

APPOINTMENT A-II DEPARTMENT

Notification

Jaipur, June 5, 1966

No. F.1 (8) Appnts. (A-II) 66.-In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Government of Rajasthan makes the following Rules regulating recruitment to posts in, and the conditions of service of persons appointed to the Rajasthan Industries Subordinate Service.

THE RAJASTHAN INDUSTRIES SUBORDINATE SERVICE RULES, 1966

PART I - General

1. Short title and commencement.-These rules may be called the Rajasthan Industries Subordinate Service Rules, 1966. They shall come into force at once.

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

(a) "Appointing Authority" means the Director of Industries, Rajasthan, and includes any other officer to whom such powers have been delegated by a special or general order of Government;

(b) "Commission" means the Rajasthan Public Service Commission;

(c) "Direct Recruitment" means recruitment made otherwise than by promotion as prescribed in rule 6;

(d) "Director" means the Director of Industries, Rajasthan;

@ (e) "Government and State" mean respectively, the Government of Rajasthan and the State of Rajasthan;

(f) "Member of the Service" means a person appointed in a substantive capacity to post in the service under the provisions of these Rules or the rules or orders superseded by these Rules, and includes a person placed on probation;

(g) "Schedule" means a schedule appended to these Rules, and

(h) "Service" means the Rajasthan Industries Subordinate Service.

+ (i) "Substantive appointment" means an appointment made under the provisions of these Rules to a substantive vacancy after due

@ Substituted for :-

"(e) "Government" and "State" mean respectively, the Government and the State of Rajasthan." vide Notification No. F. 7(10) DOP (A-II)/74, dated 10-2-75.

+ Inserted vide Notification No. F. 7(3) DOP (A-II)/73, dated 5-7-74

selection by any of the methods of recruitment prescribed under these Rules and includes an appointment on probation or as a probationer followed by confirmation on 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.

%(J) "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 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."

+ (K) "Year" means financial year.

% Substituted for clause (j):-

1 (j) '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 supersession 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:- Absence 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 of service required for promotion.

vide Notification No. F 6 (2) DOP/A-II/71 dated 29-8-1982

† Inserted vide Notification No. F. 6(2) DOP (A-II)/75 dated 9-10-75 (Effective from 27-3-1973)

* Inserted vide Notification No. F. 6(2) Appts/A/II/71 dated 13-7-76 (Effective from 1-10-1975)

+ Added clause (K) vide Notification No. F. 7(2) DOP/A-II/81 dated 21-12-1981 w.e.f. 1-4-1981.

3. **Interpretation:** Unless the context otherwise requires the Rajasthan General Clauses Act, 1955, (Rajasthan Act No. 8 of 1955) shall apply for the interpretation of these Rules as it applies for the interpretation of a Rajasthan Act.

PART II Cadre

4. **Composition and Strength of the Service-** (1) The service shall consist of four groups. The right of promotion shall be confined to each group and no member shall be transferred from one group to another group, without the approval of Government.

(2) The nature of posts included in the Service shall be as specified in column 2 of the Schedule.

+ Provided further that:-

(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 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 temporary posts and subject to such modifications 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 hereto shall not confer any right on a person for appointment, confirmation and seniority etc. for the post included in the regular cadre posts of the Schedule unless and until the posts are made permanent and the categories included in the permanent cadre;

(d) a holder of temporary posts 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 any service consisting of selections 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 posts included in the Second Schedule where both are eligible; and

+ Inserted vide Notification No. P. 15 (13) Ind/11/74, dated 17-3-1976.

(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.

(3) The strength of posts shall be such as may be determined by Government, from time to time, provided that Government may:-

(a) create any post, permanent or temporary, from time to time, as may be found necessary, and

(b) leave unfilled or hold in abeyance or abolish or allow to lapse any post, permanent or temporary, from time to time, without thereby entitling any person to any compensation.

5. **Initial Constitution of the Service.**- The Service shall consist of:-

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

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

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

PART III Recruitment

6. **Methods 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), and

(b) promotion (in accordance with part V of these rules):

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

(2) that nothing in these Rules shall preclude the Appointing Authority from appointing officers previously in the employment of pre-Reorganisation States of Ajmer, Bhopal and Madhya Bharat to suitable posts in the Schedule in accordance with the "directions" governing the integration of their services;

* Substituted for the word "Rules" vide Notification No. F.7(4) DOP(A/II)/74, dated 27-5-1975.

(3) that the persons who have continuously held posts in an ad hoc/officiating/temporary basis in the Service in any group for a period not less than six months on 1-1-66 shall be screened by a Committee referred to in rule 24 for adjudging their suitability on the post held by them on 1-1-66 provided that they possess the qualifications prescribed in the rules either for direct recruitment or promotion for the prescribed qualifications on the basis of which the persons were selected for ad hoc/officiating/temporary appointment.

† Provided further that the Committee appointed under these Rules for adjudging suitability by screening either as an exception of general methods of recruitment or as initial constitution of Service, may *ex-gratia* recommend if any of the employees with more than three years' of service on a post for which he is to be screened is not adjudged suitable and if thereafter has no right to be appointed on a lower post, for such lower posts being offered to him by absorption and thereupon such an employee shall be treated as surplus employee under the provisions of the Rajasthan Civil Services (Absorption of Surplus Personnel) Rules, 1969 and such employee may be absorbed on the lower post on the recommendations of the Committee subject to such conditions as may be laid down by it.

@ 6A. (1) Notwithstanding anything contained in the rule 6, regarding method recruitment/source of recruitment, 12 1/2% of the posts to be filled in by direct recruitment to the post of (1) Assistant Inspector (2) Inspector Weights and Measures % (3) Inspector Industries and (4) Industries Extension Officer shall be reserved for being filled in from amongst the Ministerial Staff holding a post in the cadre substantively, of the department concerned, subject to their being found otherwise eligible for such recruitment under the relevant rules.

(2) The said reservation shall be carried forward only to the next succeeding year.

+ 6B. 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.

† Inserted vide Notification No. F. 7 (7) DOP (A/II)/73, dated 29-6-74

@ Inserted vide Notification No. F. 1 (22) Apppts (A-II) 70, dated 28-4-73.

% Inserted vide Notification No. F. 2(7) DOP/A-II/79 dated 26-9-79.

+ Inserted vide Notification No. F.2 (12) Apppt(c)/55 pt. II dt. 29-8-1973 & corrigendum of even No. dated 28-3-74. (Effective from 29.10.63)

*** 7. 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 appeared in the list prepared for direct recruitments by the Commission, for posts falling in its purview, and by the Appointing Authority in other cases, and the Departmental Promotion Committee or the Appointing Authority, as the case may be in the case of promotee 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 the event of non-availability of the eligible and suitable candidates amongst Scheduled Castes and Scheduled Tribes, as the case may be,

* Substituted for

* 7. Reservation of vacancies for the Scheduled Castes and the Scheduled Tribes- (1) 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.

(2) In filling the vacancies so reserved, the 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 irrespective of their relative rank as compared with other candidates.

(3) In the event of non-availability of a sufficient number of candidates amongst Scheduled Castes and Scheduled Tribes in a particular year, vacancies need not be kept reserved and shall be filled in accordance with the normal procedure.

Note:- The reservation shall be calculated on the basis of total vacancies. Promotions shall be made irrespective of consideration of caste or tribe," vide Notification No. F.7 (4) D.O.P. (A II)/73 dated 3-10-1973

☞ Substituted the expression @ "merit alone" vide Notification No. F. 7(4) DOP/A-II 73 dated 29-1-1981

@ Substituted for "Merit-cum-seniority" vide Notification No. F. 7(6) DOP (A II)/75 II dated 31-10-75.

%% Substituted for-

(4) In the event of non-availability of 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) Karnik (Ks-II)/73 dated 10-2-75.

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 @ "merit alone", under these rules.

§ "7A. 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."

£ 8. Nationality.-A candidate for appointment to the Service must be:-

- a citizen of India, or
- a subject of Nepal, or
- a subject of Bhutan, or
- a Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India, or
- A person of Indian origin who has migrated from Pakistan

@ Deleted 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 31-10-75. (Effective from the date of publication in Rajasman Rajpatra)

§ Added vide Notification No. F.7(2) DOP/A-II/93 dated 24-5-1994 w.e.f. 28-9-1993.

£ Substituted for-

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

- a citizen of India, or
- a subject of Sikkim, or
- a subject of Nepal, or
- a subject of Bhutan, or
- 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 ;

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 (6) DOP/A-II/76 Dated 7-9-76.

Burma, Sri Lanka and East African Countries, of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar **Zambia, Malawi, 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.

+ 8 A. %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 instructions 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

£ 9. Determination of vacancies:- (1) (a) Subject to the provisions of these rules, the Appointing Authority shall determine on 1st April every year, the actual number of vacancies accruing during the financial year.

* Inserted vide Notification No. F.7(4) DOP/A-II/76 dated 4-6-77.

+ Inserted vide Notification No. F.7(5) DOP/A-II/76 dated 20-6-1977.

% Heading of rule 8A inserted vide Notification No. F.2(4) DOP/A-II/79 dated 22-11-1984.

£ Rule 9 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

Contd...

(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 overall 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."

Contd.....

