

MADHYA PRADESH PANCHAYAT SERVICE (KALA KARMI) RECRUITMENT RULES, 1999

(PR)722 PAN. SERVICE (KALA KARMI) RECRUIT. RULES, 1999 MADHYA PRADESH PANCHAYAT SERVICE (KALA I. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36

37. KARMi) RECRUITMENT RULES, 1999 CONTENTS Short title and commencement. Application. Definitions. Constitution of the service. Staffing Pattern in the Panchayat Service. Classification and scale of pay etc. Methods of recruitment. Reservation of posts in recruitment. Conditions of eligibility for direct recruitment. Disqualifications for appointment to Panchayat Service Kala Karmi. Relaxation in qualification, experience etc. Selection Committee. Direct recruitment by written test or by interview or by both. Inviting Application for Direct Recruitment. Selection Committee Decision About the Eligibility of Candidate shall be final. Disqualification for appointment. Appointment to Service. Physical fitness certificate and production of evidence as to good -character. Appointment by promotion. Eligibility for promotion. Reservation in promotion (limits on extent of zone of consideration). Preparation of the list of suitable persons. Select List. Appointment to the service from from the select list. Probation and Confirmation. Absorption of surplus employees. Appointment of Panchayat Employee to other Panchayat. Compassionate Appointment. Departmental examination and training. Gradation list. Seniority. Increments. Age of superannuation. Control and Discipline. Relaxation. Saving. Repeal and Savings. Schedules. a a- PAN. SERVICE (KALA KARMI) RECRUIT. RULES, 1999 (PR)723 MADHYA PRADESH PANCHAYAT SERVICE (KALA KARMI) RECRUITMENT RULES, .1999 [Noffn. No. F. 1-18-99-XX11-P-2, dt. 27-9-1999, pub. in M.P. Rqjpatra, (Extra-ordinary), dt. 27-9-1999, p. 1228(12)].-In exercise of the powers conferred by sub-section (1) of Section 95 read with sub-section (2) of Section 70 of the Madhya Pradesh Panchayat Raj Adhiniyam, 1993 (No. 1 of 1994), the State Government hereby makes following rules, the same having been previously published as required by sub-section (3) of the Section 95 of the said Act, namely : 1. Short title and commencement.-(1) These rules may be called the Madhya Pradesh Panchayat Service (Kala Karmi) Recruitment Rules, 1999. (2) These rules shall come into force from the date of their final publication in the Madhya Pradesh Gazette

2. Application.-Unless otherwise provided in Madhya Pradesh Panchayat Raj Adhiniyam, 1993 (No. 1 of 1994) or any other rules made thereunder, these rules shall apply to the all posts in Zila Panchayat Kala Karmi, Pramukh Kala Karmi but shall not apply to the following categories, namely :- (a) Posts on a contingency paid establishment, or work-charged establishment or daily wage establishment; (b) Posts to which appointments are made on part time basis; and (c) Posts to which appointments are make on contract basis

3. Definitions.-In these rules, unless the context otherwise requires,- (a) "Act" means the Madhya Pradesh Panchayat Raj Adhiniyam, 1993 (No. 1 of 1994); (b) "Appointing Authority" in respect of service, means the authority shown as appointing authority for the post concerned in the Schedule-V*, (c) "Other Backward eeses" means the Other Backward Classes of citizens specified by the General Administration Department of Govern- ment of Madhya Pradesh vide notification No. F-1-8-5-XXV-4- 84, dt. 26-12-1984 as amended from-time to time; (d) "Panchayat" means Zila Panchayat; (e) "Panchayat Service" means the service of Zila Panchayqt or Janpad Panchayat, as the case may be, under sub-section (1) of Section 70 of the Act; (f) "Prescribed Authority" means the authority officer notified by the State Government in accordance with the provisions of sub- section (I) of Section 70 read with clause 00<1) of Section 2; (g) "Schedule" means the schedule appended to Niese. Rules; (h) "Scheduled Castes" means any caste or the tribe or part of or group within a caste, race or tribe specified as Scheduled respect to the State of Madhya Pradesh under Article 341 of the Constitution of India; (i) "Scheduled Tribes" means any tribe, or tribal community or part of or group within a tribe or tribe community specified as Scheduled Tribes with respect to the State of Madhya Pradesh under Article 342*of the Constitution of India; (j) "Section" means sections of the Act; (PR)724 PAN. SERVICE (KALA KARMI) RECRUIT. RULES, 1999 (k) "Selection Committee" means a selection commi!tee constituted for selection of persons for employment in Panchayat Service; (l) "Standing Committee" means the Committee constituted by the Panchayat under the provisions of Section 47 of the Act; (m) The words and expressions used in these rules but not defined

