

[Authorised English Translation]

HARYANA GOVERNMENT
SCHOOL EDUCATION DEPARTMENT

Notification

The 11th April, 2012

← No. GSR- 8 /Const./Art.309/2012 .—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 Primary School Education (Group C) District Cadre Service, namely:-

PART I-GENERAL

1. (1) These rules may be called the Haryana Primary School Education (Group C) District Cadre Service Rules, 2012.

Short title,
commencement and
extent.

(2) They shall come into force on the date of their publication in the Official Gazette.

(3) It shall extend to the whole of Haryana except the Mewat district.

2. In these rules, unless the context otherwise requires:-

Definitions.

(a) "Additional Director" means an officer posted by the Government in the office of Director Elementary Education, Haryana against the post of Additional Director Administration;

(b) "Block Elementary Education Officer" means Block Elementary Education Officer of the Community Development (CD) block concerned;

(c) "Director" means the Director Elementary Education;

(d) "District Elementary Education Officer" means District Elementary Education Officer of the district concerned;

(e) "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;

(f) "Government" means the Government of the State of Haryana in the Administrative Department;

(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) "PRT" means Primary Teacher appointed after notification of these rules and shall include junior basic trained (JBT) teachers appointed before notification of these rules;

(i) "recognized university" means,-

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

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

(j) "Service" means the Haryana Primary School Education (Group C) District Cadre Service.

PART II- RECRUITMENT TO SERVICE

Number
and character of
posts.

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

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

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:

Provided that a person belonging to any of the categories (b) or (c) 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 recruiting agency 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 on contract basis 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 the post in the Service by direct recruitment on contract basis who is less than eighteen years or more than forty years of age or such age as fixed by the Government, from time to time, on the last date of submission of application to the recruiting agency.

Provided that teachers working in privately managed Government aided, recognized and Government schools, shall be given age relaxation in upper age limit to the extent of service rendered by them as a teacher subject to a maximum of five years. However, the said relaxation shall be as a onetime measure only.

6. Appointments to the posts in the Service shall be made by District Elementary Education Officer of the district concerned.

Appointing authority

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

Qualifications.

Provided that in case of on contractual basis direct recruitment, if the required number of candidates of Scheduled Caste, Backward Class, other backward classes, Ex-Servicemen and Physically Handicapped having not the required the experience are not available against the vacancies reserved for them, then relaxation in experience upto the limit of fifty percent may by order, for reason to be recorded in writing, given at the discretion of the recruiting agency.

8. No person,--

Disqualifications.

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to any post in 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 doing so, 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 Elementary School Head Teacher,-

(i) by promotion from amongst Primary Teachers (PRTs); or

(ii) by transfer or deputation of an official already in service of any State Government or Government of India;

(b) in the case of Primary Teachers (PRT),---

(i) by direct recruitment on contract basis; or

(ii) by transfer or deputation of an official already in service of any State Government or 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.

(3) The contractual employees shall get emoluments and shall be governed by the service conditions as specified in Appendix E. Contractual employee shall have to sign an agreement as specified in **APPENDIX F** and shall be appointed on regular basis on completion of five years of satisfactory service.

(4) In case, no eligible candidate is available for promotion, the post may be filled by way of direct recruitment on contractual basis.

Probation

10. (1) Persons appointed to any post in the Service shall remain on probation for a period of one year, if appointed on regular basis after completing contractual period or appointed otherwise:

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 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.

(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 on regular basis, dispense with his services; and
- (b) if such person is appointed other than on regular basis,--
 - (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 services, if appointed on regular basis, 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 two years.

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: 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 a member appointed by direct recruitment on contractual basis, the order of merit determined by the recruiting agency 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 regularised 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 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 appointments, 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.

(2) The Seniority of the members of the Service shall be maintained district-wise.

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 Service appointed by the direct recruitment on contract basis shall be liable to serve for a continuous period of five years in the rural area from the date of appointment.

(3) A member of Service appointed by promotion or by transfer shall be liable to serve for a continuous period of three years in the rural area from the date of such appointment, if not already served for a period of fifteen years in the rural area.

