall be governed by the Haryana Civil Services (Punishment and Appeal) Rules, 1987, 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 of 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) or sub-rule (1) or rule 9 of the Haryana Civil Services (Punishment and Appeals) Rules, 1987, and the appellate authority shall be as specified in Appendix D to these rules.	
	15. Every member of the Service shall get himself vaccinated and revaccinated as and when the Government so directs by a special or general order.	Vaccination
	16. 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.
	17. Where the Government is of the opinion	Power of

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	that it is necessary or expedient to do so, it may by order, for reason to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.	relexation
	18. Notwithstanding anything 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.	Special Provision
	19. Nothing contained in these rules shall affect reservations and other concessions required to be provided for Scheduled Castes, Backward Classes, 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.	Reservation
	Provided that the total percentage of reservation so made shall not exceed fifty percent at any time.	
	20. The Punjab Educational Services Class-III (School Cadre), Rules, 1955, in so far as they are applicable to the posts included in the Service 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 corresponding provisions of these rules.	

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APPENDIX-A
(See Rule-3)

Sr. No.	Designation of Posts	Number of Posts			Scale of Pay
		Permanent	Temporary	Total	
1	Middle School Headmaster	--	1287	1287	Rs.1640—60—2600—EB—75—2900
2	Social Study Master	8399	1235	9634	Rs.1400—40—1600—50--EB—60—2600
3	Science Master	3992	530	4522	Rs.1400—40—1600—50—2300--EB—60—2600
4	Mathematics Master	3133	434	3567	Rs.1400—40—1600—50—2300--EB—60—2600
5	Agriculture Master	12	--	12	Rs.1400—40—1600—50—2300--EB—60—2600
6	Commerce Master	7	--	7	Rs.1400—40—1600—50—2300--EB—60—2600
7	Demonstrator in Physical Education (P.T.Master)	281	135	416	Rs.1400—40—1600—50—2300--EB—60—2600
8	Home Science Master	269	20	289	Rs.1400—40—1600—50—2300--EB—60—2600

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9	Art Master	15	1	16	Rs.1400—40—1600—50—2300--EB—60—2600
10	Music Master	100	9	109	Rs.1400—40—1600—50—2300--EB—60—2600
11	Sanskrit Teacher	2436	775	3211	Rs.1400—40—1600—50—2300--EB—60—2600
12	Hindi Teacher	3226	373	3599	Rs.1400—40—1600—50—2300--EB—60—2600
13	Punjabi Teacher	372	463	835	Rs.1400—40—1600—50—2300--EB—60—2600
14	Physical Training Instructor	2389	292	2681	Rs.1200—30—1500--EB—40—2040
15	Art and Craft Teacher (Drawing Teacher)	3297	323	3620	Rs.1200—30—1500--EB—40—2040
16	Tailoring Teacher	36	6	42	Rs.1200—30—1500--EB—40—2040
17	Tabla Player	15	--	15	Rs.950—20—1150--EB—25—1500

APPENDIX-B
(See Rule-3)

Sr. No.	Designation of Posts	Academic qualifications and experience if any for direct recruitment	Academic qualification and experience if any, for appointment other than by direct recruitment
1	2	3	4
1	Middle School Headmaster	--	By Promotion— 5 years experience as master having the qualification of BA/B.Sc/B.Com and B.T/B.Ed. in regular capacity. By transfer or deputation— (i) 10 years experience as master having the qualification of BA/B.Sc/B.Com and B.T/B.Ed. (ii) Knowledge of Hindi upto Matric.
2	Social Study Master	(1) B.A with B.T/B.Ed form a recognized university OR (ii) In addition to English in B.A. or B.A. Education a combination of at least two	(i) B.A with B.T/B.Ed form a recognized university OR B.A Education (4 years course) from a recongnized university; (ii) In addition to English in B.A. or B.A. Education a combination of at least two subjects out of the

