

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

HARYANA GOVERNMENT IRRIGATION DEPARTMENT Notification The 3rd January, 2012 No. 43/33/87-41W,-In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules regulating the recruitment and conditions of service of persons appointed to the Haryana Irrigation Department, Circle Cadre, Workmen Establishment Group C Service, namely:- PART I-GENERAL 1.(i) These rules may be called the Haryana Irrigation Department, Circle Cadre, Workmen Establishment Group C Service Rules, 2011 (ii) They shall come into force on the date of their publication in the original Gazette. 2. In these rules, unless the context otherwise requires, :- (a) "Chief Engineer" means the Chief Engineer, Haryana Irrigation Department: (b) "Commission" means the Haryana Staff Selection Commission; (c) "direct recruitment" means an appointment made otherwise than by promotion from within the service or by transfer of an official already in the service of Government of India or any State Government; (d) "Engineer-in-Chief" means the Engineer-in-Chief, Haryana Irrigation Department: (e) "Government" means the Government of the State of Haryana in the Administrative Department; (f) "Institution" means, (i) any institution established by law in force in the State of Haryana; or (ii) any other institution recognized by the Government for the purposes of these rules; (g) "Service" means the Haryana Irrigation Department Circle Cadre Workmen Establishment Group C Service; and (h) "Superintending Engineer" means the Superintending Engineer, of a Circle, Haryana Irrigation Department. PART II-RECRUITMENT TO SERVICE 3. The Service shall comprise the posts shown in Appendix-A to these rules: Provided that nothing in these rules shall affect the inherent right of the Government to make additions to, or reductions in, the No. of such posts or to	Annexure A' Short title and commencement Definitions. Number of Character of Posts
--	--

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

create new posts with different designations and scales of pay, either permanently or temporarily. 4. (1) No person shall be appointed to any post in the Service, unless he is:- (a) a citizen of India ;or (b) a subject of Nepal; or (c) a subject of Bhutan; or (d) a Tibetan refugee who come over to India before the 1st January 1962, with the intention of permanently settling in India (e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or any of the East African countries of Kenya, Uganda, 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 person belonging to any of the categories (b), (c), (d) or (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government, (2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or any other recruiting authority, but the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Commission (3) No person shall be appointed to any post in the Service by direct recruitment, unless he produces a certificate of character from the principal academic officer of the university, college, school or institution last attended, if any and similar certificate from two other responsible persons, not being his relatives, who are well acquainted with him in his private life and are unconnected with his university, college, school or institution. 5. No person shall be appointed to any post in the Service by direct recruitment who is less than eighteen years or more than the forty-two years of age, on the last date of submission of application to the Commission. 6. Appointment to the posts in the Service shall be made by the Superintending Engineer. 7. No person shall be appointed to any post in the Service, unless he is in possession of qualifications and experience specified in column 3 of Appendix B to these rules in the case of direct recruitment and those specified in column 4 of the aforesaid Appendix in the case of persons appointed other than by direct recruitment: Provided that in case of direct recruitment, the qualifications regarding experience shall be relaxable to the extent of fifty percent at the discretion of the Commission or any other recruiting authority in case sufficient number of candidates belonging to Scheduled Castes, Backward	Nationality, domicile and character of candidates appointed to Service Age Appointing Authority Qualifications
--	--

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

Classes, Other Backward Classes, Ex-Servicemen and Physically Handicapped categories possessing the requisite experience are not available to fill up the vacancies, reserved for them, after recording reasons for so doing in writing. 8. No person;- (a) who has entered into or contracted a marriage with a person having a spouse living; or (b) who having a spouse living, has entered into or contracted a marriage with any person; shall be eligible for appointment to any post in the Service:..	Disqualification Method of recruitment
--	--

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

9 (1) Recruitment to the Service shall be made,-

I. (Mechanical Wing) -

(a) in case of Foreman-

- (i) by promotion from amongst Assistant Foreman; and
- (ii) by transfer or deputation of an official already in the Service of any State Government or the Government of India.