(4) 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 clause (ii) or clause (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 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 Appeal) 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 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) or sub-rule (1) of 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 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. Power of relaxation.
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. (1) 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.
(2) In case of direct recruitment on contract basis minimum thirty three percent posts in each category i.e. General, Open Competition (OC), Scheduled Caste (SC), Backward Class A (BCA) Backward Class B (BCB) and Differently abled shall be reserved for women and this reservation shall be horizontal.
20. The Haryana Primary Education (Group C) District Cadre Service Rules, 1994, amended from time to time in so far as they are applicable to the posts included in the Service are hereby repealed; Repeal and saving.
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)

Serial Number	District	Designation of Posts	Number of Posts			Scale of Pay	
			Permanent	Temporary	Total	Pay Band	Grade Pay
1	Ambala	Elementary School Head Teacher	455	-	455	₹ 9300-34800	4600
		Primary Teachers (PRT)	1070	125	1195	₹ 9300-34800	4200
2	Bhiwani	Elementary School Head Teacher	605	-	605	₹ 9300-34800	4600
		Primary Teachers (PRT)	2165	435	2600	₹ 9300-34800	4200
3	Faridabad	Elementary School Head Teacher	190	-	190	₹ 9300-34800	4600
		Primary Teachers (PRT)	1210	392	1602	₹ 9300-34800	4200
4	Fatehabad	Elementary School Head Teacher	309	-	309	₹ 9300-34800	4600
		Primary Teachers (PRT)	1219	490	1709	₹ 9300-34800	4200
5	Gurgaon	Elementary School Head Teacher	334	-	334	₹ 9300-34800	4600
		Primary Teachers (PRT)	849	379	1228	₹ 9300-34800	4200
6	Hisar	Elementary School Head Teacher	429	-	429	₹ 9300-34800	4600
		Primary Teachers (PRT)	2220	344	2564	₹ 9300-34800	4200
7	Jhajjar	Elementary School Head Teacher	310	-	310	₹ 9300-34800	4600
		Primary Teachers (PRT)	1045	160	1205	₹ 9300-34800	4200
8	Jind	Elementary School Head Teacher	459	-	459	₹ 9300-34800	4600
		Primary Teachers (PRT)	2021	145	2166	₹ 9300-34800	4200
9	Kaithal	Elementary School Head Teacher	309	-	309	₹ 9300-34800	4600
		Primary Teachers (PRT)	1394	332	1726	₹ 9300-34800	4200
10	Karnal	Elementary School Head Teacher	434	-	434	₹ 9300-34800	4600
		Primary Teachers (PRT)	1580	314	1894	₹ 9300-34800	4200
11	Kurukshetra	Elementary School Head Teacher	411	-	411	₹ 9300-34800	4600

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Serial Number	District	Designation of Posts	Number of Posts			Scale of Pay	
			Permanent	Temporary	Total	Pay Band	Grade Pay
		Primary Teachers (PRT)	1142	192	1334	₹ 9300-34800	4200
12	Mahendergarh	Elementary School Head Teacher	531	-	531	₹ 9300-34800	4600
		Primary Teachers (PRT)	1115	146	1261	₹ 9300-34800	4200
13	Palwal	Elementary School Head Teacher	347	-	347	₹ 9300-34800	4600
		Primary Teachers (PRT)	1133	2055	3188	₹ 9300-34800	4200
14	Panchkula	Elementary School Head Teacher	164	-	164	₹ 9300-34800	4600
		Primary Teachers (PRT)208	525	162	687	₹ 9300-34800	4200
15	Panipat	Elementary School Head Teacher	208	-	208	₹ 9300-34800	4600
		Primary Teachers (PRT)	1049	400	1449	₹ 9300-34800	4200
16	Rewari	Elementary School Head Teacher	396	-	396	₹ 9300-34800	4600
		Primary Teachers (PRT)	1068	71	1139	₹ 9300-34800	4200
17	Rohtak	Elementary School Head Teacher	213	-	213	₹ 9300-34800	4600
		Primary Teachers (PRT)	1155	84	1239	₹ 9300-34800	4200
18	Sirsa	Elementary School Head Teacher	431	-	431	₹ 9300-34800	4600
		Primary Teachers (PRT)	1798	447	2245	₹ 9300-34800	4200
19	Sonipat	Elementary School Head Teacher	391	-	391	₹ 9300-34800	4600
		Primary Teachers (PRT)	1649	206	1855	₹ 9300-34800	4200
20	Yamuna Nagar	Elementary School Head Teacher	429	-	429	₹ 9300-34800	4600
		Primary Teachers (PRT)	1072	473	1545	₹ 9300-34800	4200