commence- ment of the selection; (b) The upper age limit shall be relaxablq up to a maximum of five years if a candidate belongs to Scheduled Castes, Scheduled Tribes and Other Backward Classes; (c) The upper age limit shall also, be relaxÅble in respect of candidates, who are or have been employees of the Madhya Pradesh State Government to the extent and subject to the conditions specified below :— (i) A candidate, who is a permanent Government servant should not be more than 38 years of age; (ii) A candidate, holding a post temporarily and applying for another post should not be more than 38 years of age. This concession shall also be admissible to the contingency paid (PR)726 (iii) PAN. SERVICE (KALA KARMI) RECRUIT. RULES, 1999 employees, workcharge employees and employees working in the project Implementing Committees; A candidate who is a retrenched Government servant shall be allowed to deduct from his age the period of all temporary service previously rendered by him up to a maximum limit of 7 years, even if it represents more than one spell provided that the resultant age does not exceed the upper age limit by more than three years. 11 Explanation.-The term "retrenched Government Servant" denotes a person who was in temporary Government Service of this State for a continuous period of not less than six months and who was discharged because of reduction in establishment, not more than three years prior to the date of his registration at the employment exchange or of application made otherwise for employment in Panchayat Service. (iv) A candidate who is an ex-serviceman, shall be allowed to deduct from his age, the period of all defence service previously rendered by him provided that the resultant age does not exceed the upper age limit by more than 3 years. Explanation. -The term ex-serviceman denotes a person who belongs to any of the following categories and who was employed under the Government of Indian for a continuous period of not less than six months and who was not, retrenched or declared surplus as a result of the recommendation of the economy unit or due to normal reduction in establishment riot more -than three years before the date of his registration at any employ- ment exchange or application made otherwise for employment in Panchayat Service :- (1) (2) (4) (5) (6) (7) Ex-serviceman released under mustering out concessions; Ex-serviceman enrolled for the second time and discharged on; (a) completion of short-term engagement; (b) Fulfilling the conditions of enrollment; Ex-pefsonal of Madras Civil Units; Officers (Military and Civil) discharged on completion of their contract including short service Regular Commis- sioned Officers; Officers discharged after working for more than six months continuously against leave vacancies; Ex-serviceman discharged on the ground that they are un- likely to become an efficient soldiers; Ex-serviceman who are medically boarded out on account of gunshot wounds etc. 11 (v) Persons recruited from 1-1-1963 onwards as whole time cadets instructors in the NCC shall on release from the NCC on the expiry of their initial/ extended tenure be regarded as retrenched Government employee for purpose of employment in civil posts of the Panchayat service and may be allowed to deduct from their actual age the period of service rendered by them in the NCC, and if the resultant age does not exceed the R. 10 PAN. SERVICE (KALA KARMI) RECRUIT. RULES, 1999 (PR)727 prescribed upper age limit of a particular post by more than 3 years, they will be steemed to be satisfying the conditions appointment to that pose in respect of the maximum age provided they possess necessary certifiCate as per instructions contained in the State Government's Generel Administrative Department memo No. 134-CR-88-(iii) 66 dt. 27-5-1966. t a o .e 20 ot SS er SS lit nt led of lis- ths un- It of lets the as it in to by the (d) The general upper age limit shall also be relaxabTe upto two years in respect of green card holder candidate under the family welfare programme. (e) The general upper age limit shall be relaxable upto five years in respect of awarded non-scheduled caste& partner of a couple under the intercaste marriage incentive scheme of the Scheduled Caste/Scheduled Tribe and Other Backward Welfare Department. (f) The upper age limit shall be relaxable upto five years in respect of 'Vikram Award' holder candidates. (g) The upper age limit shall be relaxable upto a maximum of 38 years of age in respect of candidate who are employees of Madhya Pradesh State Undertakings/ Corporations/ Boards. (h) The upper age limit shall be relaxed in the case of voluntary Home Guards and Non-Commissioned Officer of Home Guards for the period of service rendered to by them subject to the limit of 8 years but in no case their age should exceed 38 years. There shall be relaxation of Ten years addition to the upper age limit prescribed in these rules. Note.-(a) Candidate who are found eligible for selection under the age concessions, mentioned in sub-clause (i) and (ii) of clause (c) above will not be eligible for appointment if after submitting the application they resign from service either before or after the selection. They will however continue ta be eligible if they are retrenched from the service or post after submitting the ap- plications. (b) In m other case will these age limits be relaxed Departmental candidates must obtain previous permission of appointing

