

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

HARYANA GOVERNMENT
EDUCATION DEPARTMENT

Notification
The 2nd April, 1998

No. GSR 137/Const./Art/309/98.- 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 and Inspection Cadre) (Group B) Service, namely;-

PART 1 GENERAL

Short title and commencement:

1. (i) These rules may be called the Haryana State Education(School and Inspection Cadre) (Group B) Service Rules, 1998.
- (ii) They shall come into force on the date of the publication in the official Gazette

Definitions:

2. In these rules, unless the context otherwise requires:-
 - (a) "Commission" means the Haryana Public Service Commission;
 - (b) "Direct Recruitment" means an appointment made otherwise than by promotion from within the Service or by transfer of an officer already in the service of the Government of India or any State Government;
 - (c) "Director" means the Commissioner & Director General School Education, Haryana;
 - (d) "Government" means the Haryana Government in the Administrative

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

Department;

(e) “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;

(f) “ Recognized university” means:-

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

(ii) in the case of a degree, diploma or certificate obtained as a result of an examination held before the 15th 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;

(g) “Service” means the Haryana State Education (School and Inspection Cadre) (Group B) Service.

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.

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

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 1st day of 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 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 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

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

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 is less than 25 years or more than 50 years of age on or before 1st day of the month preceding the last date of submission of application to the Commission.

Appointing Authority

6. Appointments to the posts in the Service shall be made by the Government.

Qualifications:

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 relaxable to the extent of 50% at the discretion of the Commission 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 persons for so doing in

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

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 Assistant Director (Academic) Deputy District Education Officer/ Sub-Divisional Education Officer,-
 - i) by promotion from amongst Principal /Senior Specialist; or
 - ii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;
- (b) In case of Principal/ Senior Specialist,-
 - (i) (I) 30% by promotion from amongst the Headmaster of High School

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

- as per roster given in Appendix E; and
- (II) 45% by promotion from amongst the Lecturers, as per roster given in Appendix E; and
- (ii) 25% by direct recruitment; as per roster in Appendix E; or
- (iii) by transfer or deputation of an official already in service of any State Government or Government of India.
- (c) in case of Block Education Officer,-
- (i) by promotion from amongst Headmaster of High School / Junior Special list/Programme Assistant;
- (ii) by transfer or deputation of an officer already in service of any State Government or the Government of India.
- (d) in case of Headmaster of High School/Junior Specialist/Programme Assistant ,-
- (I) 60% by promotion from amongst the Headmasters of Middle School/Master, as per roster given in Appendix E; and
- (II) 7% by promotion from amongst the Sanskrit Teachers as per roster given in Appendix E; and
- (III) 7% by promotion from amongst the Hindi Teachers as per roster given in Appendix E; and
- (IV) 1% by promotion from amongst the Punjabi Teachers, as per roster given in Appendix E; and
- (ii) 25% by direct recruitment, as per roster given in Appendix E; or

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

(iii) by transfer or deputation of an officer already in service of any State Government or the Government of India.

(2) All promotions, shall be made on inter Seniority- cum-merit basis and seniority above 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 discretion of the appointing authority, be allowed to count towards the period of probation fixed under this rule; and
- (c) any period of officiating appointment shall be reckoned as period spent on probation, but no person who has so officiated shall, on the completion of the prescribed period of probation, be entitled to be confirmed, unless he is appointed against a permanent vacancy .

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

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

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

(b) If such person is appointed otherwise, than by direct recruitment:-

(i) revert him to his former post; or

(ii) deal with him in such other manner as the terms and conditions of 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

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

(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. Seniority, *inter se* of the member of the Service shall be determined by the length of regular 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

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

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 rates of pay in his previous appointment; and if the 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.

Liability to service

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

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

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 clause (iii) except with his consent.

Pay, leave, pension or other matters.

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 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 Services (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.

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

(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 and re-vaccinated as and when the Government so directs by a special or general order.

Oath of allegiance.

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

Power or 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 of persons.

Special provisions.

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.

Reservation.

19. Nothing contained in these rules shall affect reservations and other

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

concessions required to be provided for Scheduled Castes, Backward Classes, Other 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.

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

Repeal and Saving.

