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APPOINTMENTS (A-II) DEPARTMENT

Notification

Jaipur, October 17, 1960

No. F. 3 (1) Appts. (C)/56.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Rajasthan makes the following rules regulating recruitment to posts in and the conditions of service of persons appointed to the Rajasthan Industries Service.

THE RAJASTHAN INDUSTRIES SERVICE RULES, 1960

PART I- General

1. Short title and commencement.- These Rules may be called the Rajasthan Industries Service Rules, 1960 and shall come into force at once.

@2. Repeal.- All Rules and orders in relation to matters and in force immediately before the commencement of these Rules are hereby repealed. Provided any action taken under the repealed rules and orders shall be deemed to have been taken under these Rules.

3. Status of Service.- The Rajasthan Industries Service is a State service.

4. Definitions.- In these Rules unless there is anything repugnant in the subject or context:-

(a) "Commission" means the Rajasthan Public Service Commission.

(b) "Director" means the Director of Industries and Commerce, Government of Rajasthan.

(c) "Direct recruitment" means recruitment otherwise than by promotion as prescribed in Rule 7.

+ (d) "Government" and "State" mean respectively the "Government of Rajasthan and the State of Rajasthan;"

@ Substituted for rule 2-

"2. Supersession of existing rules and orders.- All existing Rules and orders in relation to matters covered by these Rules are hereby superseded, but any action taken by or in pursuance of such existing rules and orders shall be deemed to have taken under these Rules" vide Notification No. F. 22 (IV) (155) Inds. (A)/59, dated 10.2.1967.

+ Substituted for (d)-

"(d) Government and State" means respectively, the Government and the State of Rajasthan" vide Notification No. F. 7 (10) DOP (A-II)/74, Dated 10.2.1975.



§(e) "Member of the Service" means a Person appointed in a substantive capacity to a Post in the Service under the Provisions of these Rules or orders superseded by these Rules, and includes a Person placed on Probation;

(f) "Schedule" means a Schedule to these Rules;

(g) "Service" means the Rajasthan Industries Service;

Ⓜ(h) "Substantive Appointment" means appointment made under the provisions of these Rules to a substantive vacancy after due selection by any of the methods of the recruitment prescribed under these Rules and includes an appointment on probation or as a probationer followed by confirmation of the completion of the probationary period.

Note:- "Due selection by any methods of recruitment prescribed under these Rules" will include recruitment either on initial constitution of Service or in accordance with the provisions of any Rules promulgated under proviso to Article 309 of the Constitution of India, except urgent temporary appointment."

* (i) "Service" or "Experience" wherever prescribed in these Rules

§ Substituted for:-

(e) "Member of Service" means a person appointed substantively to a post in the Service under the provisions of these Rules or Rules or orders superseded by Rule 2; vide Notification No. F.22 (IV) (155) Inds (A)/59 dt 10.2.67.

Ⓜ Inserted vide Notification No. F. 7 (3) DOP (A-II)/73, dated 5.7.1974.

* Substituted for

+ (i) "Service" or "Experience" wherever prescribed in these Rules as a condition for promotion from one Service to another or within the Service from one category to another or to Senior Posts in the case of person holding such posts in substantive capacity shall include the period for which the person has continuously worked on such post after regular recruitment in accordance with the Rules promulgated under proviso to Article 309 and shall also include the experience gained by officiating temporary or ad-hoc appointment, if such appointment is in the regular line of promotion and was not of stop gap or fortuitous nature or invalid under any law and does not involve supersession of any senior official except when such super session was either due to want of prescribed academic and other qualifications, unfitness or non selection by merit or the default of the senior official concerned or when such ad hoc or urgent temporary appointment was in accordance with Seniority-cum-merit."

Note:- Absences during service e.g., training and deputation which are treated as "duty" under the R.S.R., shall also be counted as service for computing minimum experience or service required for promotion."

vide Notification No. F. 6 (2) DOP/A- II/71 dated 29.8.82.

+ Inserted vide Notification No. F. 6 (2) DOP, (A-II)/71, dated 9.10.1975, effective from 27.3.1983.

£ Inserted vide Notification No. F. 6 (2) Appnts. (A-II)/71, dated 13.7.76, effective from 1.10.1975.

as a condition for promotion from one service to another or within the Service from one category to another or to senior posts, in the case of a person holding a lower post eligible for promotion to higher post shall include the period for which the person has continuously worked on such lower post after regular selection in accordance with Rules promulgated under proviso to Article 309 of the Constitution of India.

Note:- Absence during service e.g. training, leave and deputation etc. which are treated as 'duty' under the Rajasthan Service Rules, 1951 shall also be counted as service for computing experience or service required for promotion."

Ⓜ (j) "Year" means financial year.

5. Interpretation:- Unless the context otherwise requires, the Rajasthan General Clauses Act, 1955 (Rajasthan Act No. VIII of 1955), shall apply for the interpretation of these Rules as it applies for the interpretation of a Rajasthan Act.

PART-II-Cadre

16. Constitution of the Service:- The Service shall consist of:-

(a) persons holding substantively the posts specified in the Schedule;

(b) persons recruited to the Service before the commencement of these Rules, and

(c) persons recruited to the Service in accordance with the provisions of these Rules.

§ 6A- Strength of the Service.- The strength of the Service and the nature of the posts therein shall be as specified in the Schedule:

Provided that the Government may leave unfilled, or may hold in abeyance or abolish any vacant post or posts without thereby entitling any person to compensation or may create additional permanent or temporary posts in the Service, from time to time, as may be found necessary.

+ + "Provided further that:-

+ Added vide Notification No. F. 7 (2) DOP/A-II/81 dated 21.12.1981 w.e.f. 1.4.1981.

£ Substituted for "6. Strength of the Service:- The Strength of the Service and nature of the posts therein shall be as specified in the Schedule I:

Provided that the Government may leave unfilled or may hold in abeyance or abolish any vacant post or posts without thereby entitling any person to compensation or may create additional permanent or temporary posts in the Service, from time to time, as may be found necessary, vide Notification No. F. 33 (d) (11) Inds (A)/65 dated 20.5.1970.

Ⓜ Inserted vide Notification No. F. 35 (d) (11) Inds (A)/65, dated 20.5.1970.

+ - Inserted vide Notification No. F. 2 (3) Inds II/73, dated 5.2.1974.

(a) Government may create temporarily additional categories of posts in the Service as specified in the Second Schedule appended to these Rules, which shall remain in force till such time as such temporary posts in such categories are sanctioned;

(b) the various conditions, principles and procedures contained in these Rules, except for substantive appointments, shall, as far as possible, apply *mutatis mutandis* to recruitment, appointment, and in other matters to such modification as may be specified in the Second Schedule;

(c) the posts included in the Second Schedule shall be treated as isolated and ex-cadre posts and appointment thereto shall not confer any right on a person for appointment, confirmation and seniority etc., for the posts included in the regular cadre posts of the First Schedule unless and until the posts are made permanent and the categories included in the permanent cadre;

(d) a holder of temporary post included in the Second Schedule shall also be eligible for promotion to higher temporary category of posts included in the Second Schedule, if he fulfills other conditions laid down in the First Schedule, provided that in any Service consisting of Section or Wings for promotion, persons from outside the Section or Wing shall not be considered for promotion unless otherwise mentioned specifically;

(e) a member of Service shall have precedence over a holder of temporary post included in the Second Schedule where both are eligible; and

(f) the provisions for determination of seniority *inter se* of holders of such posts in the Second Schedule shall, except for substantive appointment apply *mutatis mutandis* and a separate seniority list shall be drawn for them."

PART-III-Recruitment

17. Sources of Recruitment:- Recruitment to the Service after the commencement of these Rules shall be made by the following methods:-

(a) direct recruitment in accordance with Part IV of these Rules;

E Substituted for

"7. Sources of Recruitment:- Recruitment to the Service after the commencement of these Rules shall be made by direct recruitment or by promotion, as specified in column 4 of Schedule I.

"Provided that if the Government is satisfied in consultation with the Commission that in a particular year no suitable officer is available from the Service for appointment to the vacant post by promotion, such post shall also be filled up by direct recruitment."

Vide Notification No. F. 22 (iv) (155) Inds (A)/57, Dated 10.2.1967.

@ "Provided that vacancies shall be reserved for candidates who are non-gazetted employees in accordance with sub-rule (2) of rule 4 of the Rajasthan State and Subordinate Services (Direct Recruitment by Combined Competitive Examinations) Rules, 1962."

(b) promotion in accordance with Part V of these Rules.

Provided:-

(1) that if the Government is satisfied, after consultation with the Commission that suitable persons are not available for appointment by either method of recruitment in a particular year, appointment by other method in relaxation of the prescribed proportion, may be made in the same manner as specified in these Rules, and

(2) that nothing in these Rules shall preclude Government from appointing officers previously in the employment of pre-reorganisation States of Ajmer, Bombay and Madhya Bharat to suitable posts in the Schedule in accordance with the directions governing the integration of their services.

@@ (3) "Provided further that notwithstanding anything contained in these Rules, the officers holding substantive appointments in the various Covenanted States forming part of the United State of Rajasthan prior to 1950 but who were not selected for substantive appointment to any Service or post as a result of integration but were working on an ad-hoc officiating or temporary basis with the concurrence of the Commission on a post included in the Schedule continuously for a period not less than two years on 2-3-1961, the date of promulgation of the Rules, shall be screened by a Committee referred to in rule 23 (b) for adjudging their suitability for the posts held by them on the date of promulgation of those Rules or on equivalent or lower posts, if the incumbents desire to be selected for such post provided that they should possess any one of the following qualifications:-

(i) the qualifications prescribed either for direct recruitment or promotion as laid down in the Rules, or

(ii) the qualifications on the basis of which such persons were initially appointed on ad-hoc/officiating/ temporary basis.

+ "(4) Provided also that the post of Assistant Director (Leather) may also be filled in by transfer of an Assistant Director possessing the qualifications prescribed for the post".

@ Inserted vide Notification No. 5 (6) DOP (A-II)/73 dated 29.12.1973.

@@ Inserted vide Notification No. F. 39 (22) Inds (A)/61 dated 21.11.1969.

+ Added vide Notification No. F. 29 (1) (6) Inds (A)/59 dated 1.9.1976. Effective from 1.9.1976.

%7A:- "Notwithstanding anything contained in the recruitment, appointment, promotion, seniority and confirmation etc. of a person who joins the Army/Air Force/ Navy during an Emergency shall be regulated by such orders and instructions as may be issued by the Government from time to time provided that these are regulated *mutatis mutandis* according to the instructions issued on the subject by the Government of India."

The above amendment shall be deemed to have come into force with effect from 29.10.1963.

§8. "Reservation of vacancies for the Scheduled Castes and the Scheduled Tribes:- (1) Reservation of vacancies for the Scheduled Castes and the Scheduled Tribes shall be in accordance with the orders of the Government for such reservation in force at the time of recruitment i.e. by direct recruitment and by promotion.

(2) The vacancies so reserved for promotion shall be filled in by - "Seniority-cum-merit and merit."

(3) In filling the vacancies so reserved the eligible candidates who are members of the Scheduled Castes and the Scheduled Tribes shall be considered for appointment in the order in which their names appear in the list prepared for Direct Recruitment by the Commission, for posts falling in its purview, and by the Appointment Authority in other cases, and the Departmental Promotion Committee or the Appointing Authority, as the case may be, in the case of promotees, irrespective of their relative rank as compared with other candidates.

*(4) Appointments shall be made strictly in accordance with the rosters prescribed separately for direct recruitment and promotion. In

% Inserted vide Notification No. F. 21 (12) Apppts (C)/5Sp1. II dated 29.8.1973.

£ Substituted for

"8. **Reservation of vacancies for Scheduled Castes and Scheduled Tribes:-** Reservation of vacancies for Scheduled Castes and Scheduled Tribes shall be in accordance with the orders of the Government for such reservation in force at the time of recruitment.

Note:- Reservation shall be calculated on the basis of total vacancies. Adjustments of fractions shall be made over a period of five years. Promotions shall be irrespective of caste considerations."

vide Notification No. F. 7 (4) DOP/(A-II)/73, dated 3.10.1973.

+ Substituted for the expression "Merit alone" vide Notification No. F. 7 (4) DOP/A-II/73 dated 29.1.1981

* Substituted for:-

"(4) In the event of non-availability of a sufficient number of eligible and suitable candidates amongst the Scheduled Castes and the Scheduled Tribes in a particular year, vacancies shall not be carried forward and shall be filled in accordance with the normal procedure."

vide Notification No. F. 7 (4)/DOP (A-II)/73 dated 10.2.1975.

the event of non availability of the eligible and suitable candidates amongst Scheduled Castes and Scheduled Tribes, as the case may be, in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure and an equivalent number of additional vacancies shall be reserved in the subsequent year. Such of the vacancies which remain so unfilled shall be carried forward to the subsequent three recruitment years in total and thereafter such reservation would lapse.

Provided that there shall be no carry forward of the vacancies in posts or class/category/ group of posts in any cadre of Service to which promotions are made on the basis of x (Deleted) merit alone, under these Rules."

§ 8A. Reservation of vacancies for Other Backward Classes :- Reservation of vacancies for Other Backward Classes shall be in accordance with the orders of the Govt. for such reservation in force at the time of direct recruitment. In the event of non-availability of eligible and suitable candidates amongst Other Backward Classes in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure."

@9. "Determination of vacancies:- (1) (a) Subject to the provisions

x Deleted for the words "both Merit and Seniority-cum-merit and not by seniority cum" vide Notification No. F. 7 (6) DOP (A II)/75 III dated 31.10.1975.

