

8. The appointments to the service made by the Government Appointing authority, 9.(i) All appointments to the posts in the Service shall be made in the Method of manner indicated below:-

(a) Administrative Intelligence Officer and Project promotion from the officers of the department borne on the cadre, of Assistant Director, Panchayats and Senior Inspector in Social Education. (b) Panchayati Raj/ promotion of Assistant Controlling Officer. Panchayati Raj Finance. In case suitable candidate is

available, appointment may be made by direct appointment. (c) Deputy Director (JIPomen Programme).—By promotion from amongst Local Supervisors and in case no suitable departmental candidates are available, the post should be filled in by direct appointment. (d) Director, Panchayats, District Director, Training, District Director, Promotion from amongst the officers of the department borne on the list of Assistant Director, Panchayats and Senior Instructor in Social Education. Recruitment to the Panchayati Raj Cadre: posts of Officers in first, second and third grade shall be made from the sources and the order indicated against a lot of every 40 vacancies. Allocation to each source in Method of recruitment. 1. Direct appointment. a. Promotion from the candidates on the cadre of Section Officers lot of 8 vacancies 8 5 2 6 1 5 2 5 1 5 2 PUNJAB GOVT (EXTRA.) JAN. 25, 1974 (MAGRA 5 189.5 SAKA) Method of recruitment. Promotion from the candidates on the cadre of Draftsmen Promotion from the candidates on the cadres of Section Officers, Chieftains and Draftsmen Associate, Membership Examination of Institute of Engineers (India). Civil Qualifications or Degree in Civil Engineering of 3 recognised Universities. Proportion 2 4 Allocation to each source in a lot of 8 vacancies (2) case candidate not available from vacancies shall be filled by direct appointment. source. No. 1, the Director (3) In case a candidate is not available from sources 2 and 3 and person has to be appointed in public interest as a stop gap arrangement from other than the allotted source, such a person shall be liable to be reverted to his original cadre when a candidate from the allotted source is available and the period of service rendered by such a person will not be reckoned for the purpose of seniority, (D. Assistant Director, Panchayats and Senior Instructor in Social Education from amongst personnel borne on the cadre of Block Development and Panchayat Offices. (g) Senior Instructor in Agriculture or by transfer on deputation from Agriculture Department. (h) Senior Instructor in Animal Husbandry.—By promotion from amongst Block Development and Panchayat Officers and in case no suitable Block Development and Panchayat Officer is available, then by promotion from amongst Instructors in Agriculture or by transfer on deputation from Agriculture Department. (i) Senior Instructor in Animal Husbandry.—By promotion from amongst Block Development and Panchayat Officers and in case no suitable Block Development and Panchayat Officer is available, then by promotion from amongst Instructors in Animal Husbandry or by transfer on deputation from Animal Husbandry Department. (j) Senior Instructor in Cooperation.—By promotion from amongst Block Development and Panchayat Officers and in case no suitable Block Development and Panchayat Officer is available, then by promotion from amongst Instructors in Cooperation or by transfer on deputation from Cooperation Department. (k) Chief Instructor, District (l) Assistant Controller, from amongst Senior Auditors of the Department. (m) Research from amongst Officers of the Department. (n) District Officer and Chief Officer Special Superintendent or Headmaster (Elections).—By promotion from Assistants of the Office of Director of Panchayats. (o) Block Development and Panchayat Officer and Panchayat SO per cent 01 of the posts by promotion from amongst the Social Education and Panchayat ; and (2) 50 per cent of the posts by direct appointment. (p) District Circle 50 per cent of the posts by promotion from amongst the Mukhya Savikas ; and (2) 50 per cent of the posts by direct appointment. (q) District Visul Aldg transfer on deputation from other departments or by direct appointment. The posts in the Service by promotion, shall (ii) All appointments of a member of the Service, be made on the basis of seniority and shall have an effect from the date of seniority. Provided that promotion (o) The posts of District, District Panchayats and Officer, Deputy Director, Educational Panchayat Officer shall be made in accordance with the provisions of Punjab Service (Appointment and Promotion) Rules, 1962. 10. (i) Every member of the Service appointed to a post included in the categories mentioned in Appendix 'C' to these rules, who has already undergone such departmental examination as is prescribed in the said Appendix Provided that the Government, may, for any sufficient cause extend said period by two years. (ii) If any member as is referred to in sub-rule (i) fails to pass the departmental examination within the period prescribed under sub-rule (i) or within the extended period, if any, he shall be liable to action as may be taken under rule 12 of these Rules when a member fails to complete the period of probation satisfactorily.

