

(h) in the case of clerks,—

(i) twenty per cent by promotion from amongst Restorers and such other Group C employees whose scales of pay are less than those of Clerks, and Group D employees, having five years experience on any Group C post whose scale of pay is less than that of a Clerk or on any Group D post or combined experience on such Group C and Group D posts and who are matriculates, on the basis of seniority-cum-fitness;

(ii) ten per cent by transfer; and

(iii) seventy per cent by direct recruitment,

(i) in the case of Restorers, by promotion from amongst Daftries.

(2) Except where otherwise provided, all promotions whether from one grade to another or from one group of service to another shall be made on seniority-cum-merit.

Probation

10. (1) A person 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 towards the period of probation ;

(b) any period of work in equivalent or higher rank, prior to appointment to 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 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 the previous appointment permit.

(3) On the completion of the period of probation of a person, the appointing authority may—