\$ Added vide Notification No. F.7(2)EOP/A-II/93 dated 24.5.1994 w.e.f. 28.9.1993.

@ Substituted for:-

£ 9. "Determination of vacancies:- (1) (a) Subject to the provisions of these Rules, the Appointing Authority shall determine every year the number of existing vacancies and those anticipated during the following twelve months and the number of persons likely to be appointed to the Service by each method. The next determination of vacancies shall be done just before the expiry of twelve months of the last determination of vacancies.

(b) In calculating the actual number of vacancies to be filled in by each method on the basis of percentage prescribed in the Schedule, the Appointing Authority shall adopt an appropriate continuous cyclic order to correspond with the proportion laid down in the Schedule by giving precedence to promotion quota.

(2) The Appointing Authority shall determine every year the number of existing vacancies and those anticipated in next twelve months which are to be filled by promotion of persons already in the Service

(3) The Appointing Authority shall also determine the corresponding vacancies of earlier year, if any, yearwise which were required to be filled in by promotion, if such vacancies were not determined and filled earlier in the year in which they were required to be filled in accordance with sub-rule (2)."

vide Notification No. F. 7 (2) DOP/A-II/81 dated 21.12.1981 w.e.f. 1.4.1981.

£ Substituted for:-

££ 9. **Determination of Vacancies:-** (1) Subject to the Provisions of these Rules, the Appointing Authority shall determine each year the number of vacancies anticipated during the following twelve months and the number of persons likely to be recruited by each method. Such vacancies shall be determined again before the expiry of twelve months of the last determination of such vacancies.

(2) In calculating the actual number to be filled by each method on the basis of the percentage prescribed in column 3 of the schedule, appended with relevant Service Rules, each Appointing Authority shall adopt an appropriate cyclic order.....

of these Rules, the Appointing Authority shall determine on 1st April every year, the actual number of vacancies occurring during the financial year.

(b) Where a post is to be filled in by single method as prescribed in the rules or Schedule, the vacancies so determined shall be filled in by that method.

(c) Where a post is to be filled in by more than one method as prescribed in the rules or Schedule, the apportionment of vacancies determined under clause (a) above, to each such method shall be done maintaining the prescribed proportion for the over all number of posts already filled in. If any fraction of vacancies is left over, after apportionment of the vacancies in the manner prescribed above, the same shall be apportioned to the quota of various methods prescribed in a continuous cyclic order giving precedence to the promotion quota.

(2) The Appointing Authority shall also determine the vacancies of earlier years, yearwise which were required to be filled in by promotion, if such vacancies were not determined and filled earlier in the year in which they were required to be filled in."

§10. "Nationality":- A candidate for appointment to the Service must be:-

contd.....

order in correspond with the proportion laid down in each of the Service Rules and by giving precedence to promotion quota over direct recruitment quota e.g. where the appointment by direct recruitment and promotion is in the percentage of 75 and 25 respectively, the cycle shall run as follows:-

- | | |
|----------------------------|---------------------------|
| 1. By Promotion | 2. By direct recruitment |
| 3. By direct recruitment. | 4. By direct recruitment. |
| 5. By promotion. | 6. By direct recruitment. |
| 7. By direct recruitment. | 8. By direct recruitment. |
| 9. By promotion, and so on | |

vide Notification No. F. 5 (3) DOP/A-II/77 dated 6.36.1979.

EE Substituted for rule 9:-

9. "Determination of vacancies: Subject to the provisions of these Rules, Government shall determine from time to time the number of vacancies in the Service anticipated during a particular period of recruitment and the number of posts likely to be filled by each method."

vide notification No. F. 7 (1) DOP (A-II)/73 dated 16.10.1973.

EE Substituted for rule 10:-

10. "Nationality:- A candidate for appointment to the Service must be:-

- (a) a citizen of India, or (b) a subject of Sikkim, or
 (c) a subject of Nepal, or (d) a subject of Bhutan, or
 (e) a Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India, or

(f) a person of Indian origin who has migrated from Pakistan, Burma, Ceylon and East African Countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar) with the intention of permanently settling in India) ..

contd.....

(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 January, 1962 with the intention of permanently settling in India, or

(e) a person of Indian origin who has migrated from Pakistan, Burma, Shri Lanka and East African Countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar) @ "Zambia, Malawai, Zaire and Ethiopia," with the intention of permanently settling in India:

Provided that a candidate belonging to categories (b), (c), (d) and (e), shall be a person in whose favour a certificate of eligibility has been issued by the Government of India.

A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or other recruiting authority and he may also provisionally be appointed subject to the necessary certificate being given to him by the Government.

*10A- + "Conditions of eligibility of persons migrated from other countries to India".- "Notwithstanding anything contained in these Rules, provisions regarding eligibility for recruitment to the Service with regard to nationality, age-limit and fee or other concessions to a person who may migrate from other countries to India with the intention of permanently settling in India, shall be regulated by such orders or instruction, as may be issued by the State Government from time to time and the same shall be regulated *mutatis mutandis* according to the instructions issued on the subject by the Government of India."

contd.....

Provided that a candidate belonging to categories (c), (d), (e) and (f) shall be a person in whose favour a certificate of eligibility has been given by the Government of India and if he belongs to category (f) the certificate of eligibility will be issued for a period of one year, after which such a candidate will be retained in service subject to his having acquired Indian citizenship.

A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or other recruiting authority as the case may be, and he may also provisionally be appointed subject to the necessary certificate being given to him by the Government."

vide Notification No. F. 7 (4) DOP (A-II)/76 dated 7.9.1976.

@ Inserted vide Notification No. F. 7 (4) DOP (A-II)/76 dated 4.6.1977.

* Added vide Notification No. F. 7(5) DPO (A-II)/76 dated 20.6.77

+ Heading of Rule '10A' added vide Notification No. F. 2 (4) DOP/A-II/79 dated 22.11.1984.

@ 11 Age:- A candidate for direct recruitment to a post enumerated in column 2 of the Schedule, must have attained the age of 20 years and must not have attained (i) the age of + "33 years" in the case of non-technical posts, and (ii) the age of 35 years in the case of technical posts on the first day of January next following the last date fixed for the receipt of applications:

Provided:

(1) that the upper age limit mentioned above, shall be relaxed by five years in the case of women candidates, the candidates belonging to the Scheduled Castes or the Scheduled Tribes, and political sufferers, and

@ Substituted for,

11. Age- A candidate for direct recruitment must have attained the age of 20 years and must not have attained the age of 27 years on the first day of January of the year following the last date fixed for receipt of applications:

Provided:-

(1) that the upper age limit for a candidate of a Scheduled Caste or a Scheduled Tribe shall be 32 years;

(2) that in the case of a person employed in connection with the affairs of the State of Rajasthan or who held in a substantive capacity, a permanent post in one of the covenanting States or had a lien on such a post or would have held a lien, if it had not been suspended, the upper age limit shall be 32 years or 37 years if he is a member of a Scheduled Caste or a Scheduled Tribe.

(3) that the upper age limit for direct recruitment on the post of Director or Joint Director shall be relaxable up to 40 years.

(4) that the upper age limit for Jagirdars including Jagirdars' sons who did not have any sub-jagir for their subsistence shall be 40 years. This relaxation shall remain in force upto 31st December, 1961 only.

(5) that the upper age limit for women candidates shall be raised by 5 years.

(6) "Provided that the upper age limit for the reservists, namely the Defence Service Personnel transferred to the reserve, shall be 50 years."

(7) "that the upper age limit for the Political Sufferers shall be 40 years till the 31st December, 1964."

Explanation:- The expression "Political Sufferer" for the purposes of this rule shall have the meaning assigned to it under clause (ii) of rule 2 of the Rajasthan Political Sufferers Aid Rules, 1959, published in part IV (C) of Rajasthan Gazette, dated 18th June, 1959.

(8) Persons appointed temporarily shall be deemed to be within the age limit, had they been within the age limit when they were initially appointed even though they have crossed the age limit when they appear finally before the Commission and shall be allowed upto two chances had they been eligible as such at the time of their initial appointment.

vide Notification No. F. 22 (iv) (155) Inds (A)/S7 dated 10.2.1967.

+ Substituted for the expression ""31 years" vide Notification No. F. 7 (2) DOP/A-II/84 dated 20.3.90 w.e.f. 25.1.90

** Substituted for the expression "28 years" vide Notification No. F. 7 (2) DOP/A-II/84 dated 25.2.1985 w.e.f. 28.9.84.

(2) that in the case of a person employed in connection with the affairs of the State of Rajasthan or who held, in a substantive capacity, a permanent post in one of the covenanting States or had a lien on such a post or would have held a lien if it had not been suspended, the upper age limit for the period ending 30.6.67 shall be 45 years.

%% (3) "That the upper age limit mentioned above shall be relaxable by period equal to the service rendered in the N.C.C. in the case of Cadet Instructors and if the resultant age does not exceed the prescribed maximum age limit by more than three years, they shall be deemed to be within the prescribed age limit."

% (4) "Notwithstanding anything contained contrary in these Rules in the case of persons serving in connection with the affairs of the State in substantive capacity, the upper age limit shall be 40 years for direct recruitment to posts filled in by competitive examinations or in case of posts filled in through the Commission by interview. This relaxation shall not apply to urgent temporary appointment.

@ (5) that the upper age-limit mentioned above shall not apply in the case of an ex-prisoner who had served under the Government on a substantive basis on any post before his conviction and was eligible for appointment under the Rules;

@ (6) that in the case of other ex-prisoner, the upper age-limit mentioned above shall be relaxed by a period equal to the term of imprisonment served by him provided he was not overage before his conviction and was eligible for appointment under the Rules."

+ (7) "that the Released Emergency Commissioned Officers and Short Service Commissioned Officers after release from the Army shall be deemed to be within the age limit even though they have crossed the age limit when they appear before the Commission had they been eligible as such at the time of their joining the Commission in the Army.

+ + (8) "that there shall be no age limit in the case of widows and divorce women.

Explanation:- That in the case of widow, she will have to furnish a certificate of death of her husband from the Competent Authority

%% Inserted vide Notification No. F. 7 (2) DOP (AII)/66 dated 11.4.1967.

* Inserted vide Notification No. F. 7 (2) DOP (AII)/74 dated 31.12.1974.

** Inserted vide Notification No. F. 7 (2) DOP (AII)/74 dated 18.4.1975. Effective from 28.8.1961.

+ Inserted vide Notification No. F. 7 (2) DOP (AII)/75, dated 20.9.1975.

+ + Proviso (B) added vide Notification No. F. 7 (2) DOP/A-II/84 dated 18.12.1984

and in case of divorcee she will have to furnish the proof of divorcee."

12. Academic and technical qualifications and experience:-
(1) Candidates for direct recruitment must possess the minimum qualification and experience prescribed in column 5 of the Schedule.

⊗ (2) "Working knowledge of Hindi written in Devnagri script and knowledge of Rajasthan culture."

13. Character:- The character of a candidate for direct recruitment must be such as to qualify him for employment in the Service. He must, unless already serving in a substantive capacity in connection with the affairs of the State, produce a certificate of good character from the Principal Academic Officer of the University or College in which he was last educated and two such certificates written not more than six months prior to the date of application from two responsible persons not connected with his College or University and not related to him.

Note:- (1) A conviction by a Court of Law need not of itself involve the refusal of a certificate of good character. The circumstances of the conviction should be taken into account and if they involve no moral turpitude or association with crimes of violence or with a movement which has as its object the overthrow by violent means of Government as by law established, the mere conviction need not be regarded as a disqualification.

+ "Note 2.- Ex-prisoners who by their disciplined life while in prison and by their subsequent good conduct have proved to be completely reformed should not be discriminated against on grounds of the previous conviction for purposes of employment in the Service. Those who are convicted to offences not involving moral turpitude shall be deemed to have been completely reformed on the production of a report to that effect from the Superintendent, After Care Home or if there are no such homes in a particular district, from the Superintendent of Police of that district. Those convicted of offences involving moral turpitude shall be required to produce a certificate from the Superintendent, After Care Home endorsed by the Inspector General of Prisons to the effect that they are suitable for employment as they have proved to be completely reformed by their disciplined life while in prison and by their subsequent good conduct in an After care Home."

⊗ Sub rule (2) of rule 12 substituted for:-

(2) Candidates for all posts shall also possess a working knowledge of Hindi written in Devnagri Script and of Rajasthan dialects.

vide Notification No. F. 5 (1) DOP/A-II/77 dated 30th January 1984.

+ Inserted vide Notification No. F. 1 (4) Appts (A-II)/60, dated 28.6.1961.

***14. Physical Fitness:-** A candidate for direct recruitment to the Service must be in good mental or bodily health and free from any mental or physical defect likely to interfere with the efficient performance of his duties as a member of Service and if selected must produce a certificate to that effect from a Medical Authority notified by the Government for the purpose. The Appointing Authority may dispense with production of such certificate in the case of candidate promoted in the regular line of promotion or who is already serving in connection with the affairs of the state if he has already been medically examined for the previous appointment and the essential standards of medical examination of the two posts held by him are to be comparable for efficient performance of duties of the new post and his age has not reduced his efficiency for the purpose."

@ 14 A.-"Employment of irregular or improper means:- A candidate who is or has been declared by the Commission/ Appointing Authority guilty of impersonation or of submitting fabricated documents, which have been tampered with or of making statements, which are incorrect or false or of suppressing material information or using or attempting to use unfair means in the examination or interview or otherwise resorting to any other irregular or improper means for obtaining admission to the examination or appearance at any interview, shall, in addition to rendering himself liable to criminal prosecution, be debarred either permanently or for a specified period:-

(a) by the Commission/Appointing Authority from admission to any examination or appearance at any interview held by the Commission/ Appointing Authority for selection of candidates, and

(b) by the Government from employment under the Government."