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		<p>subjects out of the following:- (1) History (2) Political Science (3) Economics (4) Geography (5) Sociology (6) Public Administration (iii) Knowledge of Hindi upto Matric Standard.</p>	<p>following:- (1) History (2) Political Science (3) Economics (4) Geography (5) Sociology (6) Public Administration (iii) Knowledge of Hindi upto Matric Standard. (iv) 3 years experience on the post of JBT/C&V Teachers.</p>
3	Science Master	<p>(i) B.Sc with B.Ed from a recognized university; with any of the two subjects in B.Sc:- (1) Physics (2) Chemistry (3) Botony (4) Zoology OR (ii) B.Sc Education (4 years Course) from a recognized University with any of the two subjects out of the following:- (1) Physics (2) Chemistry (3) Botony (4) Zoology (iii) Knowledge of Hindi upto Matric Standard</p>	<p>(i) B.Sc with B.Ed from a recognized university; with any of the two subjects in B.Sc:- (1) Physics (2) Chemistry (3) Botony (4) Zoology OR (ii) B.Sc Education (4 years Course) from a recognized University with any of the two subjects out of the following:- (1) Physics (2) Chemistry (3) Botony (4) Zoology (iii) Knowledge of Hindi upto Matric Standard (iv) 3 years experience on the post of JBT and C&V Teachers.</p>
4	Mathematics Master	<p>(i) B.A/B.Sc with Maths and B.T/B.Ed from a recognized university OR B.Sc Education (4 years course) with Mathematics from a recognized university; (ii) Knowledge of Hindi upto Matric Standard</p>	<p>(i) B.A/B.Sc with Maths and B.T/B.Ed from a recognized university OR B.Sc Education (4 years course) with Mathematics from a recognized university; (ii) Knowledge of Hindi upto Matric Standard (iii) 3 years experience on the post of JBT and C&V Teachers</p>
5	Agriculture Master	<p>(i) B.Sc Agriculture with B.T/B.Ed. from a recognized University; (ii) Knowledge of Hindi upto Matric Standard</p>	<p>(i) B.Sc Agriculture with B.T/B.Ed. from a recognized University; (ii) Knowledge of Hindi upto Matric Standard (iii) 3 years experience on the post of JBT and C&V Teachers</p>
6	Commerce Master	<p>(i) B.Com with B.T/B.Ed from a recognized University. (ii) Knowledge of Hindi upto Matric Standard</p>	<p>(i) B.Com with B.T/B.Ed from a recognized University. (ii) Knowledge of Hindi upto Matric Standard (iii) 3 years experience on the post of JBT and C&V Teachers</p>

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7	Demonstrator in Physical Education (PT Master)	(i) B.A/B.Sc with D.P.Ed. degree from a recognized University OR 10+2 from Haryana School Education Board or an equivalent qualification recognized by Haryana School Education Board with B.P.Ed form a recognized University. (ii) Knowledge of Hindi upto Matric Standard	(i) D.P.Ed from a recognized University; (ii) Knowledge of Hindi upto Matric Standard (iii) 3 years experience on the post of PTI.
8	Home Science Master	(i) B.Sc Home Science with B.T/B.Ed from a recognized University OR B.A with Home Science as one of the elective subject and B.T/B.Ed from a recognized University (ii) Knowledge of Hindi upto Matric Standard Note:- Preference will be given to B.Sc Home Science.	(i) B.Sc Home Science with B.T/B.Ed from a recognized University OR B.A with Home Science as one of the elective subject and B.T/B.Ed from a recognized University (ii) Knowledge of Hindi upto Matric Standard Note:- Preference will be given to B.Sc Home Science. (iii) 3 years experience on the post of JBT and C&V Teachers
9	Art Master	(i) B.A with Art as one of the Elective Subject and B.T./B.Ed from a recognized university. OR Matric/10+2 with 5 years degree/diploma in arts from a recognized university; and (ii) Knowledge of Hindi upto Matric Standard	(i) B.A with Art as one of the Elective Subject and B.T./B.Ed from a recognized university. OR Matric/10+2 with 5 years degree/diploma in arts from a recognized university; and (ii) Knowledge of Hindi upto Matric Standard (iii) 3 years experience on the post of JBT and C&V Teachers
10	Music Master	(i) B.A Music (instrumental/vocal) with B.T/B.Ed from a recognized university. OR B.A with Music as one of the elective subjects with B.T/B.Ed from a recognized university. OR Equivalent qualification from any other institution recognized by the Haryana	(i) B.A Music (instrumental/vocal) with B.T/B.Ed from a recognized university. OR B.A with Music as one of the elective subjects with B.T/B.Ed from a recognized university. OR Equivalent qualification from any other institution recognized by the Haryana Education Department;