authority to appear for the selection. (2) Educational qualifications.-The candidate must possess the educational qualifications prescribed for the service as shown in Schedule-III. (3) Desirable qualification and other conditions.-On recommendation of Appointing Authority, General Administration Committee may prescribe such desirable qualifications and other conditions as it may be necessary to maintain the high quality and efficiency in the cadre. (4) Fees.-Panchayat may impose such application fees as may be necessary to meet out expenses in this regard. Concessional rate of fee shall be applicable to candidates belonging to Scheduled Castes, Scheduled Tribes and Other Backward Classes : Provided that candidates belong to below poverty line family shall be exempted from paying such application fee. 10. Disqualifications for appointment to Panchayat Service Kala Karmi.-No person shall be appointed by direct recruitment to any post :- I (PR)728 PAN. SERVICE (KALA KARMI) RECRUIT. RULES, 1999 R. 11 (1) Unless he is a citizen of India or a subject of Nepal or Bhutan and permanent original resident of Madhya Pradesh; (2) If he has been dismissed for misconduct from service of Central Government, State Government, Zila or Janpad Panchayat or Gram Panchayat or any other local authority of a Co-operative Society or any Public Sector Undertaking under the control of Central Government or State Government; (3) If he has been convicted of an offence which involves moral turpitude; (4) If he has been convicted of an offence against women torture : Provided that where such case is in pending, in a court against candidate, his case of appointment shall be kept pending till the final decision of the Criminal Case; (5) If he has more than one wife living, and in case of a female candidate, if she has married to a person having a wife living already; (6) If he has convicted of criminal offence punishable with simple or rigorous imprisonment exceeding six months shall be presumed to be unsuitable for employment : Provided that if a person has been so convicted but has been let off only with a warning and has not been sentenced to undergo any punishment, such conviction shall not be taken into account; (7) If he does not possess minimum prescribed qualification for the post; or (8) If he is an employee of the Central Government or of the State Government or of any local authority or of Central Government or State Government undertaking or of any government aided body, unless he obtains no objection certificate of his employer and submits it along with his application

11. Relaxation in qualification, experience etc.-When the prescribed authority, on the report of appointing authority is of opinion, that the sufficient members of candidates having requisite qualification, experience etc., are likely to be not available, he may allow the appointing authority to relax such qualification, experience etc. With such conditions as may be necessary to maintain the quality and efficiency of the cadre

12. Selection Committee.-For direct recruitment to the Panchayat Service Kala Karmi there shall be constituted a Selection Committee consisting of the following :- (1) (2) (3) (4) (5) (6) (7) President of the concerned Panchayat Two of the Chairperson of Standing Committees Chairman nominated by General Administration Committee. Member Any member of Panchayat who belongs to Scheduled Caste/Scheduled Tribe/Other Backward Class, nominated by General Administration Committee. Member Joint Director or Deputy Director of Panchayat and Member Social Welfare Posted in the District. Any officer not below the rank of Deputy Collector, nominated by Collector. One member nominated by the General Administration Committee. Chairperson of the Educational Committee Member Member R. 14 (8) PAN SERVICE (KALA KARMI) RECRUIT. RULES, 1999 (PR)729 Chief Executive Officer of the Zila Panchayat Member/ Secretary s It 13. Direct recruitment by written test or by interview or by both.-(1) Direct recruitment shall be made in holding written test or by interview or by both at such intervals, as the appointing authority may from time to time determine in consultation with General Administration Committee. (2) After scrutiny of the applications received, a list of eligible candidates for each category shall be prepared in order of the marks obtained in the qualifying examination prescribed for the post. (3) The number of candidates allowed to appear in written test or called for interview, shall not exceed ten times of the vacancies in each category. The candidates shall be considered for written test or interview in the order in which their names appear in the list prepared in accordance with the provisions of above sub-rule (1). (4) If the Selection Committee decides to make recruitment through written examination and interview both the number of candidates allowed to appear in the test shall be the same as in sub-rule (2) but the selection committee shall interview such candidates, not exceeding three times of the number of vacancies in each category as may qualify in the written examination according to the standard laid down by the Selection Committee. (5) When direct recruitment is made, by holding written