15. Canvassing:- No recommendation for recruitment either written or oral other than that required under the rules, shall be taken into consideration. Any attempt on the part of a candidate to enlist support directly or indirectly for his candidature by other means shall disqualify him for recruitment.

* Substituted for:-

"14. Physical fitness:- A candidate for direct recruitment must be of sound health, good physique and active habits and free from organic defect or bodily infirmity, and shall, if recommended by the Commission for selection under rule 20 be required to undergo a medical examination by a Medical Board constituted by Government from time to time for the purpose. In conducting the medical examination, the Medical Board shall be guided by such instructions as Government may, from time to time, issue in respect of candidates to be appointed to Rajasthan Industries Service by direct recruitment, vide Notification No. F. 7 (2) DOP (A-II)/74 dated 5.7.1974.

@ Inserted vide Notification No. F. 1 (33) Appts (AII)/63 dated 26.8.1965.

PART IV-

Procedure for Direct Recruitment.

✓ 16.- **Inviting of applications:-** On requisition for direct recruitment to the Service having been made by the Government to the Commission, applications for direct recruitment to the Service shall be invited by the Commission by advertising the vacancies to be so filled in the Rajasthan Gazette + "or" in such other manner as they deem fit:

Provided that while selecting candidates for the vacancies so advertised, the Commission may, (i) if intimation of additional requirement is sent to the Commission before the selection and (ii) if suitable persons are available, keep on their reserve list more candidates whose number shall not exceed 50% of the advertised vacancies.

* The names of such candidates may, on requisition, be recommended in the order of merit to the Appointing Authority within six months from the date on which the original list is forwarded to the Appointing Authority."

%%17.- **Form of Application:-** The application shall be made in the form prescribed by the Commission and obtainable from the Secretary to the Commission on payment of such fee as the Commission, may from time to time, prescribe."

£ 18.- **Application fee:-** A candidate for direct recruitment to a post in the Service must pay the fees fixed by the Commission in such manner as may be indicated by them.

19.- **Scrutiny of applications:-** The Commission shall scrutinise the applications received by them and require as many candidates qualified for appointment under these Rules as seem to them desirable to appear before them for interview.

+ Substituted for the words "and" vide Notification No. F. 9 (24) DOP (A-II)/72 dated 4.6.1973

* Substituted for the words "The names of such candidates may be recommended on requisition to the Appointing Authorities within six months from the date of interview." vide Notification No. F. 1 (27) DOP (A-II)/69, dated 13.12.1973

%% Substituted for

£ 17.- **Form of application:-** The applications shall be made in the form prescribed by the Commission and obtainable from the Secretary to the Commission on payment of such fee as the Commission may, from time to time, prescribe," vide Notification No. F. 7 (2) DOP (A-II)/73, dated 5.11.1973.

£ Substituted for

* 18.- **Application fee:-** A candidate for direct recruitment to the Service must pay to the Commission or the Director, in such manner as may be prescribed by the Commission or the Director from time to time, an application fee of Rs. 15/- or Rs. 8/- if he is a member of a Scheduled Caste or a Scheduled Tribe," vide Notification No. F. 22 (IV) (155) Inds (A)/57, dated 10.2.1967

20.- **Recommendation of the Commission:-** The Commission shall prepare a list of the candidates whom they consider suitable for appointment to the Service arranged in order of @ "Merit" and forward the same to the Government:

@@ "Provided that for the posts which are to be filled through Combined Competitive Examination under the Rajasthan State and Subordinate Services (Direct Recruitment by Combined Competitive Examinations) Rules, 1962, the Commission may, on requisition, recommend, in the order of merit, further names in addition to the advertised vacancies against additional vacancies intimated to them by the Government or the Appointing Authority, as the case may be, before the final result of the Combined Competitive Examination is declared by the Commission."

+ 20A.- **Disqualification for appointment:-** (1) No male candidate who has more than one wife living shall be eligible for appointment to the Service unless Government after being satisfied that there are special grounds for doing so, exempt any candidate from the operation of this rule.

(2) No female candidate who is married to a person having already a wife living shall be eligible for appointment to the Service unless Government after being satisfied that there are special grounds for doing so, exempt any female candidate from the operation of this rule.

* (3) Deleted

%(4) No married candidate shall be eligible for appointment to the Service if he/she had at the time of his/her marriage accepted any dowry;

@ Substituted for the words "Preference" vide Notification No. F. 22 (IV) (155) Inds (A)/57, dated 10.2.1967.

@@ Substituted for- "Provided that the Commission, to the extent of 50% of the advertised vacancies keep names of suitable candidates on the reserve list. The names of such candidates may, on requisition, be recommended in the order of merit to the Government within six months from the date on which the original list is forwarded by the Commission to the Government" vide Notification No. F. 5 (7) (DOP (A-II)/76, date 24.12.1976. Effective from the date of publication in the Gazette.

+ Inserted vide Notification No. F. 7 (3) DOP (A-II)/76, dated 21.5.1976.

* Deleted sub rule (3)...

(3) No candidate male or female who has more than three children shall be eligible for appointment to the Service unless one of the spouses has undergone sterilization or in the case of a female candidate, she is above 45 years of age.

Provided that any married candidate, male or female, who had no child for the last 10 years shall be exempted from the operation of this sub-rule.

Explanation:- (i) For the purpose of this sub-rule a child shall include an adopted child or a step-child; and

(ii) For claiming exemption under the proviso to this sub-rule, the candidate shall have to produce a certificate either from a Registered Medical Practitioner or swear an affidavit to the effect that the age of his or her youngest child is not less than 10 years," vide Notification No. F. 7 (3) DOP (A-II)/76 dated 15.2.1977.

%(Inserted vide Notification No. F. 15 (9) DOP (A-II)/74 dated 5.1.1977.

Explanation:- For the purpose of this rule, dowry has the same meaning as in the Dowry Prohibition Act, 1961 (Central Act, 28 of 1961)".

21.- Selection by Government :- Subject to the provisions of rule 8 and 8A, the Government shall select the candidates who stand highest in order of merit in the list prepared by the Commission under rule 20, provided that it is satisfied after such inquiry as may be considered necessary, that such candidates are suitable in all other respects for appointment to the Service.

PART V.-

Procedure for recruitment by promotion

22.- Criteria for selection :- (1) For purposes of recruitment by promotion a selection on the basis of seniority-cum-merit shall be made from amongst all the officers who are eligible for promotion to the next higher category as shown in column 6 of the Schedule I subject to their possessing the qualifications and experience specified in column 7 and 8 of the Schedule I.

(2) + (Deleted)

f Explanation:- In case direct recruitment to a post has been made earlier than regular selection for promotion in a particular year, such of the persons, who are or were eligible for appointment to that post by both the methods of recruitment and have been appointed by direct recruitment first, shall also be considered for promotion."

@22 A.- No officer shall be considered for promotion unless he is substantively appointed and confirmed on the next lower posts. If no officer substantive in next lower post is eligible for promotion, officers who have been appointed on such post on officiating basis after selection in accordance with one of the methods of recruitment or under any Service Rules promulgated under proviso to Article 309 of the Constitution of India may be considered for promotion on officiating basis only in the order of seniority in which they would have been had they been substantive on the said lower post."

+ Deleted sub-rule (2)..

"(2) In selecting candidates for promotion regard shall be had to their-

(a) Technical qualifications, knowledge and experience.

(b) Fact, energy and intelligence

(c) Integrity, and

(d) Previous record of Service vide Notification No. F. 1 (6) Appris (D)/60

dated 14.12.1965.

† Added vide Notification No. F. 7 (1) DOP (A-II)/75 dated 20.9.1975. Effective from the date of publication in the Rajpatra.

⊕ Inserted vide Notification No. 7 (1) DOP (A-II)/74 dated 5.7.1974.

§ Inserted vide Notification No. F.3(2) DOP/A-II/93 dated 24-5-1994 w.e.f. 28.9.1993.

@ 23. Procedure for selection:- (1) As soon as it is decided that a certain number of posts shall be filled in by promotion, the Secretary to Government in the Industries Department shall prepare a correct and complete list containing names not exceeding five times the number of vacancies, out of the senior most members of the Service who are qualified under the rules for promotion to the class of posts concerned.

+ "Provided that subject to any predetermined seniority of persons on posts filled in by promotion, the seniority inter se of the persons holding the posts mentioned in column No. 5 of the Schedule to these Rules, for the purpose of promotion shall be determined on the basis of length of continuous officiation followed by regular selection on the post from which promotion is to be made."

(2) (a) A Committee consisting of the Chairman of the Commission or when the Chairman is unable to attend, any member thereof nominated by him, the Special Secretary to the Government in the "Department of Personnel," the Secretary to the Government in the Industries Department + + or the Special Secretary concerned

⊕ Substituted for - "23. Procedure for selection:- (1) (a) As soon as it is decided that a certain number of vacancies in categories III and IV of the Service shown in column 2 of Schedule I are to be filled by promotion, the Director shall prepare a list of all the Officers who are eligible for promotion as shown in the Schedule I not exceeding 5 times of the number of vacancies and shall forward it to Government, Industries Department together with the Confidential Rolls, the Personal Files and statement of particulars in triplicate in the form given in Schedule II of each candidate included in the list.

(b) A Committee consisting of Chairman of the Commission or a member nominated by him as Chairman, Secretary, Industries and the Director shall consider the cases of all the candidates included in the list interviewing such of them as they consider necessary, and shall select a number of candidates considered suitable up to twice the number of vacancies. This list, after approval by Government, shall be forwarded to Commission together with Service Rolls etc. of persons mentioned in the list as well as of those superseded, if any.

(c) The names of the candidates whom the Commission considers to be suitable shall be forwarded to Government, for selection and shall be arranged in "order of Seniority."

(2) (a) Where vacancies in categories I and B of the Service shown in column 2 of the Schedule I (Senior posts) are to be filled up by promotion, the list of all the persons eligible for promotion equal to twice the number of vacancies shall be prepared by the Committee mentioned at 23 (i) (b) which shall scrutinize the records of all the persons included in the list, interview such of them as they consider necessary and select candidates considered suitable, upto twice the number of vacancies arranging the names in order of seniority.

(b) The list alongwith all the relevant record of the candidates selected as also of those superseded, if any, shall be sent to Government, vide Notification No. F. 23 (iv) (155) Inds (A)/57 dated 10.2.1967.

+ Proviso added vide Notification No. F. 1 (13) DOP/A-II/79 dated 30.4.1980 w.e.f. 1.4.1980

* Substituted for the words "Appointment Department" vide Notification No. 1 (10) DOP (A-II)/72 dated 16.2.1973. Effective from 17.7.1973.

+ + Inserted vide Notification No. F. 7 (9) DOP (A-II)/74 dated 15.10.1974.

nominated by him and the Director as Member-Secretary shall consider the cases of all the persons included in the list, interviewing such of them as they may deem necessary, and shall prepare a list containing names of suitable candidates upto twice the number of such posts as are indicated in sub-rule (1).

The Committee may co-opt the senior most Jt. Director from among the members of the Service or a suitable expert from outside to assist the Committee for selection of candidates for such posts as are to be filled in by promotion.

(b) The Chairman or the Member of the Commission shall preside at all meetings of the Committee at which he is present.

+ "Provided that in case any Member or Member-Secretary, as the case may be, constituting the Committee has not been appointed to the post concerned, the officer holding charge of the post for the time being shall be the Member or Member-Secretary, as the case may be, of the Committee."

(3) (a) The Committee shall prepare separate list containing names of persons who may be selected to fill officiating vacancies already existing or are likely to occur till the next meeting of the Committee; the list so prepared shall be reviewed and revised every year;

(b) The list shall ordinarily be in force until it is reviewed or revised in accordance with clause (a) of sub-rule (3).

(4) The names of the candidates selected as suitable, shall be arranged in order of seniority.

(5) The lists prepared by the Committee shall be sent to the Government together with the confidential reports and personal files of the candidates included in them as also of those superseded, if any.

(6) The lists shall then be forwarded by the Government to the Commission alongwith:-

(a) Confidential Reports and Personal Files of all officers whose names are included in the lists (b) Confidential Reports and Personal Files of all officers who are proposed to be superseded by the recommendations made by the Committee.

(7) The Commission shall consider the lists prepared by the Committee along with other documents received from Government and unless they consider any changes necessary shall approve the lists and if the Commission consider it necessary to make any changes in the lists received from Government, the Commission shall inform Government of the changes proposed and after taking into account to comments, if any, of the Commission, the Appointing Authority may approve the lists finally with such modifications as may, in their opinion be just and proper.

* Provide added vide Notification No. P. 7(5) DOP/ A-II/78 dated 21.12.78 w.e.f. 23.1.78

+ 23 A.- Revised Criteria, Eligibility and Procedure for Promotion to Junior, Senior and other posts encadred in the Service :- (1) As soon as the Appointing Authority determines the number of vacancies under rule regarding determination of vacancies of these Rules and decides that a certain number of posts are required to be filled in by promotion, it shall, subject to provisions of sub-rule (9), prepare a correct and complete list of the senior-most persons who are eligible and qualified under these Rules for promotion on the basis of seniority cum-merit or on the basis of merit to the class of posts concerned.

(2) The persons enumerated in column 5 or the relevant column regarding "post from which promotion is to be made", as the case may be, of the relevant Schedule shall be eligible for promotion to posts specified against them in column 2 thereof to the extent indicated in column 3 subject to their possessing minimum qualifications and experience on the first day of the month of April of the year of selection as specified in column 6 or in the relevant column regarding "minimum qualification and experience for promotion", as the case may be.