££ Rule 9 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 12 months of the last termination 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 to correspond with the proportion laid down in each of the Service Rules 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(2) DOP/A-II/77 dated 6-10-1979.

£££ Substituted for:-

9. Determination of Vacancies:- Subject to the provisions of these Rules, the Appointing Authority shall determine at the commencement of each calendar year the number of vacancies anticipated during the year and the number of persons likely to be recruited by each method:-

Provided:-

(1) that such vacancies as remain unfilled for non availability of suitable candidates or otherwise shall be carried forward from year to year.

(2) that additional vacancies or such of them as are not filled shall lapse at the end of the second year.

vide Notification No. F.7(1) DOP (A-II)/73 dated 16-10-1973.

10. Age.- A candidate for direct recruitment to a post enumerated in the Schedule must have attained the age of 20 years and must not have attained the age of % "33 years" on the first day of January next following the last date fixed for receipt of applications;

Provided-

@ (i) that up to 1-12-1967 the upper age limit mentioned above shall be 40 years for candidates serving in connection with the affairs of the State.

(ii) that the upper age limit mentioned above shall be relaxed by 5 years in the case of women candidates and candidates belonging to Scheduled Castes or Scheduled Tribes;

(iii) that the persons appointed temporarily * "to a post in the Service" 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;

(iv) that the upper age limit mentioned above shall not apply in the case of an Ex-prisoner who had served under Govt. on a substantive basis on any post before conviction and was eligible for appointment under the rules; and

(v) that the upper age limit mentioned above shall be relaxed by a period equal to the term of imprisonment served in the case of an Ex-prisoner who was not ever age before his conviction and was eligible for appointment under the rules.

£(vi) that the 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.

% Substituted for "% 31 years" vide Notification No. F.7(2)DOP/A-II/84 dated 20-3-90 w.e.f. 25-1-1990.

% Substituted for "30 years" vide Notification No. F.7(2)DOP (A-II)/84 dated 25-2-85 w.e.f. 28-9-1984.

@ Substituted for :-

* "(i) that the upper age limit mentioned above shall be relaxed by ten years in the case of Government employees, and in exceptional circumstances with the approval of the Appointments Department."

vide Notification No. F.33 (55) Ind. (A)/66 dated 30-10-67.

* Inserted vide Notification No. F.1(39)DOP (A-II)/73 dated 25-12-74.

£ Inserted vide Notification No. F.1(26) Appts. (A-II)/62 dated 4-4-1967 & corrigendum dated 15-12-71.

+ + (vii) that the upper age limit mentioned above shall be relaxable by a period equal to the service rendered in the N.C.C. in the case of Cadre 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.

*(viii) Provided that the upper age limit in the case of Ministerial and Class IV Employees of the Department for category of posts reserved for them under these Rules shall be 40 years.

x(ix) that for recruitment to the post not within the purview of the Commission the upper age limit for persons who were retrenched from the State Government Service for want of a vacancy or due to abolition of post shall be 35 years if they were within the age limit prescribed under these Rules, when they were initially appointed to the post from which they were first retrenched provided that normal prescribed channels of recruitment relating to qualifications, character, medical fitness etc. are fulfilled and they were not retrenched on account of complaint or delinquency and they produce a certificate of having rendered good services from the last Appointing Authority.

£(x) that the upper age-limit mentioned above shall be relaxed upto 45 years for the persons repatriated from Burma and Ceylon on or after 1-3-1963 and East African countries of Kenya, Tanganyika, Uganda and Zanzibar with a further relaxation upto 5 years in the case of persons belonging to the Scheduled Castes or the Scheduled Tribes.

@@ (xi) that there shall be no age limit in the case of persons repatriated from East African countries of Kenya, Tanganyika, Uganda and Zanzibar.

+ (xii) notwithstanding anything contained contrary in these Rules in the case of persons serving in connection with the affairs of the State

+ + Inserted vide Notification No. F.1(10) Appts. (A-II)/66 dated 11-4-1967 & corrigendum dated 15-12-71.

* Inserted vide Notification No. F.1 (22) Appts. (A-II)/70 dated 28-4-1973.

x Inserted vide Notification No. F.5(2) DOP (A-II)/73 dated 21-12-1973.

£ Substituted for-

"that the upper age-limit mentioned above shall be relaxed upto 45 years for the persons repatriated from Burma, Ceylon on or after 1-3-1963 and 1-11-1964 and East African countries of Kenya, Tanganyika, Uganda and Zanzibar with a further relaxation upto 5 years in the case of persons belonging to the Scheduled Castes and the Scheduled Tribes."

vide Notification No. F.1(20) Appts. (A-II)/67 dated 20-9-1975 and corrigendum dated 15-12-76. (Effective upto 28-12-77).

@@ Inserted vide Notification No. F.1 (20) Appts. (A-II)/67 dated 12-12-74.

+ Inserted vide Notification No. F.7(8) DOP (A-II)/74 dated 31-12-74. (Effective from 28-10-74)

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 appointments.

+ + (xiii) 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.

% (xiv) "that there shall be no age-limit in case of persons repatriated from Pakistan during the 1971 Indo-Pak War."

x(xv) "that there shall be no age limit in the case of widows and divorcee women."

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

11. Academic and Technical Qualifications and Experience.- A candidate for direct recruitment to the posts specified in the Schedule shall, in addition to such experience as is required, possess

- (i) the qualifications given in column 4 of the Schedule, and
- + (ii) "working knowledge of Hindi written in Devnagri script and knowledge of Rajasthani culture."

12. Character.- The character of a candidate for direct recruitment to the Service must be such as to qualify him for employment in the Service. He must 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 applications, 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.

+ + Inserted vide Notification No. F.7(2) DOP/A-II/75 dated 20-9-75.

% Added vide Notification No. F. 15 (25) DOP/A-II/74 dated 19-2-1980.

X Added vide Notification No. F.7(2) DOP/A-II/84 dated 18-12-1987.

+ Substituted for:-

(ii) working knowledge of Hindi written in Devnagri Script and one of the Rajasthani dialects.

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

(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 their previous conviction for purposes of employment in the Service. Those who are convicted of offences not involving moral turpitude or violence shall be deemed to have been completely reformed on the production of a report to that effect from the Superintendent of After-care Home or if there are no such Homes in a particular district, from the Superintendent of Police of the district.

(3) Those convicted of offences involving moral turpitude or violence 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.

@ **13. 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 the 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. Employment of irregular or improper means.- A candidate who is or has been declared by the Commission/Appointing Authority, as the case may be, guilty of impersonation or of submitting fabricated documents or documents which have been tampered with or of making statements which are incorrect or false or of suppressing material information or of using or attempting to use unfair means in the examination or interview or otherwise resorting to any other irregular

@ Substituted for:-

13. Physical Fitness.- A candidate for direct recruitment to the Service, must be in good mental and bodily health and free from any mental or physical defect likely to interfere with the efficient performance of his duties as a member of the Service and if selected must produce a certificate to that effect from a Medical Authority notified by Government for the Purpose.

vide Notification No. F. 7(2) DOP (A-II)/74 dated 5-7-1974.

or improper means for obtaining admission to the examination or interview, may 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 candidate, and

(b) by Government from employment under 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 any means may disqualify him for recruitment.

PART IV

Procedure for direct Recruitment

16. Inviting of applications.- Applications for direct recruitment to posts in the Service shall be invited by the Commission or the Appointing Authority, as the case may be, by advertising the vacancies to be filled in the official Gazette* "or" in such other manner, as may be deemed fit.

Provided that while selecting candidates for the vacancies so advertised, the Commission may, if intimation of additional requirement not exceeding 50% of the advertised vacancies, is received by them before selection, also select suitable persons to meet such additional requirement. The Appointing Authority shall also do the same where necessary.

17. Form of application.- The application shall be made in the form approved by the Commission or the Appointing Authority, as the case may be, and obtainable from the Secretary to the Commission or from the office of the Appointing Authority, as the case may be, on payment of such fee as the Commission or the Appointing Authority may from time to time fix.

@ Provided that the persons repatriated from Burma and Ceylon on or after 1-3-1963 and from East African Countries of Kenya, Tanganyika,

* Substituted for the word "and" vide Notification No. F. 9(24) DOP (A-II)/72 dated 4-6-1973.

@ "Provided that the persons repatriated from Burma, Ceylon on or after 1-3-1963 and 1-11-1964 and East African countries of Kenya, Tanganyika, Uganda and Zanzibar shall be exempted from payment of the application fee prescribed by the Commission or the Appointing Authority, as the case may be, subject to the condition that the Commission or the Appointing Authority, as the case may be, is satisfied that such persons are not in a position to pay such fee." vide Notification No. F. 1(20) Appus (II)/67 dated 20-9-75. (Effective upto 28-2-77).

Uganda and Zanzibar shall be exempted from payment of cost of application form prescribed by the Commission or the Appointing Authority, as the case may be, subject to the condition that the Commission or the Appointing Authority, as the case may be, is satisfied that such persons are not in a position to pay such fee.

18. Application fee.- A candidate for direct recruitment to a post in the Service must pay the fee fixed by the Commission or the Appointing Authority, as the case may be, in such manner as may be indicated by them/it.