(b) in case of Assistant Foreman- (i) by promotion from amongst Chargeman; and

- (ii) by transfer or deputation of an official already in the Service of any State Government of the Government of India)

(c) in case Heavy DutyTransport Driver-

- (i) 50% by direct recruitment, and
- (ii) 50% by promotion from amongst Heavy Vehicle Driver, or
- (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India

(d) in case of HeavyTransport Vehicle Driver-

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst Light Vehicle Driver, or
- (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India:

(e) in case of Light Vehicle Driver-

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst Class-IV Posts; or
- (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India:

(f) in case of Chargeman-

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst Molder, Turner, Fitter, or Operator; or (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(g) in case of Operator-

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst Helpers; of
- (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(h) in case of Turner-

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst Helpers; or.
- (iii) by transfer are deputation of an official already in the service of any State Government or the Government of India;

(i) in case of Fitter-

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst Helpers; or
- (ii) by transfer of deputation of an official already in the service of any State Government or the Government of India;

(j) in case of Moulder-

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst Helpers; and
- (iii) by transfer or deputation of an official already in the service of any, State: Government or the Government of India;

(k) in case of Black Smith-

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst the Helpers, or
- (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India.

II. (Civil Wing)

(l) in case of Supervisor-

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from Store Keeper; or
- (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(m) in case of Research Assistant-

- (i) by direct recruitment; and
- (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(n) in case of Earth Work Mistry-

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst the Beldar; or
- (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(o) in case of Store Keeper-

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst the Beldar; or (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(p) in case of Telephone Attendant-

- (i) 50% by direct recruitment; and

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

- (ii) 50% by promotion from amongst the Beldar; or
- (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(q) in case of Artificer-

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst the Beldar; or
- (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(r) in case of Mason-

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst the Beldar; or
- (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(s) in case of Plumber-

- (i) 50% by direct recruitment; and
- (ii) 50% by promotion from amongst the Beldar; or
- (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

III. (Electrical Wing)

(t) in case of Foreman-

- (i) by promotion from the amongst Assistant Foreman; and
- (ii) by transfer or deputation of an official already in the service of Government or the Government of India;

(u) in case of Assistant Foreman- (i) by promotion from amongst Chargeman; and (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India; (v) in case of Chargeman- (i) by promotion from amongst the Electrician/ Weldar/Motor Winder; and (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India; (w) in case of Electrician- (i) 50% by direct recruitment; and (ii) 50% by promotion from amongst the Helper of Electrician; or (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India; (x) in case of Welder- (i) 50% by direct recruitment; and (ii) 50% by promotion from amongst the Helper (Electrician); or (iii) by transfer or deputation of an official already in the service of Government or, the Government of India; (y) in case of Motor Winder- (i) 50% by direct recruitment; and (ii) 50% by promotion from amongst the Helper (Electrician) or (iii) by transfer or deputation of an official already in the service of any	
---	--

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

State Government or the Government of India. (2) All promotions unless otherwise provided, shall be made on seniority-cum-merit basis and seniority alone shall not confer any right to such promotions. 10. (1) Persons appointed to any post in the Service shall remain on probation, for a period of Probation two years, if appointed by direct recruitment and one year, if appointed otherwise: Provided that:- (a) any period after such appointment spent on deputation on a corresponding or a higher post shall count towards the period of probation; (b) any period of work in equivalent or higher rank, prior to appointment to any post in the Service may, in the case of an appointment by transfer, at the discretion of the appointing authority, be allowed to count towards the period of probation fixed under this rule; and (c) any period of officiating appointment shall be reckoned as period spent on probation, but no person who has so officiated shall, on the completion of the prescribed period of probation, be entitled to be confirmed, unless he is appointed against a permanent vacancy. (2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory, it may- (a) if such person is appointed by direct recruitment, dispense with his Services; and (b) if such person is appointed otherwise than by direct recruitment: (i) revert him to his former post; or (ii) deal with him in such other manner as the terms and conditions of the previous appointment permit. (3) On the completion of the period of probation of a person, the appointing authority may-- (a) if his work or conduct has, in its opinion been satisfactory, (i) confirm such person from the date of his appointment, if	Probation
---	-------------------------

appointed against a permanent vacancy: or (ii) confirm such person from the date from which a permanent vacancy occurs, if appointed against a temporary vacancy or (iii) declare that he has completed his probation satisfactorily, if there is no permanent vacancy; or (b) if his work or conduct has in its opinion, been not satisfactory.- (i) dispense with his Service, if appointed by direct recruitment, if appointed otherwise, revert him to his former post or deal with him in such other manner, as the terms and conditions	
--	--