+ Substituted for Rule 23-A :- Revised Criteria, Eligibility and Procedure for Promotion to Junior, Senior and other posts encadred in the Service.- (1) Selection for promotion in the regular line of promotion from the post not included in the Service to the lowest post or category of post in the Service shall be made strictly on the basis of merit.

(2) Subject to the provisions of sub-rule (4), selection for promotion from the lowest post or category of post in the Service to the next higher post or category of post in the Service and for all posts up to Scale No. 11, sanctioned under the Rajasthan Civil Services (New Pay Scales) Rules, 1969 or equivalent scales as may be declared by the Government from time to time, shall be made solely on the basis of seniority-cum-merit from amongst the persons who have passed the qualifying examination, if any, prescribed under these Rules, and have put in at least five years' service, unless a different period is prescribed elsewhere in these Rules, on the first day of the month of April of the year of selection on the post or category of post from which selection is to be made:

Provided that in the event of non-availability of the persons with the requisite period of Service of five years, the Committee may consider the persons having less than the prescribed period of service, if they fulfil the qualifications and other conditions for promotion prescribed elsewhere in these Rules, and are found otherwise suitable for promotion on the basis of seniority-cum-merit.

Provided further that in respect of posts included in the State Service in which the method of recruitment to the lowest post provides for appointment by promotion, and where such posts are required to be filled on the basis of seniority-cum-merit under this sub-rule, the Committee may select for promotion such persons of outstanding merit available within the zone of consideration, who may not be selected on the basis of seniority-cum-merit, to the extent of one-fourth of the number of vacancies to be filled in by promotion and if the number of vacancies exceeds one but is less than four, the

Committee may select one person on the basis of merit alone and if the vacancies are more than four and the calculation of the number of vacancies to be filled by merit alone according to the aforesaid basis results in a fraction, the Committee may select one more person against a fraction of half or more. On being so selected, for the purpose of determination of seniority, such persons shall be deemed to have been selected on the basis of seniority-cum-merit.

(3) Selection for promotion to all other higher posts or higher categories of posts in the Service shall be made on the basis of merit alone.

(4) Selection for promotion to the highest post or highest category of post in the Service shall always be made on the basis of merit alone.

(5) The persons having been selected and appointed by promotion to a post or category of post on the basis of merit, shall be eligible for promotion to the next higher post or category of post, which is to be filled in by merit, only when they have put in after regular selection at least five years' service, unless a higher period of service is prescribed elsewhere in these Rules, on the first day on the month of April of the year of selection on the post or category of post from which selection is to be made.

Provided that the condition of five years' service shall not be applicable to a person, if any person junior to him is eligible for consideration for promotion on the basis of merit:

Provided further that in the event of non-availability of persons, equal to the number of vacancies to be filled in, eligible for promotion in the category of posts next lower from which promotion is made, the Committee may consider the persons having less than five years service if they are found otherwise suitable for promotion on the basis of merit alone.

Explanation.— If any doubt arises about the categorisation of the post as the lowest, next higher or highest post in the Service, the matter shall be referred to the Government in the Department of Personnel and Administrative Reforms whose decision thereon shall be final.

(6) The zone of eligibility for promotion shall be five times the number of vacancies to be filled in on the basis of seniority-cum-merit or merit as the case may be:

Provided that in case of non-availability of sufficient number of suitable persons for selection on the basis of merit, the Committee may at its discretion consider persons of outstanding merit outside the zone of eligibility but falling within six times the number of vacancies to be filled in on the basis of merit.

(7) Except as otherwise expressly provided in this rule, the conditions of eligibility for promotion, constitution of the Committee and procedure for selection shall be the same as prescribed elsewhere in these Rules.

(8) The Committee shall consider the cases of all the senior most persons who are eligible and qualified for promotion to the class of posts concerned under these Rules, interviewing such of them as it may deem necessary and shall prepare a list containing names of the suitable persons equal to the number of existing vacancies and the vacancies anticipated to occur during the next twelve months after the determination of vacancies. The Committee shall also prepare a separate list containing names of persons equal to 50% of the persons selected in the aforesaid list or select one more person if the number of vacancies is one only, who may be considered suitable to fill temporary or permanent vacancies, which may occur till the next meeting of the Committee, on a temporary or officiating basis and the list so prepared shall be renewed and revised every year and shall remain in force until it is so reviewed or revised. The lists so prepared on the basis of merit shall be arranged in order of preference and the list prepared on the basis of seniority-cum-merit shall be arranged in order of seniority on the category of post from which selection has been made. Such lists shall be sent to the concerned Appointing Authority together with the Annual Confidential Rolls and Personal Files of all the candidates included in them as also of those not selected, if any.

§“(3) No person shall be considered for first promotion in the Service unless he is substantively appointed and confirmed on the lowest post in the Service. After first promotion in the Service, for subsequent promotions to higher posts in the Service, a person shall be eligible if he has been appointed to such post from which promotion is to be made after selection in accordance with one of the methods of recruitment under any Service Rules promulgated under proviso to Article 309 of the Constitution of India.”

Explanation.— The list of preference shall classify the officers in order as 'outstanding', 'very good' and 'good' on the basis of merit. In each class the officers shall maintain their inter-se seniority of the next below grade.

(9) Where consultation with the Commission is necessary, the lists prepared by the Committee shall be forwarded to the Commission by the Appointing Authority along with the Personal Files and Annual Confidential Rolls of all the persons whose names have been considered by the Committee.

(10) The Commission shall consider the lists prepared by the Committee along with other relevant documents received from the Appointing Authority, and unless any change is considered necessary, shall approve the lists. In case the Commission consider it necessary to make any change in the list received from the Appointing Authority, it shall inform the Appointing Authority of the changes proposed by it. After taking into account the comments of the Commission, if any, the Appointing Authority may approve the lists finally with such modifications, as may, in its opinion, be just and proper and when the Appointing Authority is an authority subordinate to the Government, the list approved by the Commission should be disturbed only with the approval of the Government.

(11) Appointments shall be made by the Appointing Authority taking persons out of the lists finally approved under the preceding sub-rule (10) in the order in which they have been placed in the lists, till such lists are exhausted or reviewed and revised, as the case may be.

(11-A) Government may issue instructions for provisionally dealing with promotions, appointments or other ancillary matters in an equitable and fair manner of persons or who may be under suspension, or against whom departmental proceeding is under progress at the time promotions are considered to a post to which they are eligible or would have been eligible but for such suspension or pendency of such enquiry or proceedings.

(12) The provisions of this rule shall have effect notwithstanding anything to the contrary contained in any provision of these Rules, vide Notification No. F. 7(10) DOP/(A-II)/77, dated 7-3-1978, come into force from the date of publication in the Rajasthan Raj-Patra.

§ Substituted for:—“(3) No person shall be considered for promotion unless he is substantively appointed and confirmed. If no person substantive in the next lower post is eligible for promotion, persons who have been appointed on such posts on officiating basis after selection in accordance with one of the methods of recruitment or under any Service Rules promulgated under proviso to Article 309 of the Constitution of India, may be considered for promotion on officiating basis only in the order of seniority in which they would have, had they been substantive on the said lower post.”

vide Notification No. F. 7 (8) DOP/A-II/78, dated 20-7-1979.

+ "Provided that for first promotion in the Service if number of persons substantively appointed and confirmed on the lowest post, equal to the number of vacancies, are not available then persons who have been appointed to the lowest post in the Service after selection in accordance with one of the methods of recruitment prescribed under these Rules, shall also be eligible if they fulfil other conditions of eligibility."

Explanation :- In case direct recruitment to a post has been made earlier than regular selection by promotion in a particular year, such of the persons who are or were eligible for appointment to that post by both the methods of recruitment and have been appointed by direct recruitment first, shall also be considered for promotion.

(4) Selection for promotion in the regular line of promotion from the post/posts not included in Service to the lowest post or category of post in the Service shall be made strictly on the basis of merit and on the basis of seniority-cum-merit in the proportion of 50:50.

Provided that if the Committee is satisfied that suitable persons are not available for selection by promotion strictly on the basis of merit in a particular year, selection by promotion on the basis of seniority-cum-merit may be made in the same manner as specified in these Rules.

(5) Subject to the provisions of sub-rule (7), selection for promotion from the lowest post or category of post in the State Service to the next higher post or category of post in the State Service and for all posts in the Subordinate Service and in the Ministerial Services shall be made strictly on the basis of seniority-cum-merit from amongst the persons who have passed the qualifying examination, if any, prescribed under these Rules, and have put in at least five years' service, unless a different period is prescribed elsewhere in these Rules, on the first day of the month of April of the year of selection on the post or category of post from which selection is to be made.

Provided that in the event of non-availability of the persons with the requisite period of Service of five years, the Committee may consider the persons having less than the prescribed period of service, if they fulfil the qualifications and other conditions for promotion prescribed elsewhere in these Rules, and are found otherwise suitable for promotion on the basis of seniority-cum-merit.

(6) Selection for promotion to all other higher posts or higher categories of posts in the State Service shall be made on the basis of merit and on the basis on seniority-cum-merit in the proportion of 50:50.

+ Added vide Notification No. F. 7 (8) DOP/A-II/78, dated 13-5-1980.

Provided that if the Committee is satisfied that suitable persons are not available for selection by promotion strictly on the basis of merit in a particular year, selection by promotion on the basis of seniority-cum-merit may be made in the same manner as specified in these Rules.

+ "**Explanation :** If in a Service, in any category of post, number of posts available for promotion is an odd number then for purpose of determining the vacancies for selection by promotion on the basis of seniority-cum-merit and merit in the proportion of 50:50, the following cyclic order shall be followed :

The first vacancy by seniority-cum-merit;
The subsequent vacancy by merit;
The cycle to be repeated."

%(7) Selection for promotion to the highest posts or highest categories of posts in the State Service shall always be made on the basis of merit alone.

Provided that -

(a) in a Service or Groups or Sections thereunder, where there are only two scales e.g. junior scale or senior scale and there is only one promotion then promotions shall be made on the basis of seniority-cum-merit alone;

(b) in a Service or Groups or Sections thereunder, where there are three scales e.g. junior scale, senior scale and selection scale and there are two promotions then promotion shall be as under :-

(i) first promotion on the basis of seniority-cum-merit;

(ii) second promotion on the basis of seniority-cum-merit and merit in the proportion of 50:50.

(c) in Services or Groups or Sections thereunder, where there are more than two promotions then first promotion shall be made on the basis of seniority-cum-merit alone and promotions to subsequent higher posts shall be made on the basis of seniority-cum-merit and merit in the proportion of 50 : 50 except to the highest post.

"Provided further that if the Committee is satisfied that suitable persons are not available for selection by promotion to highest post/posts strictly on the basis of merit in a particular year,

+ Explanation to sub-rule (6) added vide Notification No. F. 7(10) DOP/A-II/77 dated 17-8-78 w.e.f. 12-5-1978.

☞ Substituted for

(7) - Selection for promotion to the highest post or highest categories of posts in the State Service shall always be made on the basis of merit alone." vide Notification No. F. 7(10) DOP(A-II)/77, dated 12-5-1978.

☞ Proviso to sub-rule (7) added vide Notification No. F. 7 (10) DOP/A-II dated 31-3-1980

selection by promotion to highest post/posts on the basis of seniority-cum-merit may be made in the same manner as specified in these Rules."

@(8) Deleted.

Explanation :- If any doubt arises about the categorisation of the post as the lowest, next higher or highest post in the Service, the matter shall be referred to the Government in the Department of Personnel and Administrative Reforms whose decision thereon shall be final.

+ + (9) "The Zone of consideration of persons eligible for promotion shall be as under :-

@ Sub-rule (8) deleted :- (8) The persons having been selected and appointed by promotion to a post or category of post on the basis of merit, shall be eligible for promotion to the next higher post or category of post, which is to be filled in by merit, only when they have put in after regular selection, at least five years' service, unless a higher period of service is prescribed elsewhere in these Rules, on the first day of the month of April of the year of selection on the post or category of post from which selection is to be made :

Provided that the condition of five years' service shall not be applicable to a person if any person junior to him is eligible for consideration for promotion on the basis of merit :

Provided further that in the event of non-availability of persons, equal to the number of vacancies to be filled in, eligible for promotion in the category of posts next lower from which promotion is made, the Committee may consider the persons having less than five years' service if they are found otherwise suitable for promotion on the basis of merit alone.

vide Notification No.F. 7(6) DOP/A-II/75, dated 15-7-1992.

+ + Sub-rule (9) substituted for :-

"(9) The zone of consideration of persons eligible for promotion shall be as under :-

(i) The zone of eligibility for promotion shall be five times the number of vacancies to be filled in on the basis of seniority-cum-merit or merit or by both, as the case may be."

(ii) For the highest post in a service :

(a) if promotion is from one categories of post eligible person upto five in number shall be considered for promotion;

(b) if promotion is from different categories of posts in the same pay scale, eligible persons upto two in number from each category of posts in the same pay scale shall be considered for promotion;

(c) if promotion is from different categories of posts carrying different pay scales, eligible persons in the higher pay scale shall be considered for promotion first and if no suitable person is available for promotion on the basis of merit in the higher pay scale then only the eligible persons of other categories of posts in lower pay scales shall be considered for promotion and so on so forth. The zone of consideration for eligibility in this case shall be limited to five senior-most eligible persons in all.

vide Notification No. F. 7 (1) DOP/A-II/81, dated 6-7-1983 + w.e.f. 1-4-1984.

+ Added vide Notification No. F.7(1) DOP/A-11/81 dated 10-5-1984.