+ Provided that the persons repatriated from Burma and Ceylon on or after 1.3.1963 and from East African countries of Kenya, Tanganyika, Uganda and Zanzibar shall be exempted from payment of Application fee or "Examination fee" as the case may be, as prescribed by the Commission or the Appointing Authority, as the case may be, subject to the condition that the Commission or the Appointing Authority, as the case may be, is satisfied that such persons are not in a position to pay such fee.

19. Scrutiny of applications.- The Commission or the Appointing Authority, as the case may be, shall scrutinise the applications received by them/it and require as many candidates qualified for appointment under these Rules as seem to them/it desirable to appear before them/it for interview.

Provided that the decision of the Commission or the Appointing Authority, as the case may be, regarding the eligibility or otherwise of a candidate shall be final.

20. Recommendations for the candidates.- The Commission or the Appointing Authority, as the case may be, shall prepare a list of the candidates whom they/it consider suitable for appointment to the posts concerned, arranged in the order of merit. The Commission shall forward the list to the Appointing Authority.

@ Provided that for the posts which are to be filled through Combined

+ Substituted for "Provided that the persons repatriated from Burma, Ceylon on or after 1.3.1963 and 1.11.1964 and East African countries of Kenya, Tanganyika, Uganda and Zanzibar shall be exempted from payment of examination fee as prescribed by the Commission or the Appointing Authority, as the case may be, subject to the condition that the Commission or the Appointing Authority, as the case may be, is satisfied that such persons are not in a position to pay such fee" vide Notification No. F. 1(20) Appus A-II/67 dated 20-9-75. (Effective up to 20-2-77).

@ Substituted for "Provided that the Commission or the Appointing Authority, as the case may be, may to the extent of 50% of the advertised vacancies keep names of suitable candidates on the reserve list. The Commission may, on requisition, recommend the names of such candidates in the order of merit to the Appointing Authority within six months from the date in which the original list is forwarded by the Commission to the Appointing Authority". vide Notification No. F. 5(7) DOP/A-II/76 dated 24-12-76. (Effective from 1-1-75).

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.

21. Disqualifications 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;

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

22. Selection by the Appointing Authority.- Subject to the provisions of rule 7 § "and 7A", the Appointing Authority shall select candidates who stand highest in the order of merit in the list prepared under rule 20:

Provided that the inclusion of a candidate's name in the list confers no right to appointment unless the Appointing Authority is satisfied after such inquiry as may be considered necessary that such candidate is suitable in all other respects for appointment to the posts concerned.

% Deleted (3) No candidate male or female who had 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 15-2-77.

+ Inserted vide Notification No. F. 5 (9) DOP/A-II/74 dated 5-1-77.

§ Inserted vide Notification No. F.7(2) DOP/A-II/93 dated 24-5-1994 w.e.f. 28-9-1993.

PART V

Procedure for recruitment by promotion

23. Eligibility and Criteria for selection.- The persons enumerated in column 5 of the Schedule, shall be eligible, on the basis of seniority-cum-merit and merit for promotion to posts specified in column 2 subject to their possessing minimum qualification and experience *on the first day of the month of April of the year of selection as specified in column 6.

+ **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.

+ + **23 A.** No officer shall be considered for promotion unless he is substantively appointed and confirmed on the next lower post. If no officer substantive in next lower post is eligible for promotion officers who have been appointed on such post of 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."

24. Procedure for Selection.- (1) As soon as it is decided that a certain number of posts shall be filled by promotion, the Joint Director shall prepare a correct and complete list containing names not exceeding five times the number of vacancies out of 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 I to these Rules, for the purpose of promotion, shall be determined on the basis of length of continued officiation followed by regular selection on the post from which promotion is to be made."

(2) (a) (i) For the post falling within the purview of the Commission, a Committee consisting of £ "the Chairman of the Commission or a member thereof nominated by him, the Director, Deputy Secretary to Government in the Appointments Department and the Deputy

* Inserted vide Notification No. F. 1 (4) DOP (A-II)/73 dated 13-6-74.

+ Inserted vide Notification No. F.7 (1) DOP (A-II)/75 dated 20-9-75. (Effective from the date of publication in the Gazette)

+ + Inserted vide Notification No. F.7 (1) DOP (A-II)/74 dated 5-7-1974.

§ Proviso added vide Notification No. F. 2(4) DOP/A-II/83 dated 24-9-1983.

£ Substituted for "a member of the Commission nominated by the Chairman of the Commission" vide Notification No. F. 33 (55) Jd (A)/66 dated 1-5-1968.

Secretary to Government in the Industries Department and for the posts falling within the purview of the Appointing Authority a Committee consisting of the Director, the Deputy Secretary to Govt. in the @ "Department of Personnel" and the Deputy Secretary to Govt. in Industries Department shall consider the cases of all 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 an expert from outside, if considered necessary to assist it in its deliberations while interviewing the candidates.

(b) The Member of the Commission or the Director, as the case may be, 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) The Committee shall also prepare a 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.

(a) 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 the order of seniority.

(5) The list prepared by the Committee shall be sent to the Appointing Authority.

(6) Where consultation with the Commission is necessary, the list prepared in accordance with sub-rule (2) & (3) shall be forwarded to the Commission by the Appointing Authority along with Confidential Rolls and the personal files of all the candidates 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 the other documents received from the Appointing Authority and unless they consider any change necessary, they shall approve the lists and if the Commission consider it necessary to make any changes in the lists received from the Appointing Authority, the Commission shall inform the Appointing Authority and 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 his opinion, be just and proper.

@ Substituted for :- Appointments Dept. vide Notification No. F 1 (13) DGP (A-II)/72 I dated 3-1-1975. (Effective from 1-7-72)

% Inserted vide Notification No. F 33 (A) I Ind (A)/66 dated 20-10-67.

@@ Added vide Notification No. F 7 (5) EOP/A-II/78 dated 21-12-1978 w.e.f. 7-3-78.

+ 25 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

+ Substituted for Rule 25 :- 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 Services 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 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.

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 reviewed 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.

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.

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.

§ "(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."

(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) Appointment 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 give 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. F7 (10) DOP(A-II)/77, dated 7-3-1978 (Effective from the date of publication in the Rajasthan Rajpatra)

vide Notification No. F. 15 (14) DOP(A-II)/80, dated 30-11-1981.

§ 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 30-7-1979.

"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.

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

(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 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.

(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.

@(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 15-7-1972.

++ 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.

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- (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

Contd.....

(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.

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

+ Added vide Notification No. F7(1) DOP/A-II/84 dated 10-5-85

£ Clause (i) of sub-rule (9) of Rule 25-A subd. for :-

- (i) **Number of Vacancies** **Number of eligible persons to be considered.**
- (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.

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.

+ "(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

+ Sub rule (11) subd 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, ~~and~~ "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.

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 as the case may be, 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 lists shall be sent to the Appointing Authority together with Annual Confidential Reports/Annual Performance Appraisal 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 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.

% "(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

% Sub rule (11-A) subd. 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-I/71, dated 6-10-1979.

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 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

§ Added vide Notification No. F. 7 (1) DOP/A-II/86, dated 14-6-1985

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.

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

% 25-A. "Restriction on promotion of persons foregoing promotions:- In the case of 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 recommendations of the Departmental Promotion Committee, foregoes such an 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)".

£ 25 B - Notwithstanding anything contained in these Rules, a person belonging to the Scheduled Caste or the Scheduled Tribe promoted to higher post in the Service may be posted by the Appointing Authority in a District or Zone or Range or Division, other than his Home District or Zone or Range or Division.

Provided that :-

(i) for purpose of promotion to higher post, for the persons belonging to Scheduled Caste/Scheduled Tribe, subject to provisions contained in rule relating to 'Seniority' the inter-se-seniority on lower post shall be determined at State level :

(ii) in case a person belonging to Scheduled Caste/Scheduled Tribe is promoted on higher post and posted by the Appointing Authority against a vacancy available in District or Zone or Range or Division, other than the Home District or Zone or Range or Division,

* Added vide Notification No. F. 15(16) DOP/A-II/80 dated 30-11-1981.

£ Added vide Notification No. F. 7(2) DOP/A-II/80 dated 30-8-1983.

he shall be eligible for transfer to his Home District or Zone or Range or Division, only when he has served for a period of not less than five years in the District or Zone or Range or Division, in which he has been posted on promotion to higher post ;

(iii) in case a person belonging to Scheduled Caste/Scheduled Tribes, does not want his promotion in another District or Zone or Range or Division, in that event a chance shall be extended for promotion to higher post by the Appointing Authority to the next junior persons ;

(iv) in case if in a District or Zone or Range or Division, the persons belonging to the Scheduled Castes/Scheduled Tribes, are not available for

promotion to higher post against reserved vacancies, in that event such reserved vacancies shall be filled in from amongst the persons belonging to the Scheduled Castes or the Scheduled Tribes, available in another District or Zone or Range or Division."

PART VI

Appointments, Promotion and Confirmation.

26. Appointments to the Service- Appointments to the posts by direct recruitment or by promotion shall be made by the Appointing Authority on occurrence of substantive vacancies by selection of person in the manner indicated in rule 22 or from the lists prepared under rules 24 & 25.