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		Education Department; (ii) Knowledge of Hindi upto Matric Standard Note:- Preference will be given to B.A.Music.	(ii) Knowledge of Hindi upto Matric Standard (iii) 3 years experience on the post of JBT and C&V Teachers
11	Sanskrit Teacher	(i) Shastri/B.A (Hon's in Sanskrit) from a recognised University; (ii) L.T.C/OT in Sanskrit conducted by the Haryana Education Department or an equivalent qualification recognised by the Haryana Education Department OR BT/B.Ed with Sanskrit as teaching subject from a recognised University. Note:- In case, the candidates of above qualifications are not available then B.A. with Sanskrit as an Elective Subject with B.T/B.Ed from a recognised University with Sanskrit as teaching subject shall be considered. (iii) Knowledge of Hindi upto Matric Standard.	(i) Shastri/B.A (Hon's in Sanskrit) from a recognised University; (ii) L.T.C/OT in Sanskrit conducted by the Haryana Education Department or an equivalent qualification recognised by the Haryana Education Department OR BT/B.Ed with Sanskrit as teaching subject from a recognised University OR B.A with Sanskrit as an elective subject with B.T/B.Ed or B.A (Hon's in Sanskrit) with B.T./B.Ed from a recognised University. (iii) Knowledge of Hindi upto Matric Standard. (iv) 3 years experience on the post of JBT and C&V Teachers
12	Hindi Teacher	(i) Matric from Haryana School Education Board or an Equivalent qualification recognized by the Haryana School Education Board; (ii) Prabhakar/B.A (Hons. In Hindi) from a recognized University. (iii) L.T.C/O.T in Hindi conducted by the Haryana Education Department or an equivalent qualification recognized by the Haryana Education Department or B.A.Hons. in Hindi with B.T./B.Ed with Hindi as teaching subject from a recognized University. Note:- In case the candidates of	(i) Matric from Haryana School Education Board or an Equivalent qualification recognized by the Haryana School Education Board; (ii) Prabhakar/B.A (Hons. In Hindi) from a recognized University. (iii) L.T.C/O.T in Hindi conducted by the Haryana Education Department or an equivalent qualification recognized by the Haryana Education Department or B.A.Hons. in Hindi with B.T./B.Ed with Hindi as teaching subject from a recognized University. OR

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		<p>above qualification are not available then B.A with Hindi as an Elective Subject with B.T/B.Ed with Hindi Teaching subject from a recognized University shall be considered;</p> <p>(iv) Knowledge of Hindi upto Matric Standard.</p>	<p>B.A with as an Elective Subject with B.T/B.Ed with Hindi Teaching subject from a recognized University.</p> <p>(iv) Knowledge of Hindi upto Matric Standard.</p> <p>(v) 3 years experience on the post of JBT Teacher;</p>
13	Punjabi Teacher	<p>(i) Matric from Haryana School Education Board or an equivalent qualification recognized by the Haryana School Education Board;</p> <p>(ii) Giani (Gurmukh Script) B.A. (Hons. In Punjabi) from a recognized University;</p> <p>(iii) L.T.C/O.T in Punjabi conducted by the Haryana Education Department or an equivalent qualification recognized by the Haryana Education Department OR B.T./B.Ed with Punjabi as teaching subject from a recognized University.</p> <p>(iv) Knowledge of Hindi upto Matric Standard.</p>	<p>(i) Matric from Haryana School Education Board or an equivalent qualification recognized by the Haryana School Education Board;</p> <p>(ii) Giani (Gurmukh Script) B.A. (Hons. In Punjabi) from a recognized University;</p> <p>(iii) L.T.C/O.T in Punjabi conducted by the Haryana Education Department or an equivalent qualification recognized by the Haryana Education Department OR B.T./B.Ed with Punjabi as teaching subject from a recognized University. OR B.A. from a recognized university with Punjabi as an elective subject and B.T/B.Ed with Punjabi as teaching subject from a recognized University.</p> <p>(iv) Knowledge of Hindi upto Matric Standard.</p> <p>(v) 3 years experience on the post of JBT Teacher;</p>
14	Physical Training Instructor (PTI)	<p>(i) Matric from Haryana School Education Board or an equivalent qualification recognized by the Haryana School Education Board;</p> <p>(ii) Certificate in Physical Education conducted by the Haryana Education Department or an equivalent qualification recognized by the Haryana School Education</p>	<p>(i) Matric from Haryana School Education Board or an equivalent qualification recognized by the Haryana School Education Board;</p> <p>(ii) Certificate in Physical Education conducted by the Haryana Education Department or an equivalent qualification recognized by the Haryana School Education Board;</p>