£ Clause (i) of sub-rule (9) of Rule 23-A subd. for :- contd.....

(i) Number of Vacancies	Number of eligible persons to be considered.
(a) for one vacancy	Five eligible persons.
(b) for two vacancies	Eight eligible persons.
(c) for three vacancies	Ten eligible persons.
(d) for four or more vacancies.	Three times the number of vacancies.

(ii) Where, the number of eligible persons for promotion to higher post is less than the number specified above, all the persons so eligible shall be considered.

(iii) Where, adequate number of the candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the cases may be, are not available within the zone of consideration specified above, the zone of consideration may be extended to five times the number of vacancies and the candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the case may be (and not any other) coming within the extended zone of consideration shall also be considered against the vacancies reserved for them.

(iv) For the highest post in a State Service :-

(a) if promotion is from one category of post, eligible persons upto five in number shall be considered for promotion;

(b) if promotion is from different categories of the post in the same pay scale, eligible persons up to two in number from each category of posts in the same pay scale shall be considered for promotion;

(c) if promotion is from different categories of posts carrying different pay scales, eligible persons in the higher pay scale shall be considered for promotion first and if no suitable person is available for promotion on the basis of merit in the higher pay scale then only the eligible persons of other categories of posts in lower pay scales shall be considered for promotion and so on and so forth. The zone of consideration for eligibility in this case shall be limited to five senior most eligible persons in all."

(10) Except as otherwise expressly provided in this rule, the conditions of eligibility for promotion, constitution of the Committee and procedure for selection shall be the same as prescribed elsewhere in these Rules.

contd.....	Number of eligible persons to be considered.
(i) Number of Vacancies.	
(a) 1 to 5 vacancies	4 times of the number of vacancies.
(b) 6 to 10 vacancies .	3 times, but at least 20 eligible persons to be considered.
(c) Above 10 vacancies	2 times, but atleast 30 eligible persons to be considered.

vide Notification No. F. 7 (1) DOP/A-II/81, dated 29-1-81.

+ "(11) (a) The Committee shall consider the cases of all the senior most persons who are eligible and qualified for promotion to the class of posts concerned under these Rules and shall prepare a list containing names of the persons found suitable on the basis of seniority-cum-merit and/ or on the basis of merit, as the case may be, as per the criteria for promotion laid down in these Rules, equal to the number of vacancies determined under rule relating to "Determination of vacancies" of these Rules. The list so prepared on the basis of seniority-cum-merit and/or on the basis of merit, as the case may be, shall be arranged in the order of seniority on the category of posts from which selection is made.

(b) The Committee shall also prepare a separate list on the basis of seniority-cum-merit and/or on the basis of merit, as the case may be, as per the criteria for promotion laid down in the rules, containing names of persons equal to the number of persons selected in the list prepared under (a) above to fill temporary or permanent vacancies, which may occur subsequently. The list so prepared on the basis of seniority-cum-merit and/or on the basis of merit shall be arranged in the order of the seniority in the category of posts from which selection shall be made. Such a list shall be reviewed and revised by the Departmental Promotion Committee that meets in the subsequent year and that such list shall remain in force till the end of the last day of the next year or till the Departmental Promotion Committee meets, whichever is earlier.

(c) such list shall be sent to the Appointing Authority together with Annual Confidential Reports/Annual Performance Appraisal

+ Sub rule (11) subtd for :-

"(11) The Committee shall consider the cases of all the senior most persons who are eligible and qualified for promotion to the class of posts concerned under these Rules, % "interviewing such of them as they may deem necessary" and shall prepare a list containing names of the suitable persons equal to the number of existing vacancies and the vacancies anticipated to occur during the next twelve months after the determination of vacancies. The Committee shall also prepare a separate list containing the names of persons equal to 50% of the persons selected in the aforesaid list or select one more person if the number of vacancies is one only, who may be considered suitable to fill temporary or permanent vacancies, which may occur till the next meeting of the Committee, on a temporary or officiating basis and the list so prepared shall be reviewed and revised every year and shall remain in force until it is so reviewed and revised. The lists so prepared on the basis of merit and on the basis of seniority-cum-merit shall be arranged in the order of seniority on the category of post from which selection is to be made. Such lists shall be sent to the concerned Appointing Authority together with the Annual Confidential Rolls and Personal Files of all the candidates included in them as also those not selected, if any. vide Notification No. F. 7 (2) DOP/A-II/81, dated 19-2-1982 w.e.f. 1-4-1981.

% Inserted vide Notification No. F. 11 (1) DOP/A-II/77, dated 20-3-80.

Reports and other Service Records of all the candidates included in the lists as also of those not selected, if any."

+ **Explanation** :- For the purpose of selection for promotion on the basis of merit no person shall be selected if he does not have "Outstanding" or "Very Good" record in at least five out of the 7 years preceding the year for which D.P.C. is held."

% "(11-A) If in any subsequent year, after promulgation of these Rules, vacancies relating to any earlier year are determined under sub-rule (2) of rule relating to determination of vacancies which were required to be filled by promotion, the Departmental Promotion Committee shall consider the cases of all such persons who would have been eligible in the year to which the vacancies relate irrespective of the year in which the meeting of the Departmental Promotion Committee is held and such promotions shall be governed by the criteria and procedure for promotion as was applicable in the particular year to which the vacancies relate, and the service/experience of an incumbent who has been so promoted, for promotion to higher post for any period during which he has not actually performed the duties of the

+ Substituted for :-

@ **Explanation** :- For purpose of selection for promotion on the basis of merit, officers with "Outstanding" or consistently "Very-Good" record shall only be selected and their names arranged in the order of seniority."

vide Notification No. F. 7(10) DOP/A-II/77 dated 30-11-91.

@ Substituted for :-

Explanation :- For the purpose of selection on the basis of merit, the list of officers graded as 'Outstanding' and 'Very Good' shall be classified in the First category in the order of seniority, the officers graded as 'Good' shall be classified in the Second category in the order of seniority and the officers graded as 'Average' and 'Not Selected' shall be classified in the Third category. The officers graded and classified in the second category list shall be placed below the officers graded and classified in the first category list and such officers shall be appointed from this category only if the officers graded and classified in the first category list is exhausted otherwise they shall not be appointed to the Service by promotion. The officers graded and classified in the third category list shall be considered for appointment by promotion.

vide Notification No. F 7(10) DOP/A-II/77 dated 11-4-1979.

% Sub rule (11-A) subtd. for :-

£ "(11-A) If in any subsequent year, after promulgation of these Rules, vacancies relating to any earlier year are determined under sub-rule (3) of rule mentioned in column 3 of the Schedule which are required to be filled by promotion, the Departmental Promotion Committee shall consider the cases of all such persons who would have been eligible in the year to which the vacancies relate, irrespective of the year in which the meeting of the Departmental Promotion Committee is held and such promotions shall be governed by the rules in force at the time, the meeting of the Departmental Promotion Committee is held. The person who has been so promoted shall not be entitled to claim any arrears of pay or re-fixation of his pay or to count his service/experience for promotion to higher post for any period during which he has not actually performed the duties of the post to which he has been promoted."

vide Notification No. F. 5 (3) DOP/A-II/77, dated 18-8-1982.

£ Added vide Notification No. F. 5 (3) DOP/A-II/71, dated 6-10-1979.

post to which he would have been promoted, shall be counted. The pay of a person who has been so promoted shall be re-fixed at the pay which he would have derived at the time of his promotion but no arrears of pay shall be allowed to him."

§ (11-B) The Government or the Appointing Authority may order for the review of the proceedings of the D.P.C. held earlier on account of some mistake or error apparent on the face of record, or on account of a factual error substantially affecting the decision of the D.P.C. or for any other sufficient reasons e.g. change in seniority, wrong determination of vacancies, judgement/direction of any Court or Tribunal, or where adverse entries in the confidential reports of an individual are expunged or toned down or a punishment inflicted on him is set aside or reduced. The concurrence of the Department of Personnel and the Commission (where Commission is associated) shall always be obtained before holding the meeting of the review D.P.C."

(12) Where consultation with the Commission is necessary, the lists prepared by the Committee shall be forwarded to the Commission by the Appointing Authority alongwith the Personal Files and Annual Confidential Rolls of all the persons whose names have been considered by the Committee.

(13) The Commission shall consider the lists prepared by the Committee alongwith other relevant documents received from the Appointing Authority and, unless any change is considered necessary, shall approve the lists. In case the Commission consider it necessary to make any change in the lists received from the Appointing Authority, it shall inform the Appointing Authority of the changes proposed by it. After taking into account the comments of the Commission, if any, the Appointing Authority may approve the lists finally with such modifications, as may in its opinion, be just and proper and when the Appointing Authority is an authority subordinate to the Government, the lists approved by the Commission shall be disturbed only with the approval of the Government.

(14) Appointments shall be made by the Appointing Authority taking persons out of the lists finally approved under the preceding sub-rule (13) in the order in which they have been placed in the lists, till such lists are exhausted or reviewed and revised, as the case may be.

(15) The Government may issue instructions for provisionally dealing with promotions, appointments or other ancillary matters in an equitable and fair manner of persons who may be under suspension, or against whom departmental proceeding is under progress, at the time promotions are considered to a post to which they are eligible or would have been eligible but for such suspension or pendency of such enquiry or proceedings.

+ Added sub-rule (11-B) vide DOP Notification F. 7 (1) DOP/A-77/86 dated 14-6-88.

(16) The provisions of this rule shall have effect notwithstanding anything to the contrary contained in any provision of these Rules.

+ 23AA. "Restriction on Promotion of persons foregoing promotion:- In case a person on his appointment by promotion to the next higher post either on the basis of urgent temporary appointment or on regular basis on the recommendation of the Departmental Promotion Committee, forgoes such as appointment, he shall be considered again for appointment by promotion only after a period of one year both on the basis of urgent temporary appointment or on regular basis, on the recommendations of the Departmental Promotion Committee."

@ 23 B. Notwithstanding anything contained in rule specified in Column 3 of the Schedule, the Released Emergency Commissioned Officers or Short Service Commissioned Officers who have been appointed to the Service in accordance with the Rajasthan Civil Services (Recruitment of Released Emergency Commissioned Officers and Short Service Commissioned Officers) Rules, 1968 and who have not put in the requisite period of service or experience as required in these Rules for appointment by promotion to higher posts shall be considered for promotion for such higher posts if:-

- (i) they have successfully completed the period of probation; and
- (ii) the total service reckoned from the deemed date of their appointment is not less than the period of service required for promotion to higher posts.

Note:- "Deemed dated of appointment" in Relation to a Released Emergency Commissioned Officer or a Short Service Commissioned Officer shall be the date of his appointment in the army as an Emergency Commissioned Officer or a Short Service Commissioned Officer."

PART VI-

Appointments, Probation and Confirmation

24. Appointment to the Service:- Appointment to the Service shall be made by the Government on occurrence of substantive vacancies in the cadre of the Service by selection of persons from the list prepared by the Commission under rule 20 or 23 (1) (b) or the list prepared under rule 23 (2) (a) as the case may be.

+ Added vide Notification No. F. 15 (16) DOP/A-II/80 dated 30.11.81.

@ Inserted vide Notification No. F. 15 (29) DOP (A II)/ 75 dated 13.10.1976.

@ 25. "Urgent Temporary Appointment:- (1) A vacancy in the Service which cannot be filled in immediately either by direct recruitment or by promotion under the rules may be filled in by the Government or by the "authority competent to make appointments" as the case may be, by appointing in an officiating capacity thereto an officer eligible for appointment to the post by promotion or by appointing temporarily thereto a person eligible for direct recruitment to the Service, where such direct recruitment has been provided under the provisions of these Rules :

Provided that such an appointment will not be continued beyond a period of one year without referring the case to the Commission for concurrence, where such concurrence is necessary and shall be terminated immediately on its refusal to concur:

Provided further that in respect of a Service or a post in a Service for which both the methods of recruitment have been prescribed, the Government or the Appointing Authority as the case may be, shall not fill the temporary vacancy by appointing a person eligible for direct recruitment unless no suitable person eligible for promotion is available."

+ "(2) In the event of non-availability of suitable persons, fulfilling the requirements of eligibility for promotion, Government may, notwithstanding the condition of eligibility for promotion required under sub-rule (1) above, lay down general instructions for grant of permission to fill the vacancies on urgent temporary basis subject to such conditions and restrictions regarding pay and other allowances as it may direct. Such appointments shall however, be subject to concurrence of the Commission as required under the said sub-rule."

% 26. Seniority:- "Seniority of persons appointed to the lowest

@ Substituted for :- "25. Emergent Temporary appointment:- A vacant post in the cadre of the Service may be filled temporarily by Government by appointing thereto, a person eligible for appointment by direct recruitment or by promotion to the post, provided that no such appointment shall be continued beyond a period of 6 months without referring it to the Commission for their concurrence in respect of post which is required to be filled in consultation with the Commission as provided in the rules and the appointment shall be terminated immediately on the refusal of the Commission to concur." vide Notification No. F. 1 (10) DOP (A-II)/72, dated 16.2.1973.

* Substituted for the words "Appointing Authority" vide Corrigendum No. F. 1 (10) DOP (A-II)/72 dated 12.9.1973.

£ Added vide corrigendum No. F. 1 (10) DOP (A-II)/72, dated 17.3.1973. Second proviso effective from 19.2.1973.

† Inserted vide Notification No. F. 7 (?) DOP (A II) 75, dated 31.10.1975. Effective from the date of publication in the Rajasthan Rajpatra.