27. Appointment to Senior Posts- Appointments to senior posts shall be made by the Appointing Authority by direct recruitment and or by promotion as indicated in column 3 of the Schedule. The promotions shall be made from amongst the members of the Service @ on the basis of seniority-cum-merit in accordance with rules 24 and 25.

+ 27 A. Appointment of screened persons- Appointment to posts in the Service shall be made by the Appointing Authority from amongst the persons adjudged suitable under rule 6 of these Rules.

@ 28. Urgent Temporary Appointment: (1) A vacancy in the

@ Substituted for the words "in accordance with rules 23, 34 & 25" vide Notification No. F. 1 (6) Apppts (D)/60 Part-III, dated 31-5-68. (Effective from 26-8-1966.)

+ Inserted vide Notification No. F. 7 (1) DOP (A-II)/75 dated 23-9-75.

@ Substituted Rule 28 for :

28. Temporary or officiating appointments. (1) A temporary vacancy in the Senior posts, may be filled by the Appointing Authority by appointing there-to in an officiating capacity an officer whose name is included in the list prepared under rule 20 or in the lists prepared under sub-rule (2) and (3) Rule 24.

Service which can not 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 appointment" 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 the Service or a post in Service for which both the above methods of recruitment have been prescribed, the Government or the authority competent to make appointments, as the case may be, shall not, save with the specific permission of the Government in the Department of Personnel in the case of State Services and Government in the Adminis-

trative Department concerned in respect of other services, till the temporary vacancy against the direct recruitment quota by a whole time appointment for a period exceeding three months, other-wise than out of person eligible for direct-recruitment and after a short-term advertisement."

£(2) In the event of non-availability of suitable persons, fulfilling

(Contd...)

Provided that till the preparation of the first list or in case the list is exhausted a vacant post may be filled by the Appointing Authority by appointing thereto member of the service eligible for appointment to the post by promotion or by appointing thereto temporarily a person eligible for appointment by direct recruitment to the Service under the provisions of these Rules.

(2) A temporary vacancy in the Junior posts may be filled by the Appointing Authority by appointing thereto temporarily a person eligible for appointment by direct recruitment or by promotion to the Service under the provisions of these Rules.

(3) No appointment made under sub-rules (1) and (2) above shall be continued beyond a period of six months without referring it to the Commission for their concurrence and shall be terminated immediately on their refusal 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 12-9-73.

% Substituted for "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 shall not fill the temporary vacancy by appointing a person eligible for direct recruitment unless no suitable person eligible for promotion is available". vide Notification No.F. 1(10) DOP/A-II/72, dated 28-11-77.

£ Inserted vide Notification No.F. 7(7) DOP/A-II/75, dated 31-10-1975. (Effective from 5-6-1966.)

the requirements of eligibility for promotion, Govt. may notwithstanding the condition of eligibility for promotion required under sub-rules (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.

£ 29- Seniority:- "Seniority of persons appointed to the lowest post of the Service or lowest categories of posts in each of the Group/Section 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 Group/Section 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 the persons appointed to the Service before the commencement of these Rules and/or in the process of integration of the Service of the pre-Reorganisation State of Rajasthan or the Services of the new State of Rajasthan established by the State Re-organisation Act, 1956, shall be determined, modified or altered by the Appointing Authority, on an *ad hoc* basis;

(2) that if two or more persons are appointed to posts in the same category in the same year, a person appointed by promotion, shall be senior to a person appointed by direct recruitment;

(3) that the seniority *inter se* of persons appointed to posts in a particular category by direct recruitment on the basis of one and the same selection, except those who do not join service when a post is offered to them, shall follow the order in which their names have been placed in the list prepared by the Appointing Authority under rule 20;

(4) that seniority *inter se* of persons appointed to posts in a particular category by promotion shall follow the order in which their names have been placed in the lists prepared under sub-rules, (2) and (4) of rule 24, and

£ Rule 29 Substituted for:-

@ 29. 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 20-7-1979.

@ Substituted for rule 29 Excluding Provisos for:-

"29. Seniority.-Seniority in each category of the service shall be determined by the year of substantive appointment to a post in the particular category." vide Notification No.F. 7(6) DOP/A-II/73, dated 15-11-1976.

(5) that the seniority inter se of persons appointed under proviso (3) of sub-rule (b) to rule 6, shall rank senior to those appointed under proviso (4) to this rule.

*(6) "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.

% (7) Deleted

x 30 Period of probation.- + "(1) All persons appointed to the Service by direct recruitment against a substantive vacancy shall be

* Substituted for:-

(6) "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, provided that such officiation was not ad hoc or fortuitous." vide Notification No.F. 7(10) DOP/A-II/77, dated 17-6-1978.

% Deleted (7)

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 selected list irrespective of the period of continuous officiation." vide Notification No.F. 7(10) DOP/A-II/77, dated 17-6-78.

Substituted for 30. Probation.- (1) All members of the Service appointed by direct recruitment shall be on probation for a period of two years, 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 the Appointing Authority to count such officiating or temporary service towards the period of probation up to a maximum of six months.

(2) During the period of probation, each probationer shall be required to pass such departmental examination and/or to undergo such training as 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, vide Notification No.F. 1(35) Karmik/Ka-II/74, dated 4-5-77. (Effective from the date of publication in the Gazette.)

+ Sub-rule (1) of Rule 30 substituted for:-

(1) Every person appointed against 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/77, dated 9-4-1979.

✓ Inserted vide Notification No.F. 1(35) Karmik/Ka-II/74, dated 3-8-77.

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.

(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.

% 30A- "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

% Rule 30-A substituted for:-

% 30A-(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 probation 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 Rule and in accordance with his seniority:

(Contd...)

six months on completion of a period of two years' service in 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;

(Contd...)

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 probation or 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 post, 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.

Explanation.-(1) Regular recruitment for the purpose of this rule shall mean appointment after either of the methods of recruitment or 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 appointments by transfer such appointments shall be treated regular recruitment if the appointment to the post on which official was transferred was after regular appointment. 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 in 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.

vide Notification No.F. 2(4) DOP/A-II/79, dated 22-11-1984.

%% Substituted for:-

"Notwithstanding anything contained in the rule 30 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 fulfils other conditions of confirmation as laid down in these Rules."

vide Notification No.F. 7(7) DOP/A-II/74, dated 28-12-74.

(ii) he fulfills conditions as are prescribed under rule relating 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, 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 permit;

(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."

x 31. **Unsatisfactory progress during probation:-** (1) If it appears 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 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 so thinks fit in case of persons belonging to the 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.

32. **Confirmation:-** A probationer shall be confirmed in his appointment at the end of his period of probation, if, (a) he has passed the departmental examination, if any, and has successfully undergone

x Substituted for:-

"31. **Unsatisfactory progress during probation:-**(1) If it appears 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 case, may discharge him from service:

Provided further that Appointing Authority may extend the period of probation of any member of the Service by a specified period not exceeding one year.

(2) A probationer reverted or discharged from the service during or at the end of the period of probation under sub-rule (2) or Rule 30 shall not be entitled to the compensation." vide Notification No.F. 1(35) Karmik/Ka-II/74, dated 4-5-77.

Inserted vide Notification No.F. 1(35) Karmik/Ka-II/74, dated 3-8-77.

+ Inserted vide Notification No.F. 7(6) DOP/A-II/77, dated 26-10-77. (Effective from 1-1-1973).

such training as Government may from time to time, specify; (b) he has passed a proficiency test in Hindi; (c) the Appointing Authority is satisfied that his integrity is unquestionable and that he is otherwise fit for confirmation.

@ 32A. Notwithstanding anything contained in the Rule 32, 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 expired on or before the date of publication of this amendment in the Rajasthan Rajpatra.

PART VII

PAY

%33. **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 provisions of the Rajasthan Service Rules, 1951.

E34. **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.

35. **Criteria for Crossing efficiency bar:-** No member of the Service shall be allowed to cross an Efficiency Bar unless, in the opinion of the Appointing Authority, he has worked satisfactorily and his integrity is unquestionable.

36. **Regulations of pay leave, allowances, pension etc.-** Except as provided in these Rules, the pay, allowances, pension, leave and other conditions of Service of the members of the Service shall be regulated by:-

@ Inserted Rule 32 A vide Notification No.F. 1(12) Appts/A-II/68, Pt. V, dated 17-10-70.

% Substituted for:- "33. **Scale of Pay:-**The Scale of monthly pay of a person appointed to a post in the Service shall be such as may be admissible under the rules referred to in rule 36 or as may be sanctioned by Government from time to time."

vide Notification No.F. 1(15) Appts./A-II/67, dated 6-2-69

E Substituted rule 34 for:-

"34. **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 increments unless Government otherwise directs."

vide Notification No.F. 3(11) Appts.(A-II)/58, Pt. IV dated 16-10-73.

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

(2) The Rajasthan Civil Service (Unification of Pay Scales) Rules 1950, as amended up-to-date;

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

(4) The Rajasthan Civil Service (Classification, Control and Appeal) Rules 1958, as amended up-to-date;

(5) The Rajasthan Service Rules, 1951 as amended up-to-date;

(6) The Rajasthan Civil Services (Revised Pay) Rules, 1961 as amended up-to-date; and

(7) Any other rules prescribing general conditions of services made by the appropriate authority under the proviso to Article 309 of the Constitution of India, and for the time being in force.