11. The members (1) Every member of the Service shall undergo such training as may be prescribed by the Government from time to time. 56 GOVTG Az. (EXTRA) JAN. (NtAGJ-rn S, 1895 SAKA) f 2. (I) Persons appointed to posts in the Service shall undergo Probation or Probation for period of two years, if by direct appointment and one year persons appointed if recruited otherwise : to service. Provided that— (a) any period, a (such as spent on deputations or on a higher post shall count towards the period of probation fixed under this rule. (b) in the case of an appointment or transfer, any period of work in

equivalent lit or higher rank prior to the appointment to the Service may, in the discretion of the appointing authority, be allowed to count towards the probation fixed under this rule; and (c) any period of officiating appointment to the Service 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 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 period of probation is not satisfactory, it may,— (a) if such person is recruited by direct appointment, dispense with his services, and (b) if such is recruited otherwise, (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 (i) confirm such person from the date of his appointment if appointed against a permanent vacancy; or (ii) confirm such person from the date from which a permanent vacancy occurred, if appointed against a temporary vacancy; or (b) if he completed his probation satisfactorily, (i) declare that there is no permanent vacancy; and (b) if his work or conduct has not been, in its opinion, satisfactory,— (i) dispense with his services if appointed by direct appointment, or if appointed otherwise, revert him to his former post. Of 3 year service ago back in service to rule; confirmed probation, permanent conduct with his conditions appointment. Appointed permanent vacancy, temporarily, if satisfactory,— appointment, other posts. PUNJAB GOVT. GAZ. (EXTRA.), JAN. 25, 1974 (MAGHA 5. 1395 SAKA) deal with him in such manner as the terms and conditions of his previous appointment permit; or (ii) extend his period of probation and thereafter pass such orders as it may think fit to have passed on the expiry of the first period of probation.

13. The seniority inter se of members of the Service shall be Seniority of by the length of continuous service on a post each cadre of the Service : members of Service. Provided that in case recruited by direct appointment, the order of merit by the Commission shall not be disturbed in fixing the seniority,— Provided further that in the case of two or more members appointed on the same date, their seniority shall be determined as follows : (a) a member recruited by direct appointment shall be senior to the member recruited otherwise (b) a member shall be senior to a member appointed by transfer; (c) in the case of appointments by promotion or transfer, seniority shall be determined according to the seniority of such members in the appointments from which they were promoted or transferred; and (d) in the case of members appointed by transfer from different categories, 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 rates of pay drawn are also the same, then by their length of service in those appointments and if the length of such service is also the same, an older member shall be senior to a younger member. This rule shall not apply to members appointed on purely provisional basis. In the case of members whose period of probation is extended under rule 12, the date of appointment for the purpose of this rule shall be deemed to have been deferred to the extent the period of probation is extended.

24. Members of Service shall be entitled to the scale of pay as may authorised by the Government from time to time. The scales of pay at present in force in respect of specified posts are given in Appendix 'A' to these rules.

15. A member of the Service may be transferred by the Government to any post, whether included in any other Service or not, on the same terms and conditions as are specified in rule 3.17 of the Punjab Civil Services Rules, Volume I, Part I. of Members of Service. Of the members of Service to transfer.

16. A member of the Service shall be liable to serve at any place, whether or not, within or without the State or Punjab, on being ordered so to do by the appointing authority. PUNJAB GOVT. GAZ. (EXTRA.). JAN. 25 (MAGHA 5, 1895 SAKA) 17. In the matter of pay, leave, pension and all other matters not expressly provided for in these rules, the members of the Service shall be governed by the matters, Discipline, penalties and appeals, Litigation for vacation and re-employment. Oath of allegiance. Power to relax such rules or regulations as may be necessary, or may hereafter be adopted or made by competent authority under the Constitution of India or under any law for the time being in force made by the State Legislature and the rules made hereunder, Provided in the case of members of the Service who were employed for a short time in the Punjab States Union pay, leave, pension and other cognate matters shall, unless these rules are made applicable to them with their consent or in with law, be governed by the rules and regulations applicable to them immediately before

the 1st November, 1956. 18. (i) In matters relating to discipline, and appeals, members of the Service shall be by the Punjab Civil Services (Punishment and Appeal) Rules, 1970 as amended from time to time. Provided that authority competent to impose shall be the Government. (ii) The authority competent to pass an order referred to in sub-clause (c) (v) of rule 15 of the Punjab Civil Services (Punishment and Appeal) 1970 shall be the Government. Every member of the Service shall get himself vaccinated or re-vaccinated as may be ordered by special or general order.