20. The Punjab Educational Services (class-II), Rules, 1934, and Punjab Education State Services Class-III (School Cadre) Rules, 1955, in their application to the State of Haryana are 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 Post	Number of Posts			Scale of pay
		Perma- nent	Tempo- rary	Total	
1	2	3	4	5	6
1.	Assistant Director (Academic)/Deputy District Education Officer/Sub Divisional Education	44	18	62	2200-75-2800- EB-100-4000

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

Officer					
2.	Principal/Senior Specialist	84	557	641	2200-75-2800-EB-100-4000
3.	Block Education Officer	41	83	124	2000-60-2300-75-2900-100-3500
4.	Headmaster of High School/Junior Specialist/ Programme Assistant	134	1686	1820	2000-60-2300-75-2900-100-3500

Note: If a member of the Service is appointed as Assistant Director (Academic) then a Special pay of Rs. 200 shall be granted to him during the period he is posted as such.

APPENDIX-B
(SEE RULE 7)

Sr. No.	Designation of Post	Academic Qualifications and Experience, if any, for direct recruitment	Academic qualification experience than by recruitment	& for other direct
1	2	3	4	

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

1	Assistant Director (Academic)/Deputy District Education Officer/Sub Divisional Education Officer	By promotion:- Two years experience as Principal/ Senior Specialist. By transfer or deputation :- (i) Two years experience as Assistant Director (Academic)/Deputy District Education Officer, Sub Divisional Education Officer (ii) Knowledge of Hindi upto Matric standard.	
2	Principal/Senior Specialist	By promotion:- (i) M.A./M.Sc./M.Com 2 nd Division; (ii) B.T/B.Ed. or its equivalent. (iii) Eight years teaching experience should be in an	By promotion:- (i) Eight years teaching experience including two years administrative experience as Headmaster of

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

		administrative capacity as Head of High/Middle School. In case of Lecturer eight years teaching experience.	High School or eight years experience as Lecturer.
		(iv) Knowledge of Hindi up to Matric standard	By transfer or deputation:-
			(i) Two years experience as Principal/Senior Specialist
			(ii) Knowledge of Hindi upto Matric standard.
3	Block Education Officer		By promotion:-
			Three years experience as Headmaster of High School/Junior Specialist/ Programme Assistant.
			By transfer or deputation:-
			(i) Three years experience as Block, Education Officer;
			(ii) Knowledge of

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

Hindi upto
Matric standard.

- | | | | |
|---|--|--|--|
| 4 | Headmaster of
High School/Junior
Specialist/
Programme
Assistant | (i) B.A./B.Sc./B.Com or
equivalent
qualification
recognized by
Haryana Education
Department.

Preference will be
given to M.A. /M.Sc
./ M.Com or
equivalent Post-
Graduate
qualifications
recognized by the
Department.

(ii) B.T./B.Ed /SSTC
/SAV/LT / Diploma
in basic Education or
one year Teacher's
Training for graduate
at University or Post-
Graduate Training
College.

(iii) Eight years
teaching experience
as Master in Govt.
recognized Senior
Secondary/High/Mid | By promotion:-

(i) Eight years
experience as
Headmaster of
Middle School or
Master; or

(ii) B.T./B.Ed. and
eight years
experience as
Sanskrit
Teacher/Hindi
Teacher or
Punjabi Teacher.

By transfer or
deputation:-

(i) Two years
experience as
Headmaster of
High School.

(ii) Knowledge of
Hindi upto Matric
standard. |
|---|--|--|--|

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

dle Schools/Teachers
Training Institution
relaxable to four
years for the
Emergency
Commissioned
Officer but the total
teaching experience
and service in the
Army should be
Eight Years.

(ii) Knowledge of Hindi up
to Matric standard

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

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
1	2	3	4	5	6	7
1	Assistant Director (Academic)/Deputy District Education Officer/Sub Divisional Education Officer	Govt.	<p>Minor Penalties:</p> <p>(i) Warning with a copy in the personal file (Character roll) ;</p> <p>(ii) Censure;</p> <p>(iii) Withholding of promotion</p>	Director	Government	-
2	Principal/Senior Specialist		iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or			
3.	Block Education Officer		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 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 or a State;			
4.	Headmaster of High School/Junior Specialist/ Programme Assistant					

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

4

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

(2) Major Penalties: Govt.