¶ Substituted for:-

@@ 26. Seniority- "Seniority in the Service shall be determined in each category of the Service by the year of substantive appointment."

vide Notification No. F. 7 (8) DOP/A-II/78 dated 20.7.79.

contd.....

post of the Service or lowest categories of posts in each of the Groups/ Sections of the Service, as the case may be, shall be determined from the date of confirmation of such persons to the said post but in respect of persons appointed by promotion to other higher posts in the Service or other higher categories of posts in each of the Groups/Sections in the Service, as the case may be, shall be determined from the date of their regular selection to such posts."

Provided (1) that the seniority *inter se* of persons appointed to the Service before the commencement of these Rules or who may be appointed to the Service as a result of the Reorganisation of States, shall continue as already fixed by the Government or as may in future be fixed *ad hoc* by the Government, subject to any modifications, corrections or revisions which the Government may in future consider necessary:

(2) that the *inter se* seniority of persons appointed to the Service on the basis of one and the same selection, except those who do not join the Service when a vacancy is offered to them, shall follow the order in which they have been placed in the list prepared by the Commission:

(3) that among persons appointed by direct recruitment and by promotion in the same year, the persons appointed by promotion shall be senior to those appointed by direct recruitment.

@ (4) "That the persons selected and appointed as a result of a selection, which is not subject to review and revision, shall rank senior to the persons who are selected and appointed as a result of subsequent selection.

Seniority *inter se* of persons selected on the basis of seniority-cum-merit and on the basis of merit in the same selection shall be the same as in the next below grade.

+ (5) "that the *inter se* seniority of persons appointed under

contd.....

%% Substituted for-

"26. Seniority- Seniority in the Service shall be determined by the date of the order of appointment to the Service." vide Notification No. F. 7 (6) DOP (A-II)/73, dated 15.6.1973.

@ Substituted for :-

(4) "That the persons selected and appointed as a result of a selection which is not subject to review and revision, shall rank senior to the persons who are selected and appointed as a result of subsequent selection. Seniority *inter se* of persons selected on the basis of seniority-cum-merit shall be the same as in the next below grade, except in case of continued officiation on higher posts when it shall be in accordance with the length of continued officiation, provided that such officiation was not *ad hoc* or fortuitous." vide Notification No. F. 7 (10) DOP (A-II)/77 dated 17.6.1978.

+ Added vide Notification No. F. 39 (22) Inds (A)/61, dated 21.11.1969.

case he is appointed by direct recruitment or within a period of one year's service in case he is appointed by promotion, shall be entitled to be treated as confirmed in accordance with his seniority, if:-

(i) he has worked on the post or higher post under the same Appointing Authority or would have so worked but for his deputation or training;

(ii) he fulfills conditions as are prescribed under rule relation to Confirmation subject to the quota prescribed under these Rules; and

(iii) permanent vacancy is available in the department.

(2) If an employee referred to in sub-rule (1) above fails to fulfil the conditions mentioned in the said sub-rule, the period mentioned in sub-rule (1) above, may be extended as prescribed for a probationer under the Rajasthan Civil Services (Departmental Examinations) Rules, 1959 and any other Rules or by one year,

contd.....

Explanation: (i) "Regular recruitment for the purpose of this rule shall mean appointment after either of the methods of recruitment or on initial constitution of Service in accordance with any of the Service Rules Promulgated under proviso to Article 309 of the Constitution of India, or for posts for which no Service Rules exists, if the posts are within the purview of Rajasthan Public Service Commission recruitment in consultation with them but it shall not include an urgent temporary appointment, ad-hoc appointment or officiating promotion against temporary or lien vacancies which are liable to review and revision from year to year. In case where the Service Rules specifically permit appointment by transfer such appointment shall be treated Regular recruitment if the appointment to the post from which the official was transferred was after regular recruitment. Persons who have been made eligible for substantive appointment to a post under the rules shall be treated as having been regularly recruited.

(ii) Persons who hold lien another cadre shall be eligible to be confirmed under this rule and they will be eligible to exercise an option whether they do not elect to be confirmed on the expiry of two years of their temporary appointment under this rule. In the absence of any option to the contrary they shall be deemed to have exercised option in favour of confirmation under this rule and their lien of the previous post shall cease."

vide Notification No. F. 2 (4) DOP/A-II/79 dated 22.11.1984.

@ Substituted for Rule 27 (A)...

"Notwithstanding anything contained in the rule 27, on a permanent vacancy being available, a person who has been appointed on a post against a temporary vacancy after a regular selection and has thereafter put in more than 2 years' service on such post or higher post shall be deemed to have completed the period of probation and shall be confirmed provided he fulfills other conditions of confirmation as laid down in these Rules."

Explanation: In case of a person who dies or is due to retire on attaining the age of superannuation, the period of probation shall be reduced one day earlier so as to end on the date immediately preceding the date of his death or retirement from Government Service. The condition of passing the Departmental Examination in rule regarding confirmation shall be deemed to have been waived in case of death or retirement." vide Notification No. F. 7 (7) DOP/A-II/79, dated 28.12.1974.

whichever is longer. If the employee still fails to fulfil the conditions mentioned in sub-rule (1) above, he will be liable to be discharged or terminated from such post in the same manner as a probationer or reverted to his substantive or lower post, if any, to which he may be entitled.

(3) The employee referred to in sub-rule (1) above, shall not be debarred from confirmation after the said period of service if no reasons to the contrary about the satisfactory performance of his work are communicated to him within the said period of service.

(4) The reasons for not confirming of any employee referred to in sub-rule (1) above shall be recorded by the Appointing Authority in his Service Book and Annual Performance Appraisal Report.

Explanation:- (i) Regular recruitment for the purpose of this rule shall mean:-

(a) appointment by either method of recruitment or on initial constitution of Service in accordance with the Rules made under the proviso to Article 309 of the Constitution of India;

(b) appointment to the posts for which no Service Rules exists, if the posts are within the purview of the Commission, recruitment in consultation with them;

(c) appointment by transfer after regular recruitment where the Service Rules specifically permits;

(d) persons who have been made eligible for substantive appointment to a post under the rules shall be treated as having been regularly recruited.

Provided that it shall not include urgent temporary appointment or officiating promotion which is subject to review and revision.

(ii) Persons who hold lien on another cadre shall be eligible to be confirmed under this rule and they will be eligible to exercise an option whether they do not elect to be confirmed on the expiry of two years of their temporary appointment under this Rule. In the absence of any option to the contrary, they shall be deemed to have exercised option in favour of confirmation under this rule and their lien on the previous post shall cease.

* 28. "Unsatisfactory progress during probation:- (1) If it appears

* Substituted for :- "28. Unsatisfactory progress during probation:- (1) If it appears to the Government at any time during or at the end of the period of probation, that a member of the Service has not made sufficient use of his opportunities or that he has failed to give satisfaction, the Government may revert him to the post held substantively by him immediately preceding his appointment to the Service, provided he holds a lien thereon, or in other cases may remove him from service. contd.....

proviso (3) of Rule 7 shall be determined by the Government on an ad hoc basis on the advice of the Committee referred to in Rule 23*.

Note:- The Committee shall also decide the date from which substantive appointment of such persons is to be made.

% (6) Deleted.

+ 27. "Period of probation:- @@ "(1) All persons appointed to the Service by direct recruitment against a substantive vacancy shall be placed on probation for a period of two years and those appointed to the Service by Promotion*/Special Selection against a substantive vacancy shall be placed on probation for a period of one year."

Provided that-

(i) Such of them as have, previous to their appointment by promotion/*"special selection" or by direct recruitment against a substantive vacancy, officiated temporarily on the post which is followed by regular selection may be permitted by the Appointing Authority to count such officiating or temporary service towards the period of probation. This shall, however, not amount to involve supersession of any senior person or disturb the order of their preference in respective quota or reservation in recruitment;

(ii) any period after such appointment during which a person has been on deputation on a corresponding or higher post shall count towards the period of probation.

☞ Deleted proviso(6).

(6) "That the seniority inter se of persons selected as a result of one and the same selection and appointed on the basis of merit alone shall be in the same order in which their names appear in the select list, irrespective of the period of continuous officiation." vide Notification No. F. 7 (6) DOP (A II)/75 II dated 31.10.1975. Effective from the date of publication in the Rajasthan Rajpatra.

@@ Substituted for:-

+ "(1) Every person appointed against a substantive vacancy in the Service by direct recruitment shall be placed on probation for a period of two years and those appointed by promotion /*"special selection" to any post against such a vacancy shall be on probation for a period of one year."

vide Notification No. F. 1 (35) DOP/A-II/74 dated 9.4.1979.

+ Substituted for:-

27. Probation:- All members of the Service shall on substantive appointment on a post in any category, be placed on probation. The period of probation shall be two years for those recruited by direct recruitment and one year for those appointed by promotion provided that such of them as have previous to such appointment officiated or served temporarily on a post encadred in the Service may be permitted by Government to count such officiating or temporarily service towards the period of probation up to a maximum of 6 months."

vide Notification No. F. 1 (35)Karmik KA-II/74 dated 4.5.1977. Effective from the date of publication in the Rajasthan Rajpatra.

* Inserted vide Notification No. F. 1 (35) Karmik KA-II/74, dated 3.8.1977.

(2) During the period of probation specified in sub rule (1) each probationer may be required to pass such Departmental Examination and to undergo such training as the Government may, from time to time, specify.

Explanation:- In case of a person who dies or is due to retire on attaining the age of superannuation, the period of probation shall be reduced so as to end one day earlier on the date immediately preceding the date of his death or retirement from Government Service. The condition of passing the Departmental Examination in the rule regarding confirmation shall be deemed to have been waived in case of death or retirement."

** 27A- "Confirmation in certain cases:- (1) Notwithstanding anything to the contrary contained in the preceding rule, a person appointed to a post in the Service temporarily or on officiating basis who, after regular recruitment by any one of the methods of recruitment prescribed under these Rules, has not been confirmed, within a period of six months on completion of a period of two years' service in

** Substituted for:-

@ "27 (A) (a) Notwithstanding anything contained in the Rule if no order of confirmation is issued by the Appointing Authority within a period of six months, an employee appointed on temporary or officiating basis who has, after the date of his regular recruitment by either method of recruitment completed a period of two years' service, or less in the case of those appointed by promotion where the period of promotion prescribed is less, on the post or a higher post under the same Appointing Authority or would have so worked but for his deputation or training shall on the occurrence of permanent vacancies be entitled to be treated as confirmed if the same conditions as are prescribed under the Rules for the confirmation of a probationer are fulfilled subject to the quota prescribed under the Rules and in accordance with his seniority;

Provided that if the employee has failed to give satisfaction or has not fulfilled any of the conditions prescribed for confirmation, such as passing of Departmental Examination, training or promotion cadre course etc., the aforesaid period may be extended as prescribed for the probationer under the Rajasthan Civil Services Departmental Examination Rules, 1959 and any other rules, or by one year, whichever is longer. If the employee still fails to fulfil the prescribed conditions or fails to give satisfaction, he will be liable to be discharged from such post in the same manner as a probationer or reverted to his substantive or lower posts, if any, to which he may be entitled:

Provided further that no person shall be debarred from confirmation after the said period of service if no reasons to the contrary about the satisfactory performance of his work are communicated to him within the said period.

(b) The reasons for not confirming an employee referred to in the second proviso to clause (a) shall, in the case of a non-gazetted employee, be also immediately recorded by the Appointing Authority, in his Service Book and C.R. file and in the case of Gazetted Officer communicated to the Accountant General, Rajasthan and in his Confidential Report file. A written acknowledgment shall be kept on record in all these cases."

contd.....

to the Appointing Authority, at any time, during or at the end of the period of probation, that a member of the Service has not made sufficient use of his opportunities or that he has failed to give satisfaction, the Appointing Authority may revert him to the post held substantively by him immediately preceding his appointment provided he holds a lien thereon or in other cases may discharge or terminate him from service:

Provided that the Appointing Authority may, if it so thinks fit in any case or class of cases extend the period of probation of any member of Service by a specified period not exceeding two years in case of a person appointed to a post in the Service by direct recruitment and one year in the case of person appointed by promotion */"special selection" to such post.

** Provided further that the Appointing Authority may, if it is so thinks fit in case of persons belonging to Scheduled Castes or Scheduled Tribes, as the case may be, extend the period of probation by a period not exceeding one year at a time and a total extension not exceeding three years.

(2) Notwithstanding anything contained in the above proviso, during the period of probation, if a probationer is placed under suspension, or disciplinary proceedings are contemplated or started against him, the period of his probation may be extended till such period the Appointing Authority thinks fit in the circumstances.

(3) A probationer reverted or discharged from service during or at the end of the period of probation under sub-rule (1) shall not be entitled to any compensation."

29. Confirmation: A probationer shall be confirmed in his appointment at the end of his period of probation if-

(a) he has passed the prescribed departmental examination, if any, completely,

(b) the Government are satisfied that his integrity is unquestionable and that he is otherwise fit for confirmation, and

contd.

Provided that the Government may extend the period of probation of any member of the Service by a specified time not exceeding one year.

(2) A probationer reverted or removed from service during or at the end of the period of probation under sub-rule (1) shall not be entitled to any compensation."

vide Notification No. F. 1 (35) Karmik KA-II/74, dated 4.5.1977. Effective from the date of publication in the Rajasthan Rajpatra.

* Inserted vide Notification No. F. 1 (35) Karmik KA-II/74, dated 3.8.1977.

** Inserted vide Notification No. F. 7 (6) DOP (A-II)/77, dated 26.11.1977, w.e.f. 1.1.1973.

@ "Provided that the probationers who have already passed Matriculation, Intermediate or B.A. Examination with Hindi as one of the subjects, and also those who have passed M.A. Examination in Hindi, shall be exempted, from appearing in proficiency test in Hindi, by the Principal, Officers' Training School, Jaipur."