Appendix B

(See Rule 7)

Sr. No.	Designation of Posts	Academic qualifications and experience, if any, for direct recruitment on contract basis	Academic qualification and experience, if any, for appointment other than by direct recruitment on contract basis
1	2	3	4
1.	Elementary School Head Teacher	-	<p>By promotion:-</p> <p>(i) Senior Secondary (or its equivalent) with at least 50% marks and 2 year Diploma in Elementary Education; OR</p> <p>Senior Secondary (or its equivalent) with at least 45% marks and 2 year Diploma in Elementary Education in accordance with the NCTE (Recognition Norms and Procedure), Regulations 2002; OR</p> <p>Senior Secondary (or its equivalent) with at least 50% marks and 4-year Bachelor of Elementary Education (B. El. Ed.); OR</p> <p>Senior Secondary (or its equivalent) with at least 50% marks and 2 year Diploma in Education (Special Education);</p> <p>(ii) At least six years regular service as Primary Teacher (PRT);</p> <p>(iii) At least 3 weeks in-service training in administrative and accounts module.</p> <p>By Transfer/deputation:-</p> <p>(i) Senior Secondary (or its equivalent) with at least 50% marks and 2 year Diploma in Elementary Education; OR</p> <p>Senior Secondary (or its equivalent) with at least 45% marks and 2 year Diploma in Elementary Education in accordance with the NCTE (Recognition Norms and Procedure), Regulations 2002; OR</p> <p>Senior Secondary (or its equivalent) with at least 50% marks and 4-year Bachelor of Elementary Education (B. El. Ed.); OR</p> <p>Senior Secondary (or its equivalent) with at least 50% marks and 2 year Diploma in Education (Special Education); AND</p> <p>(ii) At least 5 years experience as Elementary School Head Teacher;</p> <p>(iii) Certificate of having qualified Haryana Teacher Eligibility Test (HTET)/School Teachers Eligibility Test (STET);</p> <p>(iv) Matric with Hindi/ Sanskrit or 10+2/B.A./M.A. with Hindi as one of the subject.</p>
2.	Primary Teacher (PRT)	<p>(i) Senior Secondary (or its equivalent) with at least 50% marks and 2 year Diploma in Elementary Education; OR</p> <p>Senior Secondary (or its equivalent) with at least 45% marks and 2 year Diploma in Elementary Education in</p>	<p>By Transfer/deputation:-</p> <p>(i) Senior Secondary (or its equivalent) with at least 50% marks and 2 year Diploma in Elementary Education; OR</p> <p>Senior Secondary (or its equivalent) with at least 45% marks and 2 year Diploma in</p>

Sr. No.	Designation of Posts	Academic qualifications and experience, if any, for direct recruitment on contract basis	Academic qualification and experience, if any, for appointment other than by direct recruitment on contract basis
1	2	3	4
		<p>accordance with the NCTE (Recognition Norms and Procedure), Regulations 2002; OR</p> <p>Senior Secondary (or its equivalent) with at least 50% marks and 4-year Bachelor of Elementary Education (B. El. Ed.); OR</p> <p>Senior Secondary (or its equivalent) with at least 50% marks and 2 year Diploma in Education (Special Education);</p> <p>(ii) Certificate of having qualified Haryana Teacher Eligibility Test (HTET) /School Teachers Eligibility Test (STET);</p> <p>(iii) Matric with Hindi/Sanskrit or 10+2/B.A./M.A. with Hindi as one of the subject.</p>	<p>Elementary Education in accordance with the NCTE (Recognition Norms and Procedure), Regulations 2002; OR</p> <p>Senior Secondary (or its equivalent) with at least 50% marks and 4-year Bachelor of Elementary Education (B. El. Ed.); OR</p> <p>Senior Secondary (or its equivalent) with at least 50% marks and 2 year Diploma in Education (Special Education);</p> <p>(ii) Certificate of having qualified Haryana Teacher Eligibility Test (HTET) /School Teachers Eligibility Test (STET);</p> <p>(iii) Matric with Hindi/Sanskrit or 10+2/B.A./M.A. with Hindi as one of the subject.</p>