20. Every member of the Service who 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. Where the Government is of the opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing relax any of the provisions of these rules respect to any class or category of persons. PUNJAB GOVT GAZ. (EXTRA.) JAN. (MAGHA 5, 1895 SAKA) APPENDIX A • (See Rule & 14) 25, 1950 Expressly Designation of the Post No. under the rules employed as above, payable • Pipplicable the rules of • Vember, • members hishment ent nnd :wcd or re• so, shall , titLtor.i ot ssary or •citing r catf. •gory Rs 3 1 11 11 4 Rs 40-- 3 4 5 7 8 9 11 12 13 16 17 18 19 20 21 22 23 Administritl'c Intelli'ci.ec Project Controller Panchayati e'i Deputy Di reeto:• (Wonw'n Progratn- Deputy Di rector, Panchayats Di rector Training District De.s•elopnwnt and Pane ha eat Otrteers Deputy Director (Publicity) su b-Di (Pan(t i. Ra.i Circle) Assistant Director, PanchaY;Its Senior Inluctor Agricultu."i- Senior Instructor Anirnat Husbandry Senior Instructol Co.operation Senior instructor Social r•-dvealich Chie f Inst •Vork.shop Assibtit;jt Controller, Pa u Fina nccs Research (flicer (Gazetted) Pancha Raj ion-cuni• Plann- Oificer on Special L'euly (Elections) Block DeveloPlnent and Panchayat Officers Educational Pa Lady Circle Supervisors Audio Visual Aids (flicer Rs 400-- .30--700 1,) OO Rs 400— Special pay of R —30—700.1..1) -30—700 1 40 _ Rs 400- Rs 400-- .30- 700 1 OO Rs 400--.30--700 QiO-.1 , 100 Rs 400--30--700 40—.1 ,] Rs 400--30--700, ID Rs 30—700/ 1,100 —50 ji30--.S901'3Q-.8.30 35— 900 Rs 400 Rs Rs 350—25--500 800 Rs 300—25--550 30—700 60 No. PUNJAB GOVT GAZ. (EXTRA.) JAN. (B'FAGHA 5 1895 *SAKA) APPENJ;q X (See Rille 5) to 25, 1974 Academic and other qualifications and (Designation of the post 2 For Depart Inenta l-•andl• clates by promotion 3 r •or (hreci a; n lent 4 1 2 3 4 5 6 7 8 9 Administrative intelligence Experien(I) of working on Officer Project Director Controller Panchayati Raj Finances Deputy Director (Women Programme) I either or both the Posts I of Assistant I Yi rector Panchayüts and Senior Instructor ili Goctal Edu- cation 101 a m inimum poriocl cl' onc ye MinimulTt five years expe- riencce as Assistant Con- trollei Raj Finances Mininit)lii live years' expe- riencce as I-ody Director Supervisor Deputy Director, Panchayats Deputy •rt•nining I Mini tnulr. one year's I expet•ience on either or a nd District l)velopment both. of the Posts of Panchayat Deputy l)irector Develop-dE Assistant Diccctor l)nn- nment (Publicity) sub-Divisional Officer (Panchayati Raj Circle) I chayats and Senior Instructor in Socia I Education (i) I-or catcgores 2 and 3 ment:oned in rule, mininwm experience of ten years' either or both the po.it5 01' Suctional Officers and Draftsman (i) M.A. in Mathematics, Commerce on Statistics of a recognised Univorsity with knou ledge of Pun- jabi upto matriculation standard. (ii) Five Yours' experience Of officiu. budget and Prefera bly accounts, the fidid cl Banking Co• mmunty I levelcpment (i) M.Sc. "cn,e Science.) of rccogrved University with ledge of Pan. jabi upto matriculation standard (ii) At five Jears Administrattvc and field experience in connection with the itpliftc and wei- fare of Women and children Degree i Civil Engineer recognis.od uni- versity 'he knowledge of Punjabi opto Matricula- (ion Stal idrard PUNJAB GOVT GAZ. (EXIRA.) JAN. 25, 197,} (MAGHA 5, SAKA) 61 3. Academic and Oihcr qua and oxpericn...c Serial No. 1 Designation of the 2 For Depart)cnt.itl candi- dates by promotion 3 (li) For category IIC(I•• (ionod in ruic mi- niiülhn experience of five yoars on either or both the Posts of Sectional (flicer and Draftsman in case of a candidate possess- sing A. M. E. qualifi- cations and two years' in casc of a dc.grce holder (i) Graduate of a"rccognis- ed Uni versity (if) Minimum five years' experience as Block De- velopm hit and Panc hayat Dfiicer. Minimum five' years' exj-...c- riencce as Block Deee101)- ment and Panchayat (flicer "ith M.Sc. in Agronomy or minilnu years •;even rience with B.S.c (Agri- culture) ; or five year's e K • perience Instructor in Agriculture: or in ot transfor Departnr.ni he shouul be in Agrononw Minilülhl (ivo yonr's. c.v periur,co Illoek L)evlop• and Panche ya t nu:-n t Officcr with degree in Animal Husbandry ; or Minirnum five years' cX- perience as Instructor in H usbandry or in ca;c of ti•ansfer fronl A nimal Husband Oe- partlnent. he should a f ten • Vc:terinat y reinee as ssistanl Surgeon N•tinintum five •.•cors' perience us Block Develop men and panchayat and having work. O iliccr ed as Cooperative In.ö• pector for soven appointntont as be forb Block t l)evolomnent ana Panchayat O flice,• or For direct appointincl t 4

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