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

of his previous appointment permit: or (ii) extend his period of probation and thereafter pass such orders, as it could have passed on the expiry of the first period of probation: Provided that the total period of probation including extension, if any, shall not exceed three years. 11. Seniority, inter-se of members of the Service shall be determined separately for the Civil, Mechanical and Electrical cadre by the length of continuous service on any post in the Service: Provided that where there are different cadre in the Service, the seniority shall be determined separately for each cadre: Provided further that in case of member appointed by direct recruitment the order of merit determined by the Commission shall not be disturbed in fixing the seniority: Provided further that in case of two or more members appointed on the same date, their seniority shall be determined as follows: (a) a member appointed by direct recruitment shall be senior to a member appointed by promotion or by transfer: (b) a member appointed by promotion shall be senior to a member appointed by transfer, (c) in the case of member appointed by promotion or by transfer, seniority shall be determined according to the seniority of such member in the appointment from which they were promoted or transferred; and (d) in the case of member appointed by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a member who was drawing a higher rate of pay in, his previous appointment; and if the rates of pay drawn are also the same than by the length their service in the appointments and if the length of such service is also the same, the older member shall be senior to the younger member. 12. (1) A member of the Service shall be liable to serve at any place, whether within or outside the State of Haryana on being ordered so to do by the appointing authority. (2) A member of Service may also be deputed to serve under- (i) a company, an association or a body of individual whether incorporated or not. which is wholly or substantially owned or controlled by the State Government a Municipal Corporation or a Local Authority or University within the State of Haryana: (ii) the Central Government or a company, association or body of individuals, whether incorporated or not which is wholly or substantially owned or controlled by the Central Government: or	Seniority Liability to serve
---	--

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

(iii) any other State Government an international organization an autonomous body not controlled by the Government or a private body Provided that no member of the Service shall be deputed to serve the Central or any other State Government or any organization, or body referred to in clause (ii) or clause (iii) except with his consent 13. In respect of pay, leave, pension and all other matters, not expressly provided for in these rules, the members of the Service shall be governed by such rules and regulations, as may have been, or may hereafter be adopted or made by the competent authority under the Constitution of India or under any law for the time being in force made by the State Legislature. 14. (1) In matters relating to discipline, penalties and appeals, members of the Service shall be governed by the Haryana Civil Services (Punishment and Appeal) Rules, 1987 as amended from time to time: Provided that the nature of penalties which may be imposed, the authority empowered to impose such penalties and appellate authority shall, subject to the provisions of any law or rules made under article 309 of the Constitution of India, be such as are specified in Appendix 'C' to these rules. (2) The authority competent to pass an order under clause(c) or clause(d) of sub rule (1) of rule 9 of the Haryana Civil Services (Punishment and Appeal) Rules, 1987 and appellate authority shall be as specified in Appendix D to these rules. 15. Every member of the Service shall get himself vaccinated or re-vaccinated as a when the Government so directs by a special or general order. 16. Every member of the Service, unless he has already done so, shall be required to take the oath of allegiance to India and to the Constitution of India as by law established. 17. Where the Government is of the opinion that it is necessary or expedient to do so, it may by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons. 18. Notwithstanding anything contained in these rules, the appointing authority may impose special terms and conditions in the order of appointment, if it is deemed expedient to do so. 19. Nothing contained in these rules shall affect reservations and other concession required to be provided for Scheduled Castes, Backward Classes, Other Backward Classes, Ex-Servicemen, Physically Handicapped persons or any other class or	Pay, leave, pension and other matters Disciplinary, penalties and appeals Vaccination Oath of allegiance Power of relaxation Special provision Reservations
---	---

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

category of persons in accordance with the orders issued by the Government in this regard from time to time. Provided that the total percentage of reservations so made shall not exceed fifty percent at any time. 20. Any rule applicable in the Service and corresponding to any of these rules which is in force Repeal and immediately before the commencement of these rules is hereby repealed:	Repeal and savings
--	----------------------------------

Provided that any order made or action taken under the rules so repealed shall be deemed have been made or taken under the corresponding provision of these rules.