- Note: (i) In case of direct recruitment the teachers working in privately managed Government aided, recognized and Government schools, are exempted to acquire qualifications of passing HTET as described in column 3 if they have worked as a teacher for a minimum period of four years on the date of enforcement of these rules. However, the said exemption is as a onetime measure and the said category of teachers on their appointment shall have to qualify HTET by not later than 1st April 2015, otherwise their appointment shall stand terminated automatically without giving any further notice.
- (ii) Professional Training Diploma or Certificate awarded by any State, Board or University other than Haryana Education Department will be recognized only if this Degree or Diploma or Certificate has been recognized by the Haryana Government;

AND

A Diploma/degree course in teacher education recognized by the National Council for Teacher Education (NCTE) only shall be considered. However, in case of Diploma in Education (Special Education) and B.Ed. (Special Education), a course recognized by the Rehabilitation Council of India (RCI) only shall be considered.

- (iii) Candidate possessing higher academic or professional qualification will not be eligible unless he possesses the minimum qualification including HTET & experience, if any, prescribed for the said posts.
- (iv) There will be relaxation of 5% in minimum qualifying marks at Senior Secondary Level for Schedule Caste (SC)/ Backward Class(BC)/Other Backward Class (OBC) and Differently abled candidates.
- (v) Preference will be given to candidates who possess knowledge of URDU upto Matriculation/Middle Standard for posts of Primary Teachers (PRTs) for urdu speaking area. Such candidates, if selected, shall serve only in urdu speaking area.

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	Elementary School Head Teacher	District Elementary Education Officer	I. 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 Government or to a local authority or University set up by a Act of parliament of the Legislature of a State; and (v) withholding of increments of pay without cumulative effect.	Block Elementary Education Officer	District Elementary Education Officer	Director
2	Primary Teacher (PRT)		II. Major Penalties (i) withholding of increments of pay with cumulative effect; (ii) reduction to a lower stage in the time scale of pay for a specified periods, 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; (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 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	District Elementary Education Officer	Additional Director Administrator	Director

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
			on such restoration to that grade, post or service; (iv) compulsory retirement; (v) removal from service which shall not be dis-qualification for further employment under the Government. (vi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.			

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	3	4	5	6
1	Elementary School Head Teacher	(i) reducing or withholding amount of ordinary or additional pension admissible under the rules governing pension; OR (ii) terminate the appointment otherwise than on his attaining the age fixed for superannuation.	District Elementary Education Officer.	Additional Director Administration	Director
2	Primary Teacher (PRT)				

APPENDIX E

Selection to the appointment to the post by contract appointment

Notwithstanding anything contained in these rules, contract appointments to the post shall be made subject to the terms and conditions given below: -

I. CONCEPT: -

- (a) The posts in the Department of Elementary Education, Haryana shall be filled on contract basis initially for one year which may be extendable on year-to-year basis.

Provided that for extension/renewal of contract period on year-to-year basis, the concerned District Elementary Education Officer shall issue a certificate that the contract appointee had performed satisfactory service;

- (b) The selection shall be made in accordance with the eligibility conditions prescribed in the rules.

II. CONTRACTUAL EMOLUMENTS: -

The incumbent appointed on contract basis shall be paid consolidated fixed contractual amount which shall be equal to the entry level pay of the pay band plus grade pay i.e. Rs.9,300 + Rs.4200 = Rs.13,500/-. An annual increase of 3% of the minimum of the pay band plus grade pay of the post shall be allowed as annual increase in contractual emoluments for subsequent year(s) will be allowed if contract is extended beyond one year. No other allowance i.e. DA, HRA and Medical allowance or reimbursement shall be admissible.