(c) he has passed the departmental test of proficiency in Hindi.

%29A.- "Notwithstanding anything contained in rule 29, a probationer shall be confirmed in his appointment at the end of his period of probation even if the prescribed Departmental Examination/ Training, Proficiency test in Hindi, if any, are not held during the period of probation laid down in the Rules, provided:-

(i) he is otherwise fit for confirmation and the

(ii) period of probation expires on or before the date of publication of this amendment in the Rajasthan Rajpatra."

PART VI- PAY

E30. "Pay during Probation- The initial pay of a person appointed by direct recruitment to a post in the Service/Cadre shall be the minimum of the scale of pay of the post:

Provided that the pay of a person already serving in connection with the affairs of the State shall be fixed in accordance with the provision of the Rajasthan Service Rules, 1951".

*31. "Increment during Probation:- A probationer shall draw increment, in the scale of Pay admissible to him in accordance with the provisions of the Rajasthan Service Rules, 1951."

32. **Criteria for crossing an efficiency bar-** No member of the Service shall be allowed to cross an efficiency bar unless in the opinion of the Government he has worked satisfactorily and his integrity is unquestionable.

@ Inserted vide Notification No. F. 1 (8) Appts. (A-II)/ 64, dated 6.6.65.

% Inserted vide Notification No. F. 1. (12) Appts (A-II)/ 68 Pt. V, dated 17.10.1970.

£ Substituted for:-

"30. **Scale of pay:-** The scale of monthly pay admissible shall be such as may be prescribed by the Government from time to time under the rules mentioned in Rule 33 below" vide Notification No. F. 1 (15) Appts (A-II)/67, dated 6.2.1969.

* Substituted for:-

"31. **Increments during probation:-** A probationer shall draw increments in the scale of pay admissible to him during the period of probation as they accrue, provided that if the period of probation is extended on account of failure to give satisfaction, such extension shall not count for increment unless the Government directs otherwise."

vide Notification No. F. 3 (11) Appts (A-II)/58, Pt. IV, dated 16.10.1973.

PART VII

33. Regulation of leave, allowances, pensions etc.- Except as provided in these Rules, the pay, allowances, pensions, leave etc. shall be regulated by:-

(1) The Rajasthan Traveling Allowance Rules, 1971 as amended up-to-date.

(2) The Rajasthan Civil Services (Classification, Control and Appeal) Rules, 1958 as amended up-to-date.

(3) The Rajasthan Civil Services (Unification of Pay Scales) Rules, 1950 as amended up-to-date.

(4) The Rajasthan Civil Services (Rationalisation of Pay Scales) Rules, 1956 as amended up-to-date.

(5) The Rajasthan Service Rules, 1951 and any other rules made by the appropriate authority under the proviso to Article 309 of the Constitution of India for the time being in force.

34. Power to relax Rules:- In exceptional cases where the Administrative Department of the Government is satisfied that operation of the Rules relating to age or regarding requirement of experience for recruitment causes undue hardship in any particular case or where the Government is of the opinion that it is necessary or expedient to relax any of the provisions of these Rules with respect to age or experience of any persons, it may with the concurrence of the Department of Personnel and Administrative Reforms and in consultation with the Commission by orders dispense with or relax the relevant provisions of these Rules to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner, provided that such relaxation shall not be less favourable than the provisions already contained in these Rules. Such case of relaxation shall be referred to the Rajasthan Public Service Commission by the "Administrative Department concerned."

@ Rule 34 added vide Notification No. F. 11 (2) E.O.P.-A-1175 dated 27.12.1978.

1. Substituted for the expression "Department of Personnel and Administrative Reforms (Department of Personnel-A-Group-1)"

2. vide Notification No. F. 11 (2) E.O.P.-A-1175 dated 18.8.1982

SCHEDULE I

S.No.	Name of post	Method of recruitment	Qualifications and experience for direct recruitment	Post from which appointment by promotion can be made.	Qualifications and experience required for promotion.	Remarks.
1.	2.	3.	4.	5.	6.	7.
@ 1	(a) Joint Director Planning	100% by promotion	Post Graduates in Economics or Commerce or Graduate in Mechanical Engineering with 5 years experience in manufacture and/or Industrial Management on a responsible post in a Govt. Deptt. or in an Industrial concern of repute.	Dy. Director	Graduate in Arts, Science, Commerce or Engineering with 5 years experience on the post or a post higher than or equivalent to the post of Dy. Director.	
@	Substituted for 1. (a) Joint Director, Planning.	100% by promotion	Post graduate in Economics or Commerce or Graduate in Mechanical Engineering with 5 years experience in manufacture and/or Industrial management on a responsible post in a Government Department or in an Industrial Concern of repute.	Dy. Director	Graduate in Arts, Science, Commerce or Engineering with five years experience on the post or a post higher than or equivalent to the post of Dy. Director.	
	(b) Jt Director Rural Industrialisation	-do-	-do-	-do-	-do-	contd.....

1.	2.	3.	4.	5.	6.	7.
✓	1 (b) Joint Director, Rural Industrialisation/ Joint Director, Export Promotion and Vigilance.	100% by Promotion	Post Graduate in Arts, Science, Commerce, Economics or Graduate in Mechanical Engineering or Agricultural Engineering recognised by the University/ Institution with 8 years experience in manufacture and/ or Industrial Management on a responsible post in a Government Department or in an Industrial concern of repute.	Deputy Director.	Graduate in Arts, Science, Commerce, Engineering or Diploma from any foreign University/Institution in any Industrial Technology with 5 years experience on the post mentioned in col. 5.	

+ Substituted for:-

1 (b)	Jt. Director Rural Industrialisation	100% by promotion	Post Graduate in Economics or Commerce or Graduate in Mechanical Engineering with 5 years experience in manufacture and/or Industrial Management on a responsible post in a Govt. Deptt. or in an Industrial concern of repute.	Dy. Director	Graduate in Arts, Science, Commerce or Engineering with 5 years experience on the post or a post higher than or equivalent to the post of Deputy Director.	
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vide Notification No. F. 1 (13) DOP/A-II/79 dated 1.8.1979.

1.	2.	3.	4.	5.	6.	7.
	(c) Jt. Director Chemical and Large Scale Industries.	100% by Promotion	Graduate in Chemical Engineering/ Chemical Technology with 5 years experience in manufacturing of Industrial Management on a responsible post in a Govt. Deptt. or in an Industrial concern of repute.	Dy. Director	Graduate in Chemical Engineering, Chemical Technology, Industrial Chemistry with 3 years experience on the post higher than or equivalent to that of Dy. Director.	
	(d) Jt. Director Handicrafts.	- do -	Degree or Diploma in Arts recognised as equivalent thereto by Govt. with 5 years experience of Handicrafts in a Govt. concern of repute.	- do -	Graduate in Arts, Commerce, Science or Diploma in Arts recognised as equivalent thereto by Govt. with 5 years experience on the post or a post higher than or equivalent to the post of Dy. Director.	
(c)	Jt. Director, Chemical and Large Scale Industries.	100 % by promotion	Graduate in Chemical Engineering, Chemical Technology with five years experience in Manufacturing or Industrial management on a responsible post in a Govt. Deptt. or in an Industrial concern of repute.	Dy Director	Graduate in Chemical Engineering/ Chemical Technology/ Industrial Chemistry with 6 years experience on the post or a post higher than or equivalent to that of Dy Director.	
(d)	Jt. Director, Handicrafts.	- do -	Degree or Diploma in Art recognised as equivalent thereto by Govt. with five years experience of Handicrafts in a Govt. Deptt. or Industrial concern of repute.	- do -	Graduate in Arts, Commerce, Science or Diploma in Arts recognised as equivalent thereto by Govt. with 5 years experience on the post or a post higher than or equivalent to the post of Dy Director. (contd.....	

1.	2.	3.	4.	5.	6.	7.
(e) Jt. Director (Dy. Commr. State Enterprise)	100% by promotion	Post Graduate in Economics or Commerce or Graduate in Mechanical/ Chemical Engineering with 5 years experience in manufacture and or Industrial Management on a responsible post in a Govt. Deptt. or in an Industrial concern of repute.	- do -	Graduate in Arts, Science, Commerce, or Engineering with 5 years experience on the post or on a post higher than or equivalent to the post of Dy. Director.		
(f) Jt. Director (Technical and Engineering)	100% by promotion	Graduate in Electrical/ Mechanical Engineering with 5 years experience in manufacturing or industrial management on a responsible post in a Govt. Deptt. or in an industrial concern of repute.		Dy. Director T.A. to Director of Industries or holder of posts higher than or equivalent to these posts.	Graduate in Electrical/ Mechanical Engineering with 3 years experience on any posts mentioned in column 5.	
(c) Jr. Director (Dy. Commissioner) State Enterprises.	- do -	Post Graduate in Economics of Commerce or graduate in Mechanical Chemical Engineering with 5 years experience in Manufacture and/ or Industrial Management on a responsible post in a Govt. Deptt. or in Industrial concern of repute.		Dy. Director.	Graduate in Arts, Science, Commerce, or Engineering with 5 years experience on the post or on a post higher than or equivalent to the post of Dy. Director.	
(f) Joint Director (Technical & Engineering)	100% by promotion	Graduate in Electrical/ Mechanical Engineering with five years experience in manufacturing or industrial management on a responsible post in a Government Department or in an Industrial concern of repute.		Deputy Director T.A. to Director of Industries or holder of posts higher than or equivalent to these posts.	Graduate in Electrical/Mechanical Engineering with three years experience on any of the posts mentioned in column 5.*	

vide Notification No. F. 33 (d) (7) Inds (A)/67, dated 20.5.1974. Effective from 30.5.1967.

1.	2.	3.	4.	5.	6.	7.
2.(a) Dy. Director (Chemicals)	100% by promotion	Graduate in Chemical Engineering or Chemical Technology or qualification declared equivalent by the government with 5 years experience in manufacture and/or Industrial Management on a responsible post in a Govt. Deptt. or in an Industrial Concern of repute.		Asstt. Director.	Graduate in Chemical Engineering or Chemical Technology with 3 years experience or Diploma holders in Chemical Engineering/ Chemical Technology with 7 years experience on the post or on a post higher than or equivalent to the post of Asstt. Director.	
(b) Dy. Director Leather.	- do -	Diploma in Leather Technology with 5 years experience in leather or leather goods manufacture in any Govt. Deptt. or in an Industrial concern of repute.		- do -	Recognised Diploma or certificate of training in leather technology with five years experience on the post of or a post higher than or equivalent to the post of Asstt. Director.	
@(c) Deputy Director	100% by promotion	Post Graduate in Economics or Commerce or Graduate in	Asstt. Director Principal Woollen Cottage	Asstt. Director Principal Woollen Cottage	Five years experience as Assistant Director of In-	
@ Substituted for (c) Dy. Director (i) Supply (ii) Regional (iii) Weights & Measures (iv) General Manager, Salt Sources.	- do -	Post graduate in Economics or Commerce or graduate in Mechanical Engineering with 3 years experience in Manufacture &/or Industries Management on responsible post in a Govt. Deptt. or in an Industrial concern of repute.	Asstt. Director & Principal Woollen Cottage Industries Training Institute.	Director Principal Cottage Industries Institute	5 years experience as Asstt. Director of Industries or Principal Woollen Cottage Industries Training Centre, Bikaner or on a post higher than or equivalent to the post of Asstt. Director Principal Woollen Cottage Industries Training Institute.	

vide Notification No. F. 33 (d) (11) Inds (A) 66, dated 20.5.1967.

1.	2.	3.	4.	5.	6.	7.
	tion & 50% by direct recruitment.		Mechanical Engineering or Chemical Engineering or Chemical Technology from a University established by law in India or Diploma in Leather Technology or Textile Technology or Polytechnic Diploma holder in Engineering with 3 years experience in a Government or an Industrial concern of repute.	2. Planning Assistant. 3. Economic Analyst.		any of the posts mentioned in Column 5.
%3 (a) Assistant Director (Leather)	25% by promotion & 75% by deputation from leather Tanneries, and Industries Service Institution/ Direct recruitment or by transfer of A.D.I. provided that he possesses the requisite qualifications prescribed in column 4 for the post of Assistant Director (Leather)		Graduate in Leather Technology or Diploma in Leather Technology of a recognised Institution with 3 years experience in leather & leather goods manufacturing in any Government Department or Industrial concern of repute.	1. District Industries Officer 2. Lecturer, Leather Training Institute. 3. Leather Assistant.		Recognised Diploma/Certificate of Training in Leather Technology with 5 years experience on the post mentioned in Column No. 5.
% Substituted for-	(contd.)					

1.	2.	3.	4.	5.	6.	7.
£3 (b) Marketing Officer						There shall be no further recruitment/promotion to this post, but the incumbent who was holding this post shall be eligible for promotion to the post of Assistant Director."
contd.....						
\$3 A. Asstt. Director (Leather)	100% by promotion *or by transfer of Asstt. Director. **Provided that he possesses the requisite qualifications prescribed in Col. 4 for the post of Asstt. Director (Leather).	Diploma in Leather Technology with 5 years experience in leather or leather goods manufactured in any Government Department or Industrial concern of repute.	District Industries Officer, Lecturer-Leather Training Institute. *Note:- This will not apply when the post is filled in by transfer of Asstt. Director. The Manager, Salt Lecturer, Leather Training Institute, Supdt. (Quality Making and Marketing Officer).			Recognised Diploma or Certificate of Training in Leather Technology with 5 years experience on the post of or a post higher than or equivalent to that mentioned in Col. 5".
	vide Notification No. F. 1 (13) DOP/A-II/79 dated 30.4.1980 w.e.f. 1.4.1980.					
\$	Inserted vide Notification No. F. 33 (d) (II) Inds (A)/65, dated 15.1.1969.					
*	Added vide Notification No. F. 29- (6) Inds (A)/59, dated 30.6.1972.					
**	Inserted vide Notification No. F. 29 (I) (6) Inds/59, dated 1.9.1976. Effective from 6.7.1972.					
£	Inserted vide Notification No. F. 33 (d) (II) Inds (A)/65, dated 20.5.1970.					