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

Appendix-A

(See Rule, 3)

Sr. No	Designation of Posts	Number of Posts			Scale of Pay
		Perma- nent	Temp o-	Total	

rary

1	2	3	4	5	6
1	I. Foreman	Mechanical Wing	47	47	PB-IS Rs. 9300-34800+Grade Pay Rs. 3200
	Assistant		44	44	PB-IS Rs. 9300-34800+Grade Pay Rs. 3200

Foreman

3	Heavy	Duty	30	30	PB-IS Rs. 5200-20200+Grade Pay Rs. 2400
---	-------	------	----	----	---

Driver

4	Driver	(Heavy	62	62	PB-IS Rs. 5200-20200+Grade Pay Rs. 2400
---	--------	--------	----	----	---

Vehicle)

5	Driver	(Light	222	222	PB-IS Rs. 5200-20200+Grade Pay Rs. 2400
---	--------	--------	-----	-----	---

Vehicle)

6	Charge Man		102	102	PB-IS Rs. 5200-20200+Grade Pay Rs. 2400
7	Operator		679	679	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900
8	Turner		15	15	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900

9	Fitter	27	27	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900
10	Moulder	1	1	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900
11	Black Smith	4	4	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900
12	II. Civil Wing	41	41	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900
	Supervisor			
13	Research	7	7	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900

Assistant

14	Earth Work Mistry	22	22	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900
15	Store Keeper	196	196	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900
16	Telephone	40	40	PB-IS Rs. 5200-20200+Grade Pay Rs. 1800

Attendent

17	Artificer	Electrical Wing	28	28	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900
18	Mason		47	47	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900
19	Plumber		7	7	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900
20	III. Foreman		1	1	PB-IS Rs. 9300-34800+Grade Pay Rs. 3200
21	Assistant		1	1	PB-IS Rs. 9300-34800+Grade Pay Rs. 3200

Foreman

22	Charge Man	1	1	PB-IS Rs. 5200-20200+Grade Pay Rs. 2400
23	Electrician	65	65	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900
24	Welder	10	10	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900
25	Motor Winder	17	17	PB-IS Rs. 5200-20200+Grade Pay Rs. 1900

Appendix-B
(See rule-7)

Sr.	Designation of	Academic	Academic qualification and
No.	Post	qualification and	experience, if any for
		experience, If any	appointment other than by
		for direct	direct recruitment

recruitment

1	2	3	4
---	---	---	---

Mechanical Wing

1	Foreman	-	By Promotion :
---	---------	---	----------------

(i) Five years
experience as Asstt.

Foreman in relevant
field alongwith
basic knowledge of
computers.

By Transfer/Deputation

(i) Matric with
Hindi/Sanskrit
(ii) ITI Certificate in
Mechanical Trade
alongwith five years
experience as Assistant
Foreman and
(iii) Six months certificate of
Computer applications.

2	Assistant	-	By Promotion :	
	Foreman		(i)	Five years

experience as
Chargeman in
relevant field
alongwith basic
knowledge of
computer

By Transfer/Deputation:

(i)

Matric with Hindi/Sanskrit

(ii) ITI Certificate in

Mechanical Trade

alongwith five years

experience as

Chargeman; and

(iii) Six months certificate of

Computer applications.

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

3	Heavy Duty	(i)	Matric	By Promotion:-	
	Driver	(ii)	with	(i)	Three years
			Hindi/Sa	experience as	
				Heavy Vehicle	
			nskrit	Driver alongwith	
			Heavy	Heavy Duty Vehicle	
			Duty	Driving license.	
		(iii)	Vehicle	By Transfer/ Deputation	
			driving	(i)	Matric with
			license		
			alongwith	Hindi/Sanskrit	
			five years	(ii)	Heavy Duty Vehicle
			experienc	driving license	
			e as	alongwith five years	
			Heavy	experience as	
			Duty	Heavy Duty Driver;	

			Driver;	and
			and	(iii) Six month
			Six month	Certificate of
			Certificate	Computer
			of	Application;
			Computer	

Application;
n;