III. SELECTION PROCESS:

Selection to the appointment for post in the case of contract appointment shall be made by the concerned Recruiting Agency by adopting the procedure as adopted in the case of regular appointment.

IV. ACADEMIC QUALIFICATION, EXPERIENCE ETC. :-

Academic qualification, experience and certificate of having qualified Haryana Teacher Eligibility Test (HTET) etc. will be as per Appendix B.

V. AGREEMENT: -

After selection of a candidate, he/she shall sign an agreement as per Appendix F appended to these rules.

VI. TERMS AND CONDITIONS: -

- (a) The contractual appointee shall be paid fixed contractual emoluments as mentioned at (II) above and no other allied benefits such as Senior/Selection/ Assured Career Progression (ACP) scales etc. will be given.
- (b) The service of the Contract Appointee shall be purely on temporary basis. The appointment is liable to be terminated in case the performance/conduct of the

contract appointee is not found satisfactory and shall have no right to claim regular service expect as per the terms and conditions of the contract.

- (c) Contract Appointee shall be entitled for one day Casual Leave (CL) after putting one month service. This leave can be accumulated upto one year i.e. till the end of Calendar year. No leave of any other kind is admissible to the Contract Appointee. He/she shall not be entitled for Medical Reimbursement and LTC etc. Only Maternity Leave will be given as per Rules.
- (d) Unauthorized absence from the duty for more than five days without the approval of the controlling officer shall automatically lead to the termination of the contract. Contract Appointee shall not be entitled for contractual amount for the period of absence from duty.
- (e) Transfer of a contract appointee shall not be permitted for one place to another in any case.
- (f) Selected candidate shall have to submit a certificate of his/her fitness from Civil Surgeon. Women candidate Pregnant beyond 12 weeks shall stand temporarily unfit till the confinement is over. The woman candidate shall be re-examined for the fitness from Senior Medical Officer of Community Health Centre (CHC) /Primary Health Centre (PHC)/ General Hospital.
- (g) Contract appointee shall be entitled to TA/DA if required to go on tour in connection with his/her official duties at the same rate as applicable to regular counterpart officials at the minimum of pay scale.
- (h) Provisions of Service Rules like CSR, Leave rules, GPF rules, Pension rules and conduct rules and Haryana Civil Service (Punishment and Appeal) Rules, 1987 etc. as are applicable in case of regular employees shall not be applicable in the case of contract appointees. They shall be entitled for emoluments etc. as detailed above.
- (i) Service of the Contract Appointee shall be made regular after five years satisfactory service and shall become member of the service.

Explanation:

The word 'satisfactory service' shall means apart from attaining Annual Confidential Report of Good or above category, the integrity of person should not have been doubted and his career assessment comprising of results and evaluation etc. is satisfactory.

APPENDIX F

Form of contract/agreement to be executed between _____
_____ (Name of the post) and the Governor of Haryana through
District Elementary Education Officer of district _____
(Name of the district).

This agreement is made on this _____ day of _____
in the year _____ between Sh./Smt. _____
S/o Shri _____ R/o _____

_____ Contract appointee (hereinafter called the FIRST PARTY),
AND the Governor of Haryana acting through District Elementary Education Officer, District
_____ (hereinafter called the SECOND PARTY). Whereas, the SECOND
PARTY has engaged the aforesaid FIRST PARTY and the FIRST PARTY has agreed to serve as a
_____ (Name of the post) on contract basis on the following
terms and conditions: -

1. That the FIRST PARTY shall remain in the service of the SECOND PARTY as
_____ (Name of the post) for a period of 1 year
commencing on day of _____ and ending on the day of _____.
It is specifically mentioned and agreed upon by both
the parties that the contract of the FIRST PARTY with SECOND PARTY shall ipso-facto
stand terminated on the last working day i.e. on _____ and
information notice shall not be necessary.

Provided that for further extension/renewal of contract period the District Elementary Education
Officer shall issue a certificate that the service and conduct of the contract appointee was
satisfactory during the year and only then the period of contract is to be renewed/extended.