test alongwith interview-, the marks allotted for interview shall not exceed fifteen percent of the minimum marks. (6) When direct recruitment is made by holding interview only, the marks allotted for oral test shall not exceed fifteen percent of the minimum marks, The remaining marks shall be awarded on the basis of academic qualification, experience, participation in activities of NCC/NSS. Scouts Guides, participation in the games and extra curricular activities of not below the level of State, etc. The distribution of marks for such various activities and other norms shall be decided by Selection Committee. (7) In interview, the suitability of the candidates shall be assessed by oral test moving regard to personality, general proficiency, professional knowledge, communication skills in local dialect, knowledge of local environment, general knowledge, general aptitude etc. (8) The written test shall be held by the Chief Executive Officer or any other Officer nominated by the Chief Executive Officer under the direction and supervision of the Selection Committee

14. Inviting Application for Direct Recruitment.-(1) Appointment by direct recruitment shall be made by inviting applications through advertisement in a daily news-paper widely circulated in that area. The advertisement shall also specifying the of the post, qualification required to be possessed by the candidate, number of vacancies to be filled in, number of vacancies reserved for Scheduled Castes, Scheduled Tribes and Other Backward Classes and other categories and particulars including pay scales, criteria fixed for recruitment, etc. (2) A copy of such advertisement shall be affixed on the notice board of the Panchayat Office and District Collectorate. (3) Such vacancies shall also be intimated to be local Employment Exchange. (PR)730 PAN. SERVICE (KALA RECRUIT. RULES, 1999 R. 15 15. Selection Committee Decision About the Eligibility of Candidate shall be final.-The decision of the Selection Committee as to the eligibility or otherwise of a candidate for admission to examination shall be final

16. Disqualification for appointment.-Any attempt on the part of a candidate or his relations or friends to enlist support by directly or indirectly for his appointment to any post in Panchayat Service-Kala Karmi or for promotion to any higher post in such service, shall disqualify him for appointment or promotion for such a period as may be decided by Selection Committee or Departmental Promotion Committee

17. Appointment to Service.-All appointments to the service after the commencement of these rules, shall be made by the appointing authority as shown in Schedule-V and no such appointment shall be made except after selection by one of the methods of recruitment specified in rule-7

18. Physical fitness certificate and production of evidence as to good character.-(1) The character of a candidate for recruitment to the Panchayat Service shall be such as to render him suitable in all respects for employment in Panchayat Service. The character verification of the candidates shall be made through District Police. The candidate shall have to suggest the names of two persons (not in relation to him) who may have been known to him during the three years immediately preceding the date of application for such recruitment to act as reference. If it is brought to the notice of appointing authority about the character of the candidate is such as to render him unsuitable for appointment to Panchayat Service, the appointing authority shall be competent to remove the name of such candidate from the select list. (2) Appointment to any post by direct recruitment shall be subject to the production of a medical certificate physical fitness in the form annexed issued by Civil Surgeon or District Medical Board duly constituted by the State Government, for this purpose

19. Appointment by promotion.-(1) There shall be constituted a committee consisting of the Members mentioned in Schedule-IV for making a preliminary selection for promotion of eligible candidates : Provided that for the constitution of Committee under this sub- rule, the provisions of Section 8 of the Madhya Pradesh Lok Sewa Anusuchit Jatiyon, Anusuchit Jan Jatiyon Aur Anya Pichhada Vargon Ke Liye Arak- shan Adhiniyam, 1994 (No. 21 of 1994) shall also be applicable. (2) The Committee shall meet at all intervals ordinarily not exceeding one year