4	Heavy Vehicle	(i)	Matric	By Promotion:-	
	Driver	(ii)	with	(i)	Five years
			Hindi/Sa	experience as Light	
				Vehicle Driver	
			nskrit	alongwith Heavy	
			Heavy	Vehicle Driving	
			Vehicle	license.	
		(iii)	driving	By Transfer/ Deputation	
			license	(i)	Matric with
			alongwith		
			five years	Hindi/Sanskrit	
			experienc	(ii)	Heavy Vehicle
			e as	driving license	
			Heavy	alongwith five years	
			Vehicle	experience as Light	
			Driver;	Vehicle Driver; and	

			and	(iii)	Six month
			Six month	Certificate of	
			certificate	Computer	
			of	Application.	
			Computer		

Application;

5	Light Vehicle	(i)	Matric	By Promotion:-	
	Driver	(ii)	with	(i)	Matric with
			Hindi/Sa	Hindi/Sanskrit	
			nskrit	(ii)	Five years
			Light	experience as	
			Vehicle	Helper alongwith	
			driving	Light Vehicle driving	
			license	license; and	
			alongwith	(iii)	Six month
			five years	Certificate of	

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

experience Computer e as Light Application.			
Vehicle			
(iii)	Driver;	By Transfer/ Deputation	
	and	(i)	Matric with
	Six month	Hindi/Sanskrit	

	certificate	(ii)	Light Vehicle	
	of			
	Computer	driving license		
	Applicatio	alongwith five years		
	n;	experience as Light		
		Vehicle Driver; and		
		(iii)	Six month	
		Certificate of		

Computer
Applications.

6	Chargeman	(i) Matric with		By Promotion :
		Hindi/Sanskrit		(i) Ten years experience
		(ii) ITI Certificate in		as Moulder, Turner,
		Moulder/Turner/		Fitter or Operator in
		Fitter trade		relevant field
		alongwith five		alongwith basic
		years experience		knowledge of
		in relevant field.		computer. By
		(iii)	Six months	Transfer/Deputation:
		certificate of		By Transfer/Deputation:
		Computer		(i) Matric with
		application.		Hindi/Sanskrit

(ii) ITI Certificate in
Moulder/Turner/Fitter

trade alongwith five
years experience in
relevant field; and
(iii) Six months certificate of
Computer applications.

7	Operator	(i)	Matric with	By Promotion :	
		Hindi/Sanskrit		(i)	Five years experience as
		(ii)	ITI Certificate	Helper alongwith basic	
		in Mechanical		knowledge of	
		Trade		computers.	
		alongwith five		By Transfer/Deputation:	
		years		(i) Matric with	
		experience in		Hindi/Sanskrit	
		relevant field.		(ii)	ITI Certificate in
		(iii)Six months		Mechanical Trade	
		certificate of		alongwith five years	
		Computer		experience in relevant	
		application		field; and	

(iii)Six months certificate of

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

Computer applications.

8	Turner	(i)	Matric with	By Promotion :	
		Hindi/Sanskrit		(i)	Five years experience
		(ii)	ITI Certificate	as Helper in relevant	
		in Turner trade		field alongwith basic	

		alongwith two	knowledge of
		years	computers.
		experience in	By Transfer/Deputation:
		relevant field;	(i) Matric with
		(iii)Six months	Hindi/Sanskrit;
		certificate of	(ii) ITI Certificate in Turner
		Computer	Trade alongwith two years
		application.	experience in relevant field;

and

(iii) Six months certificate

of Computer applications.

		(i)	Matric with	By Promotion :
			Hindi/Sanskrit	(i)Five years experience as
			ITI Certificate	Helper in relevant field
			in Fitter trade	alongwith basic
			alongwith two	knowledge of computers

years

	experience in	By Transfer/Deputation:
	relevant field.	By Transfer/Deputation:
	Six months	(i) Matric with
	certificate of	Hindi/Sanskrit.
	Computer	(ii)ITI Certificate in Fitter
	application	Tradealongwith two

years experience in

relevant field; and

(iii) Six months certificate of

Computer applications.

