

- (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 satisfactory 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 by direct recruitment, or revert him to his former post or deal with him in such other manner, as the terms and conditions of previous appointment permit. if appointed otherwise ; or
  - (ii) extend his period of probation and thereafter pass such order as it could have passed on the expiry of the first period of probation :

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

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

Provided that in the case of different cadres in the Service the seniority shall be determined separately for each cadre :

Provided further that in case of members appointed by direct recruitment, the order or merit determined by the Board, 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 members appointed by promotion or by transfer, seniority shall be determined according to the seniority of such members in the appointments from which they were promoted, or transferred ; and
- (d) in the case of members appointed by transfer from different cadres, their seniority shall be determined according to pay preference being given to a member, who was drawing a higher rate of pay in his previous appointment; and if the 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 the same, the older member shall be senior to the younger member.