20. Eligibility for promotion.-Subject to provisions of sub-rule 21, the Committee referred to in sub-rule (1) of rule 19, Committee shall consider the cases of all persons who on the 1st Day of January of that year had completed such number of years of Service (whether officiating or substantive) in the post from which promotion is to be made or on any other post or post declared equivalent thereto by the Government as specified in column (3) of the Schedule IV and are within the zone of consideration in accordance with the provisions of rule 21 : Provided that • the service of the released officers of the emergency commission and short services commission after their appointment in the service shall be counted from the date from

which they have been deemed to have been appointed in the service in accordance with General Ad- 1 t r s .e d 1- PAN. SERVICE (KALA KARMI) RECRUIT. RULES, 1999 (PR)731 R. 23 ministration Department's No. 2266/ 1967/1/3/67, dt. 21-10-1967 : Provided further that no junior person shall be considered for selection grade/ promotion in preference to the persons senior to him, only on the basis of completing the prescribed period of service

21. Reservation in promotion (limits on extent of zone of con- sideration).-(1) There shall be reservation and limits on the extent of zone of consideration, for the employees of Scheduled Castes and Scheduled Tribes in accordance with the provisions of the Madhya Pradesh Civil Service (Reservation in promotion and limits on the extent of zone of consideration) Rules, 1997 mutetis-mutandis apply to the promotion in Panchayat Service, and as per order issued by the General Administration Department of Government of Madhya Pradesh from time to time. (2) If the number of eligible candidates of reserved categories found fit for promotion falls short of the number of vacancies reserved for them, the remaining such vacancies shall not be filled and be carry forward upto coming three years. After that the vacancies can be deserved with the permission of the Prescribed Authority

22. Preparation of the list of suitable persons.-(1) The Committee referred to in sub-rule (1) of Rule 19 shall prepare a list of such persons as satisfy the condition prescribed in Rule 14 and are held by the said Committee to be suitable for promotion to the Panchayat Service. The list shall be sufficient to cover the retirement and promotion during the course of one year from the date of preparation of the select list. A reserve-list consisting of 25 percent of the number of persons included in the said list shall also be prepared to meet the unforeseen vacancies viewing during the course of the aforesaid Period. (2) For preparing the select list of persons for promotion from the post of Class IV to Class III and from Class III to Class II the criteria shall be seniority subject to fitness. (3) The names of the employees included in the list shall be arranged in order to seniority in their service or post as specified in column (2) of Schedule-IV at the time of preparation of such select list : —Provided that—any junior-employee-who in the opinion of the said Committee, if of exceptional merit and suitability may be assigned in the list higher place than that of an official senior to him. Explanation.—A person whose name is included in a select list but who is not promoted during the validity of the list, shall have no claim to seniority over those considered in a subsequent selection merely by the fact of his earlier selection. (4) The list so prepared shall be reviewed and revised at such intervals as may be necessary. (5) If in the process of selection, review or revision, it is proposed to supersede any member of the service, the said Committee shall record its reason for the proposed supersession

23. Select List.-(1) The appointment authority shall consider the list prepared by the said Committee, and unless it considers any change necessary, approved the list. (2) If the appointing authority considers it necessary to make any change in the list, shall approve the list finally with such modifications, if any, narrating, reasons thereof in writing. (PR)732 PAN. SERVICE (KALA KARMI) RECRUIT. RULES, 1999 R. 24 (3) The list as finally approved by the appointing authority shall form the select list for promotion of the members of service from the post mentioned in column (4) of the said Schedule. (4) The select list shall ordinarily be in force until it is reviewed or revised in accordance with sub-rule (4) of rule 22, but its validity shall not be extended beyond a total period of 18 months from the date of its preparation : Provided that in the event of a grave lapse in the conduct or performance of duty on the part of any person included in the select list a special review of the select list may be made at the instance of appointing authority and the said committee may if it thinks fit, remove the names of such persons from the select list