10	Moulder	(i)	Matric with	By Promotion :
		(ii)	Hindi/Sanskrit	(i) Five years experience as
			ITI Certificate	Helper in relevant field
		(iii)	in Moulder	alongwith basic
			trade along with	knowledge of computers
			for five years	By Transfer/Deputation:
			experience in	By Transfer/Deputation:
			relevant field.	(i) Matric with
			Six months	Hindi/Sanskrit.
			certificate of	(ii) ITI Certificate in
			Computer	Moulder along with five
			application.	years experience in

relevant field; and

(iii) Six months certificate of

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

Computer applications.

11	Black Smith	(i)	Matric with	By Promotion :
		(ii)	Hindi/Sanskrit	(i) Five years experience as
			ITI Certificate	Helper in relevant field
		(iii)	in Black Smith	alongwith basic knowledge of
			trade	computers By

			alongwith five	By Transfer/Deputation:
			years	(i)Matric with
			experience in	Hindi/Sanskrit.
			relevant field;	(ii)ITI Certificate in Black
			and	Smith Trade
			Six months	alongwithfive years
			certificate of	experience in relevant
			Computer	field; and
			application	(iii)Six months certificate of

Computer applications.

Civil Wing

12	Supervisor	(i)	Matric	By Promotion :
		(ii)	with	(i)Five years experience as
			Hindi/Sansk	Store Keeper and Earth
			rit;	Work Mistry in relevant
			Three years	field alongwith basic
		(iii)	diploma in	knowledge of computers.
			Civil	By Transfer/Deputation:
			Engineering	(i)Matric with
			alongwith	Hindi/Sanskrit.
			one year	(ii)Three years diploma as
			experience	Civil Engineering
			of relevant	alongwith 3 years

			field; and	experience of relevant
			Six months	field; and
			certificate	(iii)Six months certificate of
			of	Computer applications.
Computer application.				
13	Research	(i)BSC	By Transfer/Deputation:	
	Assistant	(Agriculture),	(i)BSC (Agriculture),	
		(ii)Hindi/Sanskrit	(ii)Two years experience as	
		upto Matric	Research Assistant;	
		or Higher	(iii)Hindi/Sanskrit upto	
		education.	Matric or Higher	
		(iii)Six months	education; and	
		certificate of	(iv)Six months certificate of	
		Computer	Computer application.	

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

application.				
14	Earth Work	(i)Matric with	By Promotion :	
	Mistri	Hindi/Sanskrit	(i)Five years experience as	
		(ii)Two years	Beldar in relevant field	
		experience in	alongwith basic	
		relevant field;	knowledge of computers.	
		and	By Transfer/Deputation:	

		(iii)Six months	(i)	Matric with
		certificate of		Hindi/Sanskrit;
		Computer	(ii)Five years experience in	
		applications.	relevant field, and	

(iii)Six months certificate of
Computer applications.

15	Store Keeper	(i)Matric with	By Promotion :	
		Hindi/Sanskrit	(i)Matric with	
		(ii)Two years	Hindi/Sanskrit;	
		experience in	(ii)Five years experience as	
		relevant field;	Beldar in relevant field;	
		and	(iii)Six months Certificate in	
		(iii)Six months	computer Applications.	
		certificate of	By Transfer/Deputation:	
		Computer	(i)Matric with	
		applications.	Hindi/Sanskrit;	

(ii)Five years experience in
similar job, and
(iii)Six months certificate of
Computer applications.

16	Telephone	(i)Matric with	By Promotion :	
	Attendant	Hindi/Sanskrit	(i)Five years experience as	
		(ii)Ten years	Beldar in relevant field	
		experience in	alongwith basic	
		relevant field;	knowledge of computer.	

		and	By Transfer/Deputation:
		(iii)Six months	(i)Matric with
		certificate of	Hindi/Sanskrit
		Computer	(ii)Ten years experience in
		applications.	relevant field.

(iii)Six months certificate of
Computer Applications.