1.	2.	3.	4.	5.	6.	7.
4.	Principal Wool- len Cottage In- dustries Institute, Bikaner.	100% by direct recruit- ment.	Degree or Diploma in Textile with 3 years experience in Woollen Textiles Mill Technical Institute.	-	-	-
5.	General Super- intendent Sodium Sul- phate Plant.	- do -	Degree in Mechanical Engineering or Mechanical and Electrical Engineering or Chemical Engineering from a recog- nised University in India or abroad with at least 5 years experience in an in- dustrial concern of repute or Govern- ment Department.	-	-	-
6.	Dy. Superinten- dent Chemical	- do -	Degree in Chemical Engineering or Chemical Technology of a recognised University with five years experience of working in a Chemical Industry.	-	-	-
7.	Shift Engineers	- do -	Degree or Diploma in Chemical En- gineering or Technology of a recog- nised University or Institute with at least 5 years experience in a Chemical plant, on the production side, Ex- perience of working in Boiler House as well as Thermal Power/Generation Unit will be given preference.	-	-	-

1.	2.	3.	4.	5.	6.	7.
8.	Principal Ar- tistic Crafts Training In- stitute.	- do -	(a) Essential.- Matriculate with Diploma in Fine Art or Commercial Art from a recognised Institution with five years experience in designing or crafts (b) Preferential capacity to teach modern technique and to improve upon the local designs.	-	-	-
9.	Designer Artist, Artis- tic Crafts Training In- stitute.	- do -	Matriculate with degree or Diploma in Fine Arts and experience of designing in traditional Indian Arts, Experience of designing of crafts will be preferred.	-	-	-

%SECOND SCHEDULE
(See Rule 6-A)

S. No.	Name of the post	Method of recruitment	Qualification for direct recruitment	Post from which promotion is to be made	Qualification & experience for promotion	Remarks
1.	2.	3.	4.	5.	6.	7.
1.	Additional Director, Industries.	100% by promotion	-	Joint Director, Industries.	5 years' experience on the post mentioned in Col. 5	-
@	2. Deleted'					

% Added vide Notification No. F. 2 (3) Inds II/73 dated 2.2.1974.

@ Deleted S.No. 2:-

+ 2.	Joint Director (Export Promotion & Vigilance) Industries.	100% by promotion	Post Graduate in Economics or Commerce or Graduate in Mechanical Engineering, or Chemical Engineering or Agriculture Engineering recognised by the University/ Institution with 8 years experience in manufacture and/or Industrial Management on a responsible post in a Govt. Deptt. or in an Industrial Concern of repute.	Deputy Director of Industries.	Graduate in Arts, Science, Commerce or Mech. Engineering or Industrial Engineering or Agricultural Engineering with 5 years experience on the post mentioned in col. 5.	
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vide Notification No. F. 1 (13) DOP/A-II/79 dated 1.8.1979.

+ Substituted for:-

2.	Joint Director (National Census)	100% by promotion	Post Graduate in Economics or Commerce or Graduate in Mechanical Engineering with five years experience in manufacture and/or Industrial Management on a responsible post in Government Deptt. or in an Industrial concern of repute.	Deputy Director	Graduate in Arts, Science or Commerce with two years experience on the post mentioned in Col.5.	
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vide Notification No. F. 33 (67) Inds. Gr. II/72, dated 5.6.1976.

1.	2.	3.	4.	5.	6.	7.
3.	Deputy Director (Laboratory)	100% by promotion	Graduate in Chemical Engineering or Chemical technology with five years experience in manufacture and/or management on a responsible post in a Govt. Department or any Industrial concern of repute.	1. Laboratory Officer 2. Senior Chemist.	B.Sc. with 2 years experience on the post of Laboratory Officer or 3 years experience on the post of Senior Chemist.	-
@	3 (1) Deputy Director (Machinery Equipment/ Raw material/ Marketing)	25% by promotion 75% by direct recruitment or deputation from Raj. SICO/ Engg. College/ Small Industries Service Institution & National Small Industries Corporation of India.	B.E. (Mech) from a University established by law in India with 5 years experience on a responsible post in a Government Department or in a Industrial Concern of repute.	Assistant Director or equivalent post.	B.E. (Mech) with 3 years experience or Diploma in Mechanical Engineering with 5 years experience as Assistant Director of Industries or equivalent to the post of Assistant Director.	-
@	3 (ii) Deputy Director (Credit Finance)	By deputation from Rajasthan Financial Corporation or National Banks or 100% by direct recruitment.	Post Graduate Degree in Economics or Commerce or Science from a University established by law in India with 5 years experience in			

@ Added Notification No. F. 1 (13) DOP/A-II/79 dated 30.4.1980 w.e.f. 1.4.1980.

1.	2.	3.	4.	5.	6.	7.
			manufacture and/or Industrial Management on responsible post in a Government or in an Industrial Concern of repute.			
@ 3 (iii)	Deputy Director (Infrastructure)	By deputation from Industrial & Investment Development Corporation.	-	-	B.E. (Civil) from a University established by law in India with 5 years experience on a responsible post in a Government Department or in an Industrial Concern of repute.	-
@ 3 (iv)	Deputy Director (Khadi & Village Industries)	By deputation from Khadi & Village Industries Board/ Commission/ Handloom Project Board/ Rajasthan Rajya Bunkar Sahakar Sangh.	-	-	Graduate from a University established by law in India with 5 years experience in manufacture and/ or Industrial Management on responsible post in a Government or in an Industrial concern of repute or in a Khadi & Village Industries Institutions.	-

@ Added vide Notification No. F. 1 (13) DOP/A-II/79 dated 30.4.1980 w.e.f. 1.4.1980.

1.	2.	3.	4.	5.	6.	7.
@ 4 (a)	Assistant Director (Traditional Crafts)	25% by promotion & 75% by deputation from Raj SICO/ All India Handicrafts Board.	1. DIO holding a Diploma in traditional crafts 2. Superintendent cum-Designer. 3. Designer Handicrafts	Graduate in Fine Arts or Traditional Crafts with 2 years experience on any post mentioned in column 5. OR Diploma/ Certificate in Fine Arts or Traditional Crafts from recognised Institute with 5 years experience on any of the posts mentioned in column 5	Graduate in Fine Arts or Traditional Crafts, preferably with 2 years experience of the job. OR Diploma in Fine Arts or any traditional Crafts like Wood work, Raj Handicrafts, Textile, Printing etc. from a recognised Institute with 5 years experience in any one of the Crafts.	-

@ Substituted for :-

(a) Assistant Director (Traditional Crafts)	100% by direct recruitment	Graduate in Fine Arts or Traditional Crafts preferably with 2 years experience OR Diploma in Fine Arts or any traditional Crafts like wood work, Handicrafts, Textile Printing etc. from recognised Institute with 5 years experience in any one of the crafts.
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vide Notification No. F. 1 (13) DOP/A-II/79 dated 30.4.1980 w.e.f. 1.4.1980.

1.	2.	3.	4.	5.	6.	7.
@4 (b) Assistant-Director (Textile)	25% by promotion & 75% by deputation from Handloom Project Board/ Direct recruitment.	-	1. Superintendent cum- Designer. 2. Designer, Handloom. 3. Senior Supervisor, Handloom 4. Technical Officer (Textile)	Graduate in Textile Technology with 2 years experience on the post mentioned in column No. 5 OR Diploma certificate in Textile Technology with 5 years experience on any one of the posts mentioned in column No. 5.	Graduate in Textile Technology preferably with 2 years experience. OR Diploma/ Certificate in Textile Technology with 5 years experience on a responsible post of Government Department or Industrial concern of repute.	-

@ Substituted for :-

4. (b) Assistant Director (Textile)	100% by direct recruitment	Graduate in Textile Technology preferably with 2 years experience. OR Diploma/Certificate in Textile with five years experience on a responsible post in Govt. Department or Industrial concern of repute.
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vide Notification No. F. 1 (13) DOP/A-JU/79 dated 30.4.1980 w.e.f. 1.4.1980.

1.	2.	3.	4.	5.	6.	7.
+ 4 (c) Assistant Director (Agro Industries)	75% by direct recruitment and 25% by promotion		Graduate in Agriculture Engineering or Mechanical Engineering from a University Institute recognised by the State Government. OR Diploma in Agriculture Engineering/Mechanical Engineering from a University/ Institute recognised by the State Government with 3 years experience on a post in subordinate Service in Industries, Public Health Engineering Department, Public Works Department, Irrigation, Agriculture Department or any other Corporation.	Technical Officer Engineering/ District Industries Officer.	Graduate in Agriculture/ Engineering/ Mechanical Engineering with 3 years experience on the post mentioned in column No. 5. OR Diploma in Agriculture Engineering/ Mechanical Engineering with 5 years experience on the post mentioned in Column No. 5.	-

+ Substituted for:-

(c) Assistant Director (Agro Industries)	100% by direct recruitment	Graduate in Agricultural Engineering/ Mechanical Engineering. OR Diploma in Agricultural Engineering/ Mechanical Engineering with 5 years experience on a responsible post of a Govt. Department or Industrial Concern of a repute.
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vide Notification No. F. 1 (14) DOP/A-II/82 dated 16.8.1982.

1.	2.	3.	4.	5.	6.	7.
@	4 (d) Assistant Director (Chemical)	25% by promotion & 75% by direct recruitment	Degree in Chemical Engineering/ Chemical Technology/ Industrial Chemistry or M.Sc. Ist class in organic or Inorganic Chemistry from a University established by law in India.	Superintendent, Salt.	Graduate in Science with Chemistry from a University established by law in India with 3 years experience on the post mentioned in column No. 5.	-
+	4 (e) Assistant Director (Technical)	75% by direct recruitment & 25% by promotion.	Graduate in Agriculture Engineering or Mechanical Engineering from a University/ Institute recognised by the State Government.	Technical Officer (Engineering)/ District Industries Officer.	Graduate in Agriculture Engineering/ Mechanical Engineering with 3 years experience on the post mentioned in Column No. 5.	-
@	Substituted for :-					
	(d) Assistant Director (Chemical)	50% by Promotion & 50% by direct recruitment	Graduate in Science with Chemistry preferably Post Graduate in Industrial Chemistry/Chemical Technology. OR Diploma holders with five years experience in a chemical laboratory of Govt./University/Private Concern of repute.	Superintendent (Salt)	Graduate in Science with Chemistry with 2 years experience on the post of Superintendent (Salt).	
	vide Notification No. F. 1 (13) DOP/A-II/79 dated 30.4.1980 w.e.f. 1.4.1980.					
	+ Substituted for:-					
	% 4. (e) Asstt. Director (Technical) Industries	100% by Direct Recruitment	Graduate in Agricultural Engineering or Mechanical Engineering recognised by University/Institutions or Recognised by the State Government equivalent thereto, or Diploma in Agricultural Engineering/Mechanical Engineering.			contd....

1.	2.	3.	4.	5.	6.	7.
			OR			
			Diploma in Agriculture Engineering/ Mechanical Engineering from a University/ Institution recognised by the State Government with 3 years experience on a post in Subordinate Service in Industries, Public Health Engineering Department, Public Works Department, Irrigation, Agriculture Department or any other Corporation.		OR	
					Diploma in Agriculture Engineering/ Mechanical Engineering with 5 years experience on the post mentioned in column No. 5	
@	4 (f) Assistant Director (Fruit Preservation)	100% by direct recruitment.	Degree in Fruit Preservation Technology from a University established by law in India with 2 years experience. OR Diploma/ Certificate in Fruit Preservation Technology of a recognised Institution with 5 years experience on any responsible post in Government Department or Industrial concern of repute.			
			recognised by the University/ Institution or recognised by the State Government equivalent thereto with 5 years experience on a responsible post in a Government Department or Industrial concern of repute.			

vide Notification No. F. 1 (14) DOP/A-II/82 dated 16.8.1982.

% Inserted vide Notification No. F. 33 (7) Inds/Gr.II/72, dated 5.6.1976.

@ Added vide Notification No. F. 1 (13) DOP/A-II/79 dated 30.4.1980 w.e.f. 1.4.1980.

1.	2.	3.	4.	5.	6.	7.
+ 4 (g) Assistant Director (Glass & Ceramic)	100% by direct recruitment.	Graduate in Ceramics or Chemical Technology from a University established by law in India with 2 years experience. OR Diploma/ or Certificate in Glass/ Ceramics of a recognised Institution with 5 years experience on any responsible post in a Government Department or Industrial Concern of repute.		-	-	-
+ 4 (b) Assistant Director (Metallurgy)	100% by direct recruitment or deputation from Engineering Colleges and Small Industries Service Institute.	Graduate in Metallurgy from a University established by law in India with 2 years experience on responsible post in Government Department or in an Industrial Concern of repute.		-	-	- Graduate in Metallurgy from a University established by law in India with 2 years experience on responsible post in a Government Department or in an Industrial concern of repute.
+ 4 (i) Assistant Engineer (Electrical)	By deputation from Rajasthan State Electricity Board.			-	-	Degree in Electrical Engineering from a University established by law in India with 5 years experience on a responsible post in a Government or in an Industrial concern of repute.