37. **Removal of doubts.**- If any doubt arises relating to the application and scope of these Rules, it shall be referred to Government in the + Department of Personnel whose decision thereon shall be final.

Repeal and Saving.- All rules and orders in relation to matters covered by these Rules and in force immediately before the commencement of these Rules are hereby repealed.

Provided that any action taken under the rules and orders so superseded shall be deemed to have been taken under the provisions of these Rules.

38. **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 recruitment 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 person, 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.

+ Substituted for the words "Appointments Departments" vide Notification No. F. 1(13) D.P. (A-II)/72.1, dated 3.1.1973. (Effective from 1.7.1972).

@ Added vide Notification No. F. 11(2) DOP/A-II/72, dated 27-12-1978.

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

vide Notification No. F. 11(2) DOP/A-II/75, dated 18-8-1982.

+ SCHEDULE I

S.No.	Name of post	Method of recruitment with percentage	Qualifications for direct recruitment	Post from which promotion is to be made.	Minimum Qualifications and experience required for promotion.	Remarks.
1.	2.	3.	4.	5.	6.	7.
GROUP 'A'						
1.	District Industries Officer.	75% by promotion & 25% by direct recruitment.	Degree in Arts, Science, Commerce or Engineering from a University established by law in India.	1. Manager Industrial Estate 2. Inspector Industries & Measures 3. Inspector Weights & Measures 4. Industries Extension Officer 5. Economic Investigator 6. Survey Officer 7. Inspector Handloom 8. Inspector Handloom (Audit). 9. Designer Handloom 10. Senior Supervisor Handloom.	Degree in Arts/ Science/ Commerce/ Engineering from a University established by law in India with atleast three years' experience on any of the posts mentioned in Col. 5 or Diploma Certificate of atleast two years duration in a technical discipline from recognised Institute with at least five years' experience on any of the posts mentioned in Col.5 or on the abolished post of Powerloom Instructor or both.	

1.	2.	3.	4.	5.	6.	7.
					OR	
					High School/Secondary with seven years' experience on any of the posts mentioned in Col. 5 including experience gained on the abolished post of powerloom Instructor.	
2.	(i) Manager, 100% by direct recruitment (ii) Industries Inspector (iii) Industries Extension Officer (iv) Inspector Handloom (Audit)		Degree in Arts, Science, Commerce or Engineering from a University established by law in India Diploma in Electrical Chemical & Textile (Tech.) or Mechanical Engineering from a recognised Institute			
3.	Inspector Weights & Measures	50% by Promotion & 50% by direct recruitment.	Degree in Arts, Science, Commerce (Science Preferred) from a University established by law in India or a Polytechnic Diploma in Electrical, Chemical and Textile or Mechanical Engineering from a recognised Institute.	1. Asstt. Inspector Weights & Measures. 2. Repairer of Standard Balances. 3. Laboratory Assistant of Group B.	Five years experience on any post mentioned in Col. 5	N.B. 12 1/2% of the post shall be reserved for ministerial service as per rule 6A.

1.	2.	3.	4.	5.	6.	7.
4.	Assistant Inspector Weights & Measures.	100% by direct recruitment	Higher Secondary with Science from a recognised Board or the qualification declared as equivalent thereto by the Government			N.B. -12 1/2% of the posts shall be reserved for ministerial service as per rule 6A.
5.	Repairer Standard Balances.	100% by direct recruitment	Higher Secondary from a recognised Board with Diploma/Certificate in trade issued by the National Council for Training in Vocational Trades or any other Institution recognised by the Government as equivalent thereto with two years' practical experience in the particular field.			
GROUP 'B'						
1.	Senior Chemist	100% by promotion	M.Sc. in Chemistry (preferably Analytical Chemistry) from a University established by law in India with three years' experience in any Laboratory recognised by the Government or in any private Laboratory of repute.	Salt Superintendent/Analyst.		Five years' experience on any of the posts mentioned in Col. No. 5.
2.	Salt Superintendent/Analyst.	75% by promotion & 25% by direct recruitment.	M.Sc. in Chemistry from a University established by Law in India with two years' experience in Salt manufacturing Industries or Chemical Industries of repute.	Inspector Salt		Five years' experience on the post mentioned in Col.5.

1.	2.	3.	4.	5.	6.	7.
3	Inspector Salt	100% by direct recruitment.	B.Sc. with Chemistry as one of the subjects from a University established by Law in India.	-	-	-
4.	Laboratory Assistant	100% by direct recruitment.	Secondary with Science from a recognised Board or its equivalent qualification recognised by the Government.	-	-	-

GROUP 'C'

1.	Superintendent/Cum Designer, Handloom Design Centre	100% by promotion	Higher Secondary with Diploma of two years' duration in textile preferably with design as one of the subjects from a recognised Institute with at least three years' experience of working in an industrial concern of repute.	1. Designer 2. Jacquard Master 3. Inspector Handloom	High School/Secondary with Diploma in Textile trade of at least two years' duration from a recognised Institute with at least three years' experience on any of posts mentioned in Col. 5. Experience gained on the abolished post of Powerlooms Instructor will be taken into account.
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1.	2.	3.	4.	5.	6.	7.
2.	Jacquard Master	100% by promotion	Higher Secondary with two years' Diploma in two years trade issued by the National Council for training in Vocational Trades or any other institution recognised by the Government or equivalent thereto with at least three years' experience in the trade. OR High School/Secondary from a recognised Board with two years' Diploma in the trade issued by the National Council for training in Vocational trades or a Diploma recognised as equivalent thereto with at least five years' experience in the trade.	1. Weaving Master. 2. Inspector Handloom.	% "Senior Higher Secondary or/Higher Secondary" with two years' Diploma in the National Council for training in Vocational Trades or any other Institution recognised by the Government as equivalent thereto with at least two years' experience on any of the posts mentioned in Col. 5. OR Secondary with a certificate issued by or recognised as equivalent to the certificate issued by the National Council for training in Vocational Trades with at least three years' experience on any of the posts mentioned in Col. 5. Experience gained on the abolished post of Power-loom Instructor will be taken into account.	

* Substituted for the expression "Higher Secondary" vide Notification No. F. 7(1) DOP/A-II/88 dated 18-8-1989.

1.	2.	3.	4.	5.	6.	7.
3.	(i) Weaving Master (ii) Inspector Handloom	50% by direct recruitment & 50% by promotion	* + Senior Higher Secondary or Higher Secondary" or equivalent qualification with Diploma in the Textiles Trades (at least two years' duration) issued by the National Council for training in Vocational Trades or any other Institution recognised by the Government as equivalent thereto.	Junior Supervisor Handloom.	Three years' - experience on the post mentioned in Col.5.	
4.	Designer Handloom.	50% by direct recruitment & 50% by promotion	Degree in Arts, Science, Commerce from a University established by law in India with Diploma in Textile technology (at least two years' duration) preferably in design from recognised Institute.	Junior Supervisor Handloom.	Three years' - experience on the post mentioned in Col. No. 5.	
5.	Sr. Supervisor Handloom	100% by promotion	Degree in Arts, Science, Commerce with Diploma in Handloom textile of at least two years' duration from a recognised Institute.	Junior Supervisor Handloom	Three years' - experience on the post mentioned in Col. No. 5.	

+ Substituted for the expression "Higher Secondary" vide Notification No. P. 7 (1) DOP/A-II/88 dated 18-8-1989.

1.	2.	3.	4.	5.	6.	7.
6.	Jr. Supervisor Handloom	100% by direct recruitment	+ "Senior Higher Secondary or Higher Secondary" from a recognised Board with two years' practical experience in any Government Deptt./Handloom Board or an Industrial concern of repute.			
GROUP 'D'						
1.	Planning-Asstt.	100% by promotion	II Class post-graduate degree in Economics from a University established by Law in India.	1. Economic Investigator 2. Survey Officer.	5 years' experience on any of the posts mentioned in Col. No. 5.	
2.	Economic Analyst	100% by promotion	II Class post-graduate (M.A./M.Sc. with Statistics) from a University established by Law in India.	1. Economic Investigator 2. Survey Officer.	5 Years' experience on any of the posts mentioned in Col. No. 5.	
3.	Technical Officer (Engg.)	100% by direct recruitment	Degree in Mechanical Engineering OR Diploma in Mechanical Engineering with 2 years' experience on any technical post of a Govt. Deptt. or Industrial concern of repute.			

+ Substituted for the expression "Higher Secondary" vide Notification No. P. 7 (1) DOP/A-II/88 dated 18-8-1989.

1.	2.	3.	4.	5.	6.	7.
4.	Technical Officer (Textile)	100% by direct recruitment	Degree in Textile Technology from a recognised University with 3 years' experience in the trade. OR Diploma in Textile Technology from a recognised Institution with 5 years' experience of working on a technical post in a Govt. Deptt. or in an Industrial concern of repute.	-	-	-
5.	(i) Economic Investigator (ii) Survey Officer	100% by direct recruitment	First or Second Class Master's degree in Mathematics, Statistics, Economics or Commerce from a University established by Law in India. OR Master's degree in Maths., Statistics, Economics or Commerce with one year Diploma in Statistics from any recognised Institution or University established by Law in India.	-	-	-
6.	Information Asstt.	100% by direct recruitment	Degree in Arts, Science, Commerce from a University established by Law in India.	-	-	-

1.	2.	3.	4.	5.	6.	7.
7.	Asstt. Librarian	100% by direct recruitment	Graduate with degree or Diploma in Library Science from any University established by Law in India with at least 2 years' experience of working as Librarian in any Institution or Government Department.	-	-	-
	Leather Assistant	100% by direct recruitment	SCHEDULE-II [See Rule 4 (2)] Certificate from a recognised Institute in Leather Technology with 5 years' experience in Leather Trade or Leather goods manufacture under any Govt. Department or in any Industrial concern of repute. OR Diploma in Leather Technology from a recognised Institution with 3 years' experience in Leather trade or Leather goods manufacturing concern of Govt. or in any other concern of repute.			