17	Artificier	(i)Matric with	By Promotion :
		Hindi/Sanskrit;	(i)Five years experience as
		(ii)ITI Certificate	Beldar in relevant field

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

18	Mason	in Artificer	alongwith basic
		trade	knowledge of computers.
		alongwith two	By Transfer/Deputation:
		years	(i)Matric with
		experience in	Hindi/Sanskrit.
		relevant field	(ii)ITI Certificate in Artificier
		and	Trade alongwith three
		(iii)6 months	years experience in
		certificate of	relevant field; and
		Computer	(iii)6 months certificate of
		applications.	Computer applications.
		(i)Matric with	By Promotion :

Hindi/Sanskrit;	(i)	Five years experience as
(ii)ITI Certificate	Beldar in relevant field	
of Mason	alongwith basic	
trade	knowledge of	
alongwith two	computers.	
years	By Transfer/Deputation:	
experience in	(i)Matric with	
relevant field;	Hindi/Sanskrit.	
and	(ii)ITI Certificate in Mason	
(iii)Six months	Trade alongwith two	
certificate of	years experience in	
Computer	relevant field; and	
Applications.	(iii)Six months certificate of	

Computer Applications.

19	Plumber	(i)Matric with	By Promotion :
		Hindi/Sanskrit	(i)Five years experience as
		(ii)ITI Certificate	Beldar in relevant field
		in Plumber	alongwith basic
		trade	knowledge of computers.
		alongwith two	By Transfer/Deputation:
		years	(i)Matric with Hindi/Sanskrit.
		experience in	(ii)ITI Certificate in Plumber
		relevant field;	Trade alongwith three

		and	years experience in
		(iii)6 months	relevant field; and
		certificate of	(iii)Six months certificate of
		Computer	Computer applications.

applications.

Electrical Wing

20	Foreman	-	By Promotion :
----	---------	---	-----------------------

(i) Five years experience as
Assistant Foreman in
relevant field alongwith

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

basic knowledge of computers. By Transfer/Deputation (i) Matric with Hindi/Sanskrit (ii) ITI Certificate in Electrical Trade alongwith three years experience as Foreman; and (iii) Six months certificate of Computer applications.				
21	Assistant	-	By Promotion :	
	Foreman		(ii)	Five years experience as

Chargeman in relevant
field alongwith basic
knowledge of
computers.

By Transfer/Deputation:

(i) Matric with
Hindi/Sanskrit

(ii) ITI Certificate in Electrical
Trade alongwith three

years experience as
Foreman; and
(iii) Six months certificate of
Computer applications.

22	Chargeman	-	By Promotion :	
----	-----------	---	-----------------------	--

(i)Ten years experience as
Electrician, Welder or
Motor Winder in relevant
field alongwith basic
knowledge of computer.

By Transfer/Deputation:

(i) Matric with
Hindi/Sanskrit
(ii) ITI Certificate in
Electrical/Wireman
alongwith two years
basic knowledge of Light
Transmission and Heavy
Transmission; and
(iii) Six months certificate of
Computer applications.

23	Electrician	(i)Matric with	By Promotion :	
		Hindi/Sanskrit	(i)	Five years experience as

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

(ii)ITI Certificate Helper Electrician in
in Electrical relevant field alongwith
tradealongwit basic knowledge of
h two years computers.
experience of **By Transfer/Deputation:**
basic (i)Matric with
knowledge of Hindi/Sanskrit
Light (ii)ITI Certificate in Electrical
Transmission tradealongwith two years
and Heavy experience of basic
Transmission; knowledge of Light
and Transmission and Heavy

(iii)Six months Transmission; and
certificate (iii)Six months certificate of
of Computer applications.

Computer
application

(iv)

24	Welder	(i)Matric with	By Promotion :
		Hindi/Sanskrit	(i)Five years experience as
		(ii)ITI Certificate in	Helper Electrician in
		Welder trade	relevant field alongwith
		alongwithtwo	basic knowledge of
		years	computers.
		experience in	By Transfer/Deputation:
		relevant field;	(i)Matric with
		and	Hindi/Sanskrit
		(iii)Six months	(ii)ITI Certificate in Welder
		certificate of	trade alongwith two years
		Computer	experience in relevant
		application	field; and

(iii)Six months certificate of
Computer applications.