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		<p>Board;</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p> <p>For EX-SERVICEMEN-</p> <p>(i) Middle Pass;</p> <p>(ii) Training in Physical Education from a Military School.</p>	<p>(iii) Knowledge of Hindi upto Matric Standard.</p> <p>(i) Middle Pass;</p> <p>(ii) Training in Physical Education from a Military School.</p>
15	Art and Craft Teacher (Drawing Teacher)	<p>(i) Matric from Haryana School Education Board or an equivalent qualification recognized by the Haryana School Education Board;</p> <p>(ii) 2 years Diploma in Art and Craft Examination conducted by the Haryana Industrial Training Department or an equivalent qualification recognized by the Haryana School Education Board;</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	<p>(i) Matric from Haryana School Education Board or an equivalent qualification recognized by the Haryana School Education Board;</p> <p>(ii) 2 years Diploma in Art and Craft Examination conducted by the Haryana Industrial Training Department or an equivalent qualification recognized by the Haryana School Education Board;</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>
16	Tailoring Teacher	<p>(i) Matric with 2 years Diploma in Tailoring and One year Teachers Training from the Industrial Training and Vocational Education Department Haryana or or an equivalent qualification from any other Institution recognized by the Haryana Education Department;</p> <p>(ii) Knowledge of Hindi upto Matric Standard.</p>	<p>(i) Matric with 2 years Diploma in Tailoring and One year Teachers Training from the Industrial Training and Vocational Education Department Haryana or or an equivalent qualification from any other Institution recognized by the Haryana Education Department;</p> <p>(ii) Knowledge of Hindi upto Matric Standard.</p>
17	Tabla Player	<p>(i) Matric with Senior Diploma in Tabla from any institution recognized by the Haryana Education Department;</p> <p>(ii) Knowledge of Hindi upto Matric Standard.</p>	<p>(i) Matric with Senior Diploma in Tabla from any institution recognized by the Haryana Education Department;</p> <p>(ii) Knowledge of Hindi upto Matric Standard.</p>

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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	
1	Middle School Headmaster	Joint Director Schools	1. Minor Penalties (i) Warning with a copy on the personal file (character roll) (ii) Censure; (iii) Withholding of promotion; (iv) recovery from pay of the whole 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 controlled by the	Joint Director Schools	Director	Government	
2	Social Study Master						
3	Science Master						
4	Mathematics Master						
5	Agriculture Master						
6	Commerce Master						
7	Demonstrator in Physical						

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	Education (P.T.Master)		Government or to a local authority or University set up by a Act of parliament of the Legislature of a State; and			
8	Home Science Master		(v) withholding of increments of pay without cumulative effect.			
9	Art Master					
10	Music Master		<p>2. Major Penalties</p> <p>(vi) withholding of increments 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 of 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 which he was reduced, with or without further directions regarding conditions of restoration of 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 disqualification for further employment under the Government.</p>			
11	Sanskrit Teacher	District Education Officer	<p>1. Minor Penalties</p> <p>(i) Warning with a copy on the personal file (character roll)</p> <p>(ii) Censure;</p> <p>(iii) Withholding of promotion;</p>	District Education Officer	Director	Government
12	Hindi Teacher					

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13	Punjabi Teacher		<p>(iv) recovery from pay of the whole 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 controlled by the Government or to a local authority or University set up by a Act of parliament of the Legislature of a State; and</p> <p>(v) withholding of increments of pay without cumulative effect.</p> <p>2. Major Penalties</p> <p>(vi) withholding of increments 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 of 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 which he was reduced, with or without further directions regarding conditions of restoration of 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</p>			
14	Art and Craft Teacher (Drawing Teacher)					
15	Physical Training Instructor					
16	Tailoring Teacher					
17	Tabla Player					

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			which shall not be disqualification for further employment under the Government.			
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APPENDIX-D
[See Rule 14(2)]

Sr. No.	Designation of Posts	Nature of Order	Authority empowered to make order	Appellate Authority	Second and final Appellate authority if any
1	2	4	5	6	7
1	Middle School Headmaster	(a) reducing or withholding amount of ordinary or additional pension admissible under the rules governing pension; OR (b) terminate the appointment otherwise than on his attaining the age fixed for super annuation.	(a) Joint Director Schools in case of appointments made on or after 19-1-62 (b) Director in case of appointment made before 19-1-62.	Director	Government
2	Social Study Master			Government	--
3	Science Master				
4	Mathematics Master				
5	Agriculture Master				
6	Commerce Master				
7	Demonstrator in Physical				

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	Education (P.T.Master)				
8	Home Science Master				
9	Art Master				
10	Music Master				
11	Sanskrit Teacher	(a) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension; (b) terminating the appointment otherwise than on his Financial Commissioner.	(a) District Education Officer in case of appointments made on after 19-1-62. (b) Director in case of appointment before 19-1-62.	Director	Government
12	Hindi Teacher			Government	--
13	Punjabi Teacher				
14	Art and Craft Teacher (Drawing Teacher)				
15	Physical Training Instructor				
16	Tailoring Teacher				
17	Tabla Player				