Explanation:- Degree in Arts, Science, Commerce does not include a degree in Medicine and Veterinary Science and Animal Husbandry.

Schedule before 24-9-1983.

SCHEDULE I

5.No.	Name of post	Method of recruitment with percentage	Qualifications for direct recruitment	Post from which promotion is to be made.	Minimum Qualifications and experience required for promotion.	Remarks.
1.	2.	3.	4.	5.	6.	7.
Group A.						
(a)	(i) Superintendent, Cluster Type Training Centres	75% by promotion and 25% by direct recruitment.	Matric with Diploma of 3 years duration in Mechanical Engineering from a recognised Polytechnic Institute with at least 2 years' experience of workshop or factory.	(i) Supervisor (Designs) (ii) Instructors, Cluster Type Training Centres. (iii) (a) Master dyer. (b) Instructor Carpentry. (c) Instructor Leather Footwear in Rural Arts and Crafts Institute.	Matric with Diploma from a recognised Institute in Trade and 3 years' experience in the trade.	
(a)	(ii) Superintendent (Designs), Drugget and Carpet Design Extension Centre.	100% by promotion	-do-	(i) Instructor (Designs). (ii) Instructor (Weaving Designs) (iii) Instructor (Wool Weaving)	-do-	
(b)	Superintendent (Artist) Design Extension Centre (Textiles).	-do-	-do-	(i) Designer (Handicrafts) (ii) Supervisor (Quality Marking Handicrafts.) (iii) Instructor, Artistic Crafts Training Institute.	-do-	

1.	2.	3.	4.	5.	6.	7.
(c)	Superintendent Industrial workshop, Gadia Lohar workshop and cutlery Centre.	75% by promotion and 25% by direct recruitment.	Matric with Diploma of 3 years duration in Mechanical Engineering from a recognised polytechnic or Institute with two years' experience of workshop or factory.	Supervisors (Common Facility workshops)	Matric with Diploma from a recognised Institute in Trade and 3 years' experience in the trade.	
(d)	(i) Superintendent, Quality Marking Leather.	75% by promotion and 25% by direct recruitment.	Post Matric Diploma of 3 years duration from a recognised Institute in the trade.	(i) Supervisor, Quality Marking Leather.	-do-	
(ii)	Lecturers, Leather Institutes	-do-	-do-	(ii) Instructors Leather Institute.	-do-	
@	(e) Supdt.-cum-Designer Artist Handicrafts Development Centre	100% by Promotion	Matric with diploma of 3 years duration in Mech. Engg. from a recognised polytechnic or Institute with at least 2 years' experience of Factory or workshop.	(i) Instructor (Design) (ii) Instructor (Weaving Design) (iii) Instructor (Wool Weaving)	Matric with Diploma from a recognised Institute in Trade & 3 years' experience in the trade.	
2(a)	(i) Supervisor Designs.	50% by direct recruitment 50% by promotion.	High School passed with 2 years diploma in the trade issued by the National Council for Training in Vocational Trades or any other Institution recognised by the Govt. as equivalent with at least 3 years' experience in the trade.	OR Instructors (Weaving) Rural Arts and Crafts Institute.	High School passed with 2 years diploma in the trade issued by the National Council for training in Vocational trades or any other Institution recognised by the Govt.	

1.	2.	3.	4.	5.	6.	7.
			High School passed with certificate issued by or recognised as equivalent to, the National Council for Training in Vocational Trades with at least 7 years' experience in trade. N.B. For such of the trades in which no diploma certificate course is available in the country, the field experience may be increased by 2 years in lieu thereof.		as equivalent with at least 2 years' experience in the trade. OR High School passed with certificate issued by, or recognised as equivalent to the National Council for Training in Vocational Trades with at least 5 years' experience.	
2(a)	(ii) Instructors Cluster Type Training Centers.	50% by promotion and 50% by direct recruitment	- do -	(a) Blacksmith (Common Facility Workshop). (b) Carpenter-cum-painter Common Facility Workshop. (c) Instructor (Leather)	-do-	
2(a)	(iii) Master Dyer, Instructor, Carpentry Instructor, Leather Footwear in Rural Arts and Crafts Institute.	50% by promotion and 50% by direct recruitment.	High School passed with 3 years diploma in the trade issued by the National Council for Training in Vocational Trades or any other Institution recognised by the Government as equivalent, with at least 5 years' experience in the trade.	For Master Dyer: (i) Dyer-cum-Printer. For Carpentry: (i) Instructor Designs Design Extension Centers. (ii) Trained Craftsman Rural Arts and Crafts Institutes. For Leather Footwear: (i) Teachers Social Welfare Scheme in Shoe Making.	-do-	

1.	2.	3.	4.	5.	6.	7.
2(a)	(iv) Instructors (Designs)	100% by direct recruitment.	High School passed with 2 years diploma in the trade issued by the National Council for Training in Vocational Trades or any other Institution recognised by the Govt. as equivalent, with atleast 3 years' experience in the trade. OR High School passed with certificate issued by or recognised as equivalent to the National Council for Training in Vocational Trade with at least 7 years' experience in Trade.			
2(a)	(v) Instructors Weaving					
2(a)	(vi) Instructors, Wool Weaving.					

N.B.-For such of the trades in which no diploma/certificate course is available in the country, the field experience may be increased by 2 years in lieu thereof.

2(b)	(i) Designer. (Handicrafts)	50% by promotion and 50% by direct recruitment.	Matric with Diploma in the trade. High School passed with 2 years diploma in the trade issued by the National Council for Training in Vocational Trades or any other Institution recognised by the Government as equivalent with at least 3 years' experience in the trade. OR High School passed with certificate issued by, or recognised as equivalent to, the National Council for Training in Vocational Trades with at least 7 years' experience in Trade. N.B. For such of the trades in which no Diploma/certificate course is available in the country, the field experience may be increased by 2 years in lieu thereof.	Inspector Quality Marking Handicrafts (Technical Asstt.)	Matric with diploma in trade/High School passed with 2 years diploma in the trade issued by the National Council for Training in Vocational Trades or any other Institution recognised by the Govt. as equivalent, with atleast 2 years' experience in the trade. OR High School passed with certificate issued by, or recognised as equivalent to the National Council for Training in Vocational Trade, with atleast 5 years' experience.	
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1.	2.	3.	4.	5.	6.	7.
2(b) (ii) Supervisor Quality Marking (Handicrafts)	100% by promotion.	High School passed with 2 years diploma in the trade issued by the National Council for Training in Vocational Trades or any other Institution recognised by the Govt. as equivalent, with at least 3 years' experience in the trade.		Instructor Handicrafts.		High School passed with 2 years diploma in the trade issued by the National Council for Training in Vocational Trades or any other Institution recognised by the Govt. as equivalent with at least 2 years' experience in the trade.
2(b) (iii) Instructors, Artistic Crafts Training Institute.	75% by promotion & 25% by direct recruitment.	High School passed with 2 years diploma in the trade issued by the National Council of Training Vocational Trades or any other Institution recognised by the Govt. as equivalent with at least 3 years' experience in the trade.		Assistant Instructor Cottage Industry Institute.		High School passed with certificate issued by or recognised as equivalent to, the National Council for Training in Vocational Trade with at least 5 years' experience.
2(b) (iv) Supervisor Common Facility Workshops.	50% by direct recruitment & 50 % by promotion.		-do-	- do -		High School passed with 2 years diploma in the trade issued by the National Council for Training Vocational Trades or any other Institution recognised by the Govt. as equivalent with at least 2 years' experience in the trade.
						OR High School passed with certificate issued by or recognised as equivalent to the National Council for Training in Vocational Trade with at least 5 years' experience.
						N.B. For such of the trades in which no Diploma/certificate course is available in the country, the field experience may be increased by 2 years in lieu thereof.