25	Motor Winder	(i)Matric with	By Promotion :
		Hindi/Sanskrit	(i)Five years experience as
		(ii)ITI Certificate	Helper Electrician in
		in Motor	relevant field alongwith

		Winding trade	basic knowledge of
		alongwith two	computers.
		years	By Transfer/Deputation:
		experience in	(i)Matric with
		relevant field;	Hindi/Sanskrit
		and	(ii)ITI Certificate in Motor
		(iii)Six months	Winding trade alongwith
		certificate of	two years experience in
		Computer	relevant field; and

application. (iii) Six months certificate of Computer applications. .	
--	--

Appendix-C
(See Rule-14(1))

if any						
1	2	3	4	5	6	7

1	Foreman	Superin	Minor Penalties	Suprinten	Chief	Engineer-
2	Assistant	tending	(i) warning with a	ding		
			copy on the			
			personal file,			
3	Foreman		(Character role);			
	Heavy		(ii) censure;			
	Duty		(iii) withholding of			
4	Driver		promotion;			
	Heavy		(iv) recovery from			
	Vehicle		pay of the whole or			
5	Driver	Engineer	part of any	Engineer	Engineer	in-chief
	Light		pecuniary loss			
	Vehicle		caused by			
6	Driver		negligence or			
	Chargeman		breach of orders ,			
7	Operator		to the Central			
8	Turner		Government or			
9	Fitter		State Government			
10	Moulder		or to a Company			
11	Black		and Association or			
	Smith		a body of			

individuals
whether
incorporated or
not, which is wholly

or substantially owned or controlled by the Government or to a local authority or university set up by an Act of Parliament or of the Legislature of a State ; and (v) withholding of increment of pay without commulative effect:’	
--	--

major panalties

(vi) with holding of increments of pay with commulative effect;	
---	--

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

(vii) reduction to a lower stage in the time scale of pay for a specified period, with the future increments of his pay; (viii) reduction to a lower stage in the time scale of pay for a specified period, with further direction age to whether or not the Government employee will earn increments of pay during the period of such reduction ad whether on the expirty of such period, the reduction will or will not have the	
---	--

effect of postponing the future increments of his pay ; (viii) reduction to lower scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the Government employee to the time scale or pay, grade, post or service from which he was reduced with or without further directions regarding conditions of restoration to the grade or post or services from which the Government employee was reduced, and his seniority and pay on such restoration to the grade, post or Service; (ix) Compulsory Retirement; (x) removal from	
--	--

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

Service which shall not be a disqualification for future employment under the Government; (xi) dismissal from Service which shall ordinarily be a disqualification for future employment under the Government;	
---	--

Civil Wing 12 Supervisor 13 Research Assistant 14 Earth Work Mistry 15 Store Keeper 16 Telephone Attendant 17 Artificer 18 Mason 19 Plumber Electrical Wing 20 Foreman 21 Assistant Foreman 22 Chargeman 23 Electrician 24 Welder 25 Motor Winder	
--	--

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

Appendix-D
(See Rule-14(2))

Sr.	Designation of Posts	Nature of Order	Authority	Appella	Second
No			Empowered to	te	and Final
			Empose	Authori	Appellate
			Penalty	ty	Authority

, if any

1	2	3	4	5	6
I	Mechanical Wing	(i) reducing or	Superinten	Chief	Engineer-
1	Foreman	withholding the	ding Engineer	Engineer	in-Chief

amount of
ordinary/addition

al pension
admissible under
the rules
governing
pension;
(ii) terminating
the appointment
otherwise than
upon his
attaining the age
of fixed for
superannuation.

- 2 Assistant Foreman
- 3 Heavy Duty Driver
- 4 Heavy Vehicle Driver
- 5 Light Vehicle Driver
- 6 Chargeman
- 7 Operator
- 8 Turner
- 9 Fitter
- 10 Moulder
- 11 Black Smith

II Civil Wing

- 12 Supervisor
- 13
- Research Assistant 14 Earth Work Mistry
- 15 Store Keeper
- 16 Telephone Attendant
- 17
- Artificer 18 Mason
- 19 Plumber

III Electrical Wing

- 20 Foreman
- 21 Assistant Foreman
- 22 Chargeman
- 23 Electrician
- 24 Welder
- 25 Motor Winder

K.K. JALAN,
Financial Commissioner and Principal Secretary To Government Haryana, Irrigation Department.

HARYANA GOVT. GAZ (EXTRA). JIN. 3, 2012 (PAUS. 13, 1993 SAKA)

--	--