24. Appointment to the service from the select list.-(1) Appointment to the service from the select list to post born on the cadre of the service shall be made in accordance with the roster prescribed by the State Government under the Madhya Pradesh Lok Sewa Anusuchit Jatiyon, Anusuchit Jan Jatiyon Aur Anya Pichhada Vargon Ke Liye Arak- shan Adhiniyam, 1994 (No. 21 of 1994) and maintained by the Panchayat irrespective of their relative rank as compared with other employee in the select list : Provided that where administrative exigencies so require, a person whose name is not included in the select list may be appointed to the service if the appointing authority is satisfied that the vacancy is not likely to be lost more than three months. (2) It shall not ordinarily be necessary to consult the said committee before appointment of a person whose name is included in the select list to the service unless during the period intervening

between the inclusion of his name in the select list and the date of his proposed appointment, there occur any deterioration in his work, which in the opinion of the appointing authority is such as to render him unsuitable for appointment to the Panchayat Service

25. Probation and Confirmation.-(a) All appointments to the Panchayat Service or post whether by direct recruitment or by promotion shall be made on probation. The period of probation shall be of two years: Provided that the appointing authority may for sufficient reason to be recorded extend the period of probation for a period not exceeding one year. (b) During the period of probation of employees, a six monthly confidential report shall be written and it shall include comments on his work, efficiency and devotion to duty. (c) On the successful completion of probation the probationer shall be confirmed in the service or post to which he has been appointed. (d) No person shall be confirmed in a post in the Panchayat Service unless he has completed the period of his probation satisfactorily and has passed the departmental examination if any, and has successfully undergone training, if any laid down by the State Government or by the Panchayat for the holder of such post. Explanation.-Confirmation under this sub-rule may be made with effect from the date of continuous officiation of the person after completion of the period of probation if any in that post of the date from which the permanent post is substantively vacant, whichever is later. (e) If the probationer does not complete his probation satisfactorily, the direct recruitment candidate shall be discharged from the Panchayat service without paying any compensation and the candidate appointed by promotion shall be reverted to the post substantive held by him before the promotion

26. Absorption of surplus employees.-Notwithstanding anything contained in these rules, the State Government may direct that the members of the staff in any Government institution or local body or Government undertaking, Corporation, Board or any agency controlled by the State Government shall be absorbed in suitable posts under the Zila Panchayat, subject to such terms and conditions as may be specified by the State Government in that behalf : Provided that such members shall possess the minimum educational qualifications prescribed for the post in which they are absorbed

27. Appointment of Panchayat Employee to other Panchayat.- Notwithstanding anything contained in these rules, the appointing authority on application made by any employee of Panchayat service of other Panchayat, may appoint such employee to a some or equivalent post in the Panchayat service on such terms and conditions as may be mutually agreed upon between the two Panchayats, and subject to the following conditions, namely :— (i) Such appointment shall not be made to post to be filled by promotion; (ii) The person so appointed shall receive the junior most rank, for the purpose of seniority, in the cadre of the post to which he is appointed, as it stands on the date of such appointment

28. Compassionate Appointment.-Notwithstanding anything contained in these rules the appointing authority may make appointment of persons eligible for employment on compassionate grounds as per provisions contained in special or general orders issued by the State Government from time to time

29. Departmental examination and training.-Candidates appointed or selected for appointment to post in Panchayat Service in accordance with the provisions of these rules shall undergo departmental examination and/or tests as may be prescribed by State Government in that behalf. They shall also be required to undergo such pre-recruitment and/or post recruitment trainings as may be laid down by State Government or Panchayat from time to time

30. Gradation list.-A gradation list shall be maintained for every category of Panchayat employees in which the names of employees shall be arranged in order of seniority in that category of service. (1) Seniority.-Seniority of a directly recruited or promoted employee appointed on probation shall count during his probation from the date of his appointment to the post : Provided that if more than one person has been selected for appointment on probation at the same time, the seniority of the persons so selected shall be according to the order of merit in which their names are recommended for appointment or promotion by the selection committee or promotion committee, as the case may be. (2) The same order of inter-se-seniority shall be maintained on the confirmation after the normal period of probation. (PR)734 PAN. SERVICE (KALA KARMI) RECRUIT. RULES, 1999 R. 32 (3) The seniority of persons appointed

by promotion shall be according to the order of merit in which their names are recommended by the promotion committee

32. Increments.—An increment shall ordinarily be sanctioned by the Chief Executive Officer or any other officer authorised by him unless it is withheld