2. The contractual amount of the FIRST PARTY will be Rs. _____ per
month.
3. The service of FIRST PARTY shall be purely on temporary basis. The appointment is
liable to be terminated in case the performance/conduct of the contract appointee is not
found satisfactory.
4. Contractual _____ (Name of the post) shall be
entitled for one day casual leave after putting in one month service. This leave can be
accumulated upto one year i.e. till the end of Calender year. No leave of any other kind is
admissible to the contractual _____ (Name of the
post). He/she shall not be entitled for Medical re-imbursement and L.T.C. etc. Only
maternity leave shall be given as per Rules.
5. Unauthorized absence from the duty for more than five days without the approval of the
controlling officer shall automatically lead to the termination of the contract. Contractual
_____ (Name of the post) shall not be entitled for
contractual amount for the period of absence from duty.
6. Transfer of a contract appointee shall not be permitted for one place to another in any
case.
7. Selected candidate shall have to submit a certificate of his/her fitness from Civil Surgeon.
In case of Women candidate pregnant beyond 12 weeks shall render her temporarily unfit
till the confinement is over. The woman candidate shall be re-examined for the fitness

from Senior Medical Officer of Community Health Centre (CHC) /Primary Health Centre (PHC) /General Hospital.

- 8. Contract appointee shall be entitled to TA/DA if required to go on tour in connection with his/her official duties at the same rate as applicable to regular counterpart officials at the minimum of pay scale.

IN WITNESS the FIRST PARTY AND SECOND PARTY have herein to set their hands the day, month and year first, above written.

IN THE PRESENCE OF WITNESS:

1. _____

(Name and full address)

(Signature of the FIRST PARTY)

2. _____

(Name and full address)

IN THE PRESENCE OF WITNESS:

1. _____

(Name and full address)

(Signature of the SECOND PARTY)

2. _____

(Name and full address)

**SURINA RAJAN,
FINANCIAL COMMISSIONER AND PRINCIPAL SECRETARY
TO GOVERNMENT, HARYANA, SCHOOL EDUCATION
DEPARTMENT, CHANDIGARH**

[Authorised English Translation]

HARYANA GOVERNMENT
SCHOOL EDUCATION DEPARTMENT

Notification

The 6th June, 2012

No. G.S.R. 16/Const./Art. 309/2012.—In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules further to amend the Haryana Primary School Education (Group C) District Cadre Service Rules, 2012, namely:—

1. These rules may be called the Haryana Primary School Education (Group C) District Cadre Service (Amendment) Rules, 2012.

2. In the Haryana Primary School Education (Group C) District Cadre Service Rules, 2012 (hereinafter called the said rules), in rule 4, 5, 7, 9, 11, 12, 19 and Appendix B, the words “on contract basis” or “on contractual basis” wherever occurring, shall be omitted.

3. In the said rules, in rule 9, sub-rule (3), shall be omitted.

4. In the said rules, in rule 10,-

(i) for the sub-rule (1), the following sub-rule shall be substituted, namely:—

“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:”;

(ii) in sub-rule (2), in clause (a) and clause (b), for the words “on regular basis”, the words “by direct recruitment” shall be substituted;

(iii) in sub-rule (3),—

(I) in clause (b), in sub-clause (i), for the words “on regular basis”, the words “by direct recruitment” shall be substituted;

(II) in the proviso, for the words "two", the word "three" shall be substituted.

5. In the said rules, in rule 11, for clause (a), the following clause shall be substituted, namely:—

"a member appointed by direct recruitment shall be senior to a member appointed by promotion or by transfer,".

6. In the said rules, in Appendix B, against serial number 2, in columns 3 and 4, in item (i), the following item shall be inserted, namely:-

"Or B.A./B.Sc./B.Com. and 2 year Diploma in Elementary Education (by whatever name known)".

7. In the said rules, Appendices E and F shall be omitted.

SURINA RAJAN,
Financial Commissioner and Principal Secretary
to Government Haryana,
School Education Department, Chandigarh.