(vi) Withholding 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 employees 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 effect or 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

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

- or Service;
- (ix) Compulsory retirement;
 - (x) removal from Service which shall not be disqualification for future employment under the Government;
 - (xi) dismissal from Service which shall ordinarily be a disqualification for future employment under the Government.

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

APPENDIX D
[SEE RULE 14 (2)]

Sr. No.	Designation of Posts(s)	Nature of order	Authority empowered to make the order	Appellate Authority
1	2	3	4	5
1	Assistant Director (Academic)/Deputy District Education Officer/Sub Divisional Education Officer	(a) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing	Govt.	-
2	Principal/Senior Specialist	pension;		
3	Block Education Officer	(b) terminating the appointment otherwise		
4	Headmaster of High School/Junior Specialist/ Programme Assistant	than on his attaining the age fixed for superannuation		

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

APPENDIX E
[SEE RULE 9(1)(b) and (d)]

Sr. No.	Designation of posts	Mode of Recruitment	Roster points
1.	Principal/Senior Specialist	By promotion By direct recruitment	(I) Headmaster of High School (I)3,6,8,12,15,19,23,26,30,35,38 40,43,46,48,51,55,59,63,68, 70,74,78,80,83,86,90,94,96, 100. (II) Lecturers: 2,4,7,10,11,14,16,18,20,22, 24, 27,28, 31, 32,35, 34, 36, 39, 42,44, 47, 50, 52, 54, 56, 58, 60, 62, 64, 66, 67, 71, 72, 75, 76, 79, 82, 84, 87, 88,91, 92, 95, 98, 99 1,5, 9, 13, 17, 21, 25, 29, 33, 37, 41, 45, 49, 53, 57, 61, 65, 69, 73, 77, 81, 85, 89, 93, 97.
2.	Headmaster of High School/Junior Specialist/ Programme Assistant	By Promotion	(I) Headmasters of Middle School/Masters; 2, 3, 4, 6, 7,8, 10, 11, 15, 16, 18, 19, 20, 22, 23, 24, 28, 30, 31, 32, 34, 35, 36, 38, 39, 43, 44, 46, 47, 48, 50, 51, 52, 56, 58, 59, 60, 62, 63, 64, 66, 70, 71, 72, 74, 75, 76, 78, 79, 80, 84, 86, 87, 88, 90, 91, 92, 94,99, 100 (II) Sanskrit Teacher 12,26, 40, 54, 67, 82, 95 (III) Hindi Teacher 14, 27, 42, 55, 68, 83, 96

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

HARYANA GOVERNMENT
EDUCATION DEPARTMENT

Notification
The - 10th October, 2001

No. G.S.R. 22/Const./Art. 309/2001.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to ammend the Haryana State Education (School and Inspection Cadre) (Group B) Service Rules, 1998, namely;-

1 These rules may be called the Haryana State Education(School and Inspection Cadre) (Group B) Service (Amendment) Rules, 2001.

2 In Haryana State Education (School and Inspection Cadre))Group B) Service Rules, 1998 (hereinafter called the said rules), in rule 12, after Sub-rule (1) , the following Sub-rules shall be inserted namely:-

“(1A) A member of Service appointed by direct recruitment shall be liable to serve for a continuous period of five years in the rural area from the date of appointment.

(1B) A member of service appointed by promotion or by transfer shall be liable to serve for three years in the rural area from the date of such appointment.”

3. In the said rule, in Appendix B, against Serial number 2, under column 3, for the existing entries, the following entries shall be substituted, namely:-

“(i) M.A./M.Sc./M.Com second division;

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

- (ii) B.T./B.Ed. or its equivalent;
- (iii) (I) In case of Head Master eight years teaching experience of Master out of which two years experience should be in an administrative capacity as Head of High School.
(II) In case of Lecturers eight years teaching experience as Master/Lecturer out of which atleast two years experience should be as Lecturer in Government/Recognised School.
- (iv) Knowledge of Hindi upto Matric Standard.

Note-I For ex-serviceman the experience of Army Education Corps Instructor having qualifications of B.A/B.Ed. will be treated equivalent to Master and those, having qualifications of M.A./M.Sc./M.Com will be treated equal to Lecturer in School Cadre.

Note-II The experience certificate of recognized schools shall be duly countersigned by the concerned District Education Officer.”

P.K. CHAUDHERY,
Commissioner & Secretary to Government
Haryana, Education Department