33. Age of superannuation.—(1) The age of superannuation for Panchayat Kala Karmis other than Class IV employees, shall be 58 years and for Class IV employees age of superannuation will be 60 years. (2) In exceptional cases with the prior permission of prescribed authority Panchayat can extend the age of superannuation of any of its employee for maximum period of two years : Provided that extension of more than one year shall not be sanctioned at a time. (3) Notwithstanding anything contained in these rules, a panchayat employee, after completion of 20 years of service, with due permission Of Panchayat, may seek voluntary retirement. (4) On attaining 55 years of age or after rendering 25 years of service of a Panchayat Kala Karmis the Panchayat in public interest, scrutiny Of the service record of the employee, retire any Panchayat employee, at any time without assigning any reason of doing so. However in all such cases the Panchayat shall have to issue a prior notice of three months before retiring him or has to pay him an amount equal to three months salary at an earliest after his retirement

34. Control and Discipline.—All the Panchayat Kala Karmis shall be under the administrative control of the Panchayat through its Chief Executive Officer

35. Relaxation.—Nothing in these rules shall be construed to limit or abridge the power of Panchayat to deal with the case of any person to whom these rules apply in such manner as may appear to it, to be just and equitable : Provided that the case shall not be dealt with any manner less favourable to him than that provided in these rules

36. Saving.—Nothing in these rules shall affect reservation and other conditions required to be provided for the Scheduled Castes, scheduled Tribes and Other Backward Classes in the orders issued by the state Government from time to time in this regard

37. Repeal and Savings.—All rules corresponding to these rules and in force immediately before the commencement of these rules are hereby repealed in respect of the matters covered by these rules : Provided that any order made or any action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules. PAN. SERVICE KARMI) RECRUIT. RULES, 1999 SCHEDULE-I (See rule 6) (PR)735 S.No. (1) 1

2. Name of the post included in the service (2) Panchayat Mukhya Kala Karmilili Panchayat Kala Karmi No. of Posts* 45 315 Classification (4) Class 111 Class 111 Scale of pay (5) 910-25-1410 800-20-1200 *Note.—Number of post are shown for entire State. District-wise sanctioned posts and vacancies shall be informed by District Head of Panchayat and Social Welfare Department. SCHEDULE-11 s. No. (1) 1. 2. s. No. (1) 1. 2

3. Name of Post Panchayat Mukhya Kala Karmi Panchayat Kala Karmi [See Rule Percentage of number of posts to be filled By direct recruitment 100% By promotion of the member of the service (4) 100% By transfer of persons from other services mark (6) SCHEDULE-III [See rule 9(1) and 9 (2)] **1 Name of the Post (2) Panchayat Kala Karmi Mini- mum age limit (years) (3) 18 Maxi- mum age limit (years) (4) 33 Educational qualifications (5) 1.** Passed Higher Secondary Certification Examination (10+2) 2. Proficient in Acting and Music (Vocal or instruments) 3. Knowledge of local dialect. Other qualifications if any (6) Desirable (1) Ability to write songs Drama and Dialogues. experience to working with Dramatic groups. (PR)736 S.No. (1) 1. (1) 1. PAN. SERVICE (KALA KARIMI) RECRUIT. RULES, 1999 SCHEDULE-IV (See Rule 19) **Name of Post (2) Panchayat Kala Karmi** Period of service and other condition required for promotion (3) 5 Years **Name of the service or post on which promotion is- to be made (4) Mukhya Panchayat Kala Karmi Merit- Cum-Seniority/ Seniority- Cum- Merit (5) Seniority- cum- merit.** SCHEDULE-V [See Rule 3(b) and 71 **Name of Panchayat (2) Zila Panchayat 1**

2. Name of Post (3) Mukhya Panchayat Kala Karmi Panchayat Kala Karmi Member of the Departmental Promotion Committee (6) 1. President, Zila Panchayat —Chairman

2. One member of Zila Panchayat who belongs to Scheduled Caste/Scheduled Tribe/Other Backward Class nominated by General Administration Committee —Member

- 3. An Officer not below the rank Of Deputy Col- lector nominated by- District Collector —Member**
4. District Head of Panchayat and Social Welfare Department —Member Secretary. Appointing
Authority (4) Chief Executive Officer with the prior approval of General Administra- tion. —do—