1.	2.	3.	4.	5.	6.	7.
2(c) (i) Supervisors Quality Marking (Leather)	50% by promotion & 50% by direct recruitment.	High School passed with 2 years diploma in the trade issued by the National Council for Training Vocational Trades or any other Institution recognised by the Govt. as equivalent, with at least 5 years' experience in the trade.		(i) Mistry, Leather Institute. (ii) Instructor Social Welfare in Shoe Making. (iii) Shaver (Leather Institute) (iv) Instructor Leather.		High School passed with 2 years diploma in the trade issued by the National Council for Trg. Vocational Trades or any other Institution recognised by the Govt. as equivalent, with at least 2 years' experience in the trade.
						OR High School passed with certificate issued by or recognised as equivalent to the National Council for Training Vocational Trade, with at least 5 years' experience.
2(c) (ii) Instructors Leather Institute	50% by promotion and 50% by direct recruitment.	- do -		- do -	- do -	
3(a) (i) Instructors (Weaving) Grade-II Rural Arts and Crafts Institute.	50% by Promotion & 50% by direct recruitment.	Matriculation with a Diploma or Certificate in the Trade issued by the National Council for Training Vocational Trades or any other Institutions recognised by the Govt. as equivalent with two years practical experience in the particular field.		Instructors Dyeing and Weaving Cottage Institute, Jodhpur.		Matriculation with a Diploma or Certificate in the Trade issued by the National Council for Training Vocational Trades or any other Institution recognised by the Govt. as equivalent with two years practical experience in the particular field.

1.	2.	3.	4.	5.	6.	7.
3(a) (ii) (a) Instructor (Blacksmith) Grade II, Common Facility Workshops.	50% by promotion and 50% by direct recruitment	- do - (should know welding work)		(i) Skilled Blacksmith Industrial Workshop & Gadia Lohar. (ii) Machine man-cum-Welder Industrial Workshops. (iii) Skilled Machine man Gadia Lohar Workshop.	(Should know Welding work).	- do -
3(a) (ii) (b) Carpenter-cum-Painter Common Facility Workshop.	100% by direct recruitment.	Matriculation with a Diploma or certificate in the trade issued by the National Council for Training in Vocational Trade or any other Institution recognised by Govt. as equivalent with 2 years practical experience in the particular field. OR Literate with a certificate in the trade from some recognised Institute with at least 5 years practical experience in the line.		- do -	- do -	-
3(a) (ii) (c) Instructors Leather	100% by direct recruitment.	Matriculation with a diploma/certificate in the Trade issued by the National Council for Training in Vocational Trades or any other Institution recognised by the Govt. as equivalent with two years practical experience in the particular field.		-	-	-

1.	2.	3.	4.	5.	6.	7.
3(a) (iii) (a) Dyer-cum-Printer.	- do -		Literate with Training in the Specified trade in any one of the Institutions run or recognised by the State Government for the purpose. OR Literate Master Craftsman with a minimum of 5 years' experience in the trade.			
3(a) (iii) (b) Instructor (Designs) Grade III (Design Extension Center)	100% by direct recruitment		Matric with Diploma in the trade. OR Matric with certificate in the trade with 2 years post Matric training N.B.-(i) A certificate in drawing from some recognised Institute will be preferred. (ii) An alternate qualification will be literate with training in the specified trade in any one of the Institutions run or recognised by the State Govt. for the purpose. OR Literate Master Craftsman with a minimum of 5 years' experience in the trade.			
3(a) (iii) (c) Trained Craftsman Rural Arts & Crafts Institute.	100% by direct recruitment.		Literate with Training in the specified trade in any one of the Institutions run or recognised by the State Govt. for the purpose. OR Literate Master Craftsman with a minimum of 5 years' experience in the trade.			

1.	2.	3.	4.	5.	6.	7.
3(a)	(iii)(d) Teachers Social Welfare Scheme. - do -		Matric with Diploma in the trade. OR Matric with Certificate in the trade with 2 years' experience in the trade.	-	-	-
3(b)	(i) Inspector, Quality Marking (Handicrafts) (Technical) Assistant. - do -		Matriculation with a Diploma/Certificate in the trade issued by the National Council for Training in Vocational Trades or any other Institution recognised by Government as equivalent with 2 years practical experience in the particular field.	-	-	-
3(b)	(ii) Instructor, Handicrafts. 50% by promotion and 50% by direct recruitment	- do -	as in 3(c) (ii)	Skilled Mistry		Matriculation with a diploma/certificate in the trade issued by the National Council for Training Vocational Trades or any other Institution recognised by Government as equivalent with one year practical experience in the particular field.
3(b)	(iii) Assistant Instructors Cottage Industries Institute, Jodhpur. 100% by direct recruitment		Literate with Training in the specified Trade in any one of the Institutions run or recognised by the State Government for the purposes Or Literate master Craftsman with a minimum of 5 years' experience in the trade.	-	-	-
3(c)	(i) Mistry, Leather Institute. 100% by direct recruitment.		Literate with Training in the specified Trade in any one of the Institutions run or recognised by the State Government for the purpose	-	-	-

1.	2.	3.	4.	5.	6.	7.
			OR Literate Master Craftsman with a minimum of 5 years' experience in the trade.			
3(c)	(ii) Instructors Gr. III Social Welfare Scheme. - do -	- do -	- do -	-	-	-
3(c)	(iii) Shaver, Leather Training Institute. - do -		Matriculation with a Diploma/Certificate in the trade issued by the National Council for Training in Vocational Trades or any other Institution recognised by Government as equivalent with two years' practical experience in the particular field.	-	-	-
4(a)	(i) Instructors, Dyeing & Weaving Cottage Industries Institute. - do -		Matric with Diploma in the trade. Or Matric with Certificate in the trade with 2 years' experience in the trade. An alternate qualification will be Literate with Training in the specified trade in any one of the Institutions run or recognised by the State Government for the purpose. Or Literate Master Craftsman with a minimum of 5 years' experience in the trade.	-	-	-
4(a)	(ii)(a) Skilled Blacksmith. 100% by direct recruitment.		Literate with Training in the specified Trade in any one of the Institutions run or recognised by the State Government for the purpose. Or Literate Master Craftsman with a minimum of 5 years' experience.	-	-	-

1.	2.	3.	4.	5.	6.	7.
4(a)	(ii)(b) Skilled Machine man-cum-Welder, Industrial Workshop.	100% by direct recruitment.	- do -			
4(a)	(ii)(c) Skilled Machine man, Gadia Lohar Workshop.	- do -	- do -			
4(b)	Skilled Mistry	- do -	Literate with training in the specified trade in any one of the Institutions run or recognised by the State Government for the purpose. OR Literate Master Craftsman with a minimum of 5 years' experience in the trade.			
5.	Repairer of Standard Balance	- do -	Matriculation with a Diploma/Certificate in the trade issued by the National Council for Training Vocational Trades or any other Institution recognised by Government as equivalent, with two years practical experience in the particular field.			
6.	Machine man (Leather Institute)	50% by Promotion & 50% by direct recruitment.	Matriculation with Diploma/Certificate in the trade issued by the National Council for Training of Vocational Trades or any other Institutions recognised by the government as equivalent, with two years' practical experience in the particular field.	Mechanic Wool-lon Cottage Industries Institution and Drugget Carpet Centre.	Matriculate with a Diploma/Certificate in the trade issued by the National Council for Training Vocational Trades or any other Institution recognised by Government as equivalent, with one year practical experience in the particular field.	

1.	2.	3.	4.	5.	6.	7.
7.	Mechanic Wool-lon, Cottage Industries Institute & Drugget Carpet Centre.	100% by direct recruitment.	Literate with Training in the specified trade, in any one of the Institutions run or recognised by the State Government for the purpose. OR Literate Master Craftsman with a Minimum of 5 years' experience in the trade.			
8.	Mistry, Cutlery Centre.	100% by direct recruitment	Literate with Training in the specified trade in any one of the Institutions run or recognised by the State Government for the purpose OR			
9.	Block Maker.	- do -	Literate Master Craftsman with a Minimum of 5 years' experience in the trade.			
10.	Carpenter, Cottage Industries Institute, Jodhpur.	- do -	- do -			
Group 'B'						
1.	Senior Chemist	75% by promotion & 25% by direct recruitment.	M.Sc. with three years' experience.	(i) Chemist Leather Institute. (ii) Chemist Saltpetre.	@ "B.Sc." Chemistry with two years' experience on one of the posts as mentioned in column 5.	
*1.	(a) Superintendent Salt,	75% by promotion 25% by direct recruitment.	Degree in Science with Chemistry with 3 years' experience in Salt-manufacturing Industries or Chemical Industries.	1. Inspector Salt. 2. Chemist Saltpetre	5 years' experience on the post mentioned in Column 5.	
*1.	(b) Inspector Salt.	100% by direct recruitment.	II Class B.Sc. with Chemistry as one of the subjects.			

@ Substituted for "M.Sc." vide Notification No.F. 33(55) Ind(A)/66, dated 26-6-68.

* Inserted vide Notification No.F. 33(55) Ind(A)/66, dated 19-12-75.

1.	2.	3.	4.	5.	6.	7.
2.	(a) Chemist, Leather Institute.	100% by direct recruitment.	B.Sc. in Chemistry with 2 years practical experience in the line.	-	.	.
2.	(b) Chemist, Saltpetre.	- do -	- do -			
3.	Draftsman, Saltpetre.	- do -	Matriculation with a Diploma/Certificate in the Trade issued by the National Council for Training Vocational Trades or any other Institution recognised by Government as equivalent with two years practical experience in the particular field.			

Group 'C'

1.	(a) Inspector Industries (Social Welfare Scheme)	50% by Promotion & 50% by direct recruitment	<p>Matric with Diploma in Trade High School passed with 2 years Diploma in the trade issued by the National Council for Training Vocational Trades or any other Institution recognised by the Government as equivalent with at least 3 years' experience in the trade.</p> <p>Or</p> <p>High School passed with certificate issued by, or recognised equivalent to the National Council for Training in Vocational Trade with at least seven years' experience in the Trade.</p> <p>N.B.-For such of the trades in which no diploma/certificate course is available in the country, the field experience may be increased by 2 years in lieu thereof.</p>	Teachers, Social Welfare Scheme	<p>Matric with Diploma in trade High School passed with 2 years Diploma in the trade issued by the National Council for Training Vocational Trades or any other Institution recognised by the Government as equivalent, with at least 2 years' experience in trade.</p> <p>High School passed with certificate issued by, or recognised as equivalent to the National Council for Training in Vocational Trade with at least 3 years' experience.</p>
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1.	2.	3.	4.	5.	6.	7.
1.	(b) Inspector, Handicrafts	100% by promotion.		Inspector (Quality Marking) Handicrafts. (Technical Assistant).	<p>High School passed with two years Diploma in the trade issued by the National Council for Training Vocational Trades or any other Institution recognised by the Govt. as equivalent, with at least 2 years' experience in the Trade.</p> <p>Or</p> <p>High School passed with certificate issued by or recognised as equivalent to the National Council for Training in Vocational Trade with at least five years' experience.</p>	
1.	(c) Inspector, Powerloom.	50% by promotion and 50% by direct recruitment.	<p>High School passed with 2 years Diploma in the trade issued by the National Council for Training Vocational Trades or any other Institution recognised by the Govt. as equivalent, with at least 3 years' experience in the trade.</p> <p>Or</p> <p>High School passed with certificate issued by, or recognised as equivalent to, the National Council for Training in Vocational Trades with at least 7 years' experience in trade.</p> <p>N.B.-For such of the trades in which no diploma/certificate course is available in the country, the field experience may be increased by 2 years in lieu thereof.</p>	Weaving Instructor Rural Arts & Crafts Institutes.	<p>High School passed with 2 years Diploma in the trade issued by the National Council for Training Vocational Trades or any other Institution recognised by the Govt. as equivalent with at least 3 years' experience in the trade.</p> <p>OR</p> <p>High School passed with certificate issued by or recognised as equivalent to the National Council for Training in Vocational Trades with at least 7 years' experience in trade.</p>	

1.	2.	3.	4.	5.	6.	7.
+ 1	(d) Powerloom Instructor	100% by direct recruitment.	High School with 2 years' Diploma in Textile from the recognised Institution. Or High school passed with 2 years' certificate in Textile from recognised Institution.	-	-	-
2	(a) Teachers, Social Welfare	100% by direct recruitment	Matric with Diploma in the Trade. Or Matric with Certificate in the Trade with 2 years' experience in the trade.	-	-	-
2	(b) Inspector (Quality Marking) Handicrafts (Technical Assistant)	100% by direct recruitment.	Matriculation with a Diploma/Certificate in the Trade issued by the National Council for Training Vocational Trades or any other Institution recognised by Govt. as equivalent with 2 years practical experience in the particular field	-	-	-
3	(a) Lady Supervisor (Tailoring Centre)	100% by promotion		(i) Tailoring & Embroidery & AC (ii) Instructors Tailoring Centres.	High School passed with 2 years' Diploma in the trade issued by the National Council for Training Vocational Trades or any other Institution recognised by the Govt. as equivalent, with atleast two years' experience in the Trade. Or High School passed with certificate issued by or recognised as equivalent to the National Council for Training Vocational Trade with atleast five years' experience.	-

+ Inserted vide Notification No. F. 33(55) Ind(A)/66, dated 19-12-1975.

1.	2.	3.	4.	5.	6.	7.
3	(b) Instructors (Hosiery).	100% by direct recruitment.	High School passed with 2 years' Diploma in the Trade issued by the National Council for Training Vocational Trades or any other Institution recognised by the Govt. as equivalent, with at least 3 years' experience in the trade. Or High School passed with certificate issued by or recognised as equivalent to the National Council for Training in Vocational Trades with atleast 2 years' experience in the Trade. N.B.- For such of the trades in which no diploma/certificate course is available in the country, the field experience may be increased by 2 years in lieu thereof.	-	-	-
4	(a) (i) Tailoring & Embroidery Master.	100% by direct recruitment.	Matric with Diploma in the trade. Or Matric with Certificate in the trade with 2 years' experience in the trade. An alternate qualification will be Literate with Training in the specified Trade in any one of the Institutions run or recognised by the State Govt. for the purpose. Or Literate Master Craftsman with a minimum of Five Years' experience in the trade.	-	-	-

1.	2.	3.	4.	5.	6.	7.
4	(a) (ii) Instructors Tailoring Centres	100% by direct recruitment	- do -	-	-	-
5.	Organiser, Handicraft.	75% by promotion and 25% by direct recruitment.	Matriculation with a diploma/certificate in the trade issued by the National Council for Training Vocational Trades or any other Institution recognised by Government as equivalent, with two years practical experience in the particular field	Propaganda Assistant		Matriculation with a diploma/certificate in the Trade issued by the National Council for Training in Vocational Trades or any other Institution recognised by Govt. as equivalent with one year's practical experience in the particular field.
6.	Propaganda Assistants	100% by direct recruitment.	Literate with Training in the specified trade in any one of the Institutions run or recognised by the State Government for the purpose. Or Literate Master Craftsman with a minimum of 5 years' experience in the trade.			
7.	Skilled Weavers Gr. I and II	100% by direct recruitment.	- do -	-	-	-
8.	Operator Handicrafts.	- do -	- do -	-	-	-
2	(ii) Manager Industrial Estate other than Jaipur.	@ 100% by direct recruitment.	Graduate (Science to be preferred).	£Deleted		£Deleted
2	(iii) Inspector Industries.	@ 100% by direct recruitment	- do -	£Deleted		£Deleted

@ Substituted for the words "50% by promotion & 50% by direct recruitment", vide Notification No.F. 33(55) Ind(A)/66, dated 19-12-1975.

£ Deleted 1. Industries Extension Officers.
2. Inspector, Weight & Measures. Graduate (Science to be preferred) with 3 years experience.

Inserted vide Notification No.F. 33(55) Ind(A)/66, dated 19-12-75.

1.	2.	3.	4.	5.	6.	7.
2	(iv) Inspector, Weights & Measures.	50% by promotion & 50% by direct recruitment.	Graduate (Science to be preferred) or a Polytechnic Diploma in Mechanical Engg. from a recognised Institute.	(i) Asst. Inspector, Weights & Measures. (ii) x(Repairs of Standard Balance)		5 years' experience on the post of Asstt. Inspector, Weights and Measures. x(Repairs of Standard Balances)
2	(v) Industries Extension Officers	100% by direct recruitment.	Graduate (Science to be preferred) or a Polytechnic Diploma in Mechanical Engineering from a recognised Institute.	-	-	-
3.	Asstt. Inspectors, Weight & Measures	100% by direct recruitment.	Matriculate with Science preferred.	-	-	-

Substituted for -

GROUP 'D' x

1.	(a) District Industries Officers.	75% by promotion and 25% by direct recruitment.	Graduate (Science preferred) with 3 years' experience in Development work in any Govt. Department or in an Industrial concern of repute	(i) Manager Industrial Estate, Jaipur. (ii) Manager Industrial Estate, other than Jaipur. (iii) Inspector Industries (iv) Inspector, Weights & Measures. (v) Industries Extension Officers.	Graduates (Science preferred) with 2 years' experience in Development work in any Govt. Department or in an Industrial concern of repute.	-
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x Inserted vide Notification No.F. 33(55) Ind(A)/66, dated 25-4-1968.

1.	2.	3.	4.	5.	6.	7.
2.	(i) Manager, Industrial Estate, Jaipur	100% by promotion	Graduate (Science preferred) with 3 years' experience in Development work in any Govt. Dept. or an Industrial concern of repute.	(i) Manager, Industrial Estate, other than Jaipur. (ii) Inspector, Industries. (iii) Inspector, Weights & Measures. (iv) Inspector Extension Officer.	Graduates (Science preferred) with 2 years' experience in Development work in any Govt. Dept. or an Industrial Concern of repute	

%GROUP-E

1.	Economic Investigator	100% by direct recruitment	Degree in Arts/Science/Commerce/Economics/Statistics.			
2.	Survey Officer	100% by direct recruitment.				
3.	Information Assst	100% by direct recruitment.	Degree in Arts or Science or Commerce.			

* S.No. 1 & 2 under group 'D' substituted vide Notification No.F. 33(55) Ind/A/66, dated 19-12-1976.

% Inserted vide Notification No.F. 33(55) Ind(A)/66, dated 19-12-75.

@SECOND SCHEDULE**[See Rule 4(2)]**

Rajasthan Industries Subordinate Service Rules, 1966.

S.No.	Name of the Post	Method of recruitment.	Qualifications for direct recruitment	Post from which promotion is to be made	Minimum qualification & experience for promotion.
1.	2.	3.	4.	5.	6.

1.	(a) Planning Assistant	100% by direct recruitment	II Class Post Graduate degree in Economics.		
	(b) Economic Analyst	- do -	II Class Post Graduate (M.A./M.Sc.) in Statistics.		

@ Inserted vide Notification No.K. 15(13) Ind/J/74, dated 17-3-1976.