



AN ISO: 9001, ISO: 14001 &
ISO: 45001 COMPANY

HARYANA POWER GENERATION CORPORATION LTD

Regd. Office: C-7, Uria Bhawan, Sector-6, Panchkula
Corporate Identity Number: U45207HR1997SGC033517

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Telephone No. 0172-5023425

Office Order No. 36 /CE/Admn.

Dated : 12.03.2021

In exercise of powers conferred under Section 56(3) (vi) of Haryana Electricity Reforms Act, 1997 read with Electricity Act, 2003, Article 48 of the Article of Association of HPGCL and all other enabling powers in this behalf, HPGCL is pleased to make following additions in R&P Policy of Teaching Staff circulated vide notification no. 73/REG-105 dated 08.08.1990 of erstwhile HSEB (as applicable to HPGCL) :-

I. Addition of following clauses below / after clause 9.2 of the policy :

9.3 LECTURER

- (1) Recruitment to the service in case of lecturer shall be made –
- 50% by promotion from amongst Masters and Classical and Vernacular and/or B.Ed. teachers; and
 - 50% by direct recruitment*; or
 - By transfer or deputation of an official already in service of any State Government or Government of India.

* Note- The Recruitment of Lecturers shall be made as per eligibility criteria defined in Haryana Govt. Gazette dated Dec. 1, 1998; for appointment of Lecturers against subject vacancy.

- (2) All promotions, unless otherwise provided, shall be made on inter se seniority-cum-merit basis and seniority above shall not confer any right to such promotion.

9.4 PRINCIPAL

- 33% by promotion from amongst Head Masters of High School; and
- 67% by promotion from amongst the lecturers / PGTs; or
- By transfer or deputation of an official already in service of any State Government or Government of India.

II. Addition of following clause after Rule 15 of the policy :

16. SENIORITY:-

Seniority, inter-se of member of the service shall be determined by the length of regular continuous service on the post in the service:-

- Provided that in the case of a member appointed by direct recruitment, the order of merit determined by the selection committee, or the Board, as the case may be, shall not be disturbed in fixing the seniority.
- Provided further that in the case of two or more members appointed on the same day, their seniority shall be determined as follows:-
 - (a) A member appointed by direct recruitments shall be senior to a member appointed by promotion.
 - (b) In the case of member appointed by promotion, seniority shall be determined according to the seniority of such members in the appointments from which they are promoted and
 - (c) In the case of member appointed by direct appointment, their seniority shall be determined according to pay preference being given to a member, who was drawing a higher scale of pay in his previous appointment, and if the scale of pay drawn are also the same, then by the length of their service in the appointments and if the length of such service is also the same, the elder member shall be senior to the younger member in age.

This issues with the approval of ACS (Power)-cum-Chairman, Haryana Power Utilities subject to ex-post facto approval of the Board of Directors, HPGCL.


Chief Engineer/Admn.
HPGCL, Panchkula.

Contd...

Endst. No. 57 /GB/CS-270 4401

Dated: 12 .03.2021

A copy of the above is forwarded to the following for information and necessary action:-

1. All Chief Engineers in HPGCL.
2. Controller of Accounts / Finance, HPGCL, Panchkula.
3. Company Secy., HPGCL, Panchkula.
4. All FA & CAOs, HPGCL.
5. L.R., HPUs, HPGCL, Panchkula.
6. All Dy. Secy./Under Secy./Admn. Officer in HPGCL.
7. XEN/IT, HPGCL, Panchkula. It is requested to host this office order on the website of HPGCL.


Dy. Secy./Genl.
for Chief Engineer/Admn.
HPGCL, Panchkula.

CC:

1. SPS to ACS (Power)-cum-Chairman, HPUs, Panchkula.
2. OSD/Tech. (HQ) to M.D., HPGCL, Panchkula.
3. SPS to Director/Generation, HPGCL, Panchkula.
4. SPS to Director/Finance, HPGCL, Panchkula.
5. PS to Chief Engineer/Admn., HPGCL, Panchkula.

HARYANA GOVT. GAZ., DEC. 1, 1998
(AGHN 10, 1920 SAKA)

(f) "Lecturer" includes Lecturer in English, Hindi, History, Political Science, Economics, Geography, Sanskrit, Home Science, Biology, Physics, Chemistry, Math, Commerce, Music, Punjabi, Sociology, Fine Arts, Physical Education, Psychology and Urdu;

(g) "recognized University" means:-

(i) any University incorporated by law in India; or

(ii) in the case of a degree, diploma or certificate obtained as a result of an examination held before the 15th August, 1947, the Punjab, Sind or Dacca University; or

(iii) any other University which is declared by the Government to be a recognised University for the purpose of rules;

(h) "Service" means the Haryana State School Education (Lecturer School Cadre) (Group C) Service.

PART II- RECRUITMENT TO SERVICE

Number and Character of posts:

3. The Service shall comprise the post 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 number of such posts or to create new posts with different designation and scales of pay, either permanently or temporarily.

Nationality domicile and character of candidates to service:

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 came over to India before the 1st January, 1962, with the intention of permanently settling in India; or

(e) a person of Indian origin who has migrated from Pakistan, Burma, 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 but the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Government.

(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 .

Age:

5.No person shall be appointed to any post in the Service by direct recruitment who less than 17 years or more than 35 years of age on or before 1st day of the month preceding the last date of submission of application to the Commission.

Appointing Authority:

6. Appointments to the post in the Service shall be made by the Govt.

Qualification:

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 the case of appointment by direct recruitment, the qualifications regarding experience shall be releaxable to the extent of 50% at the discretion of Commissioner in case sufficient number of candidates

belonging to Scheduled Castes, 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 persons for so doing in writing.

Disqualification:

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:

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.

Method of recruitment :

9. (1) Recruitment to the service in case of lecturer shall be made:-

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

(2) All promotions, unless otherwise provided, shall be made on inter Se-seniority- cum-merit basis and seniority above shall not confer any right to such promotion.

Probation:

10. (1) Persons appointed to any post in the Service shall remain on probation for a period of 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 toward 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 direction 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 this 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 his previous appointment permit.

(3) On the completion of 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 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 of his previous appointment permit; or

(ii) extend his period of probation and thereafter pass such order, 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.

Seniority :

11. (1) Seniority *inter se* of the member of the Service shall be determined by the length of regular continuous Service on any post in the service:

Provided that where there are different cadres in the Service, the seniority shall be determined separately for each cadre:

Provided further that in the case of a 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 the 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 a member appointed by promotion or by 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 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 rate of pay drawn are also the same, then by the length of their Service in the appointments and if the length of such Service is also same the older member shall be senior to the younger member.

Liability to serve:

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 the Service may also be deputed to serve under:-

- (i) a company, an association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the State Government, a municipals corporation or a local authority or university within the State of Haryana;
- (ii) the Central Government or a company an association or a body of individuals, whether incorporated or not which is wholly or substantially owned or controlled by the Central Government; or
- (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.

Pay, leave, pension and other matters:

13. In respect of pay, leave, pension and all other matters not expressly provided for in these rules, the member 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.

Discipline , penalties and appeals :

14. (1) In matters relating to discipline, penalties and appeals members of the Service shall be governed by the Haryana Civil Service (Punishment and Appeals) 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 the 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.

Vaccination:

15 Every member of the Service shall get himself vaccinated or re-vaccinated as and when the Government so directs by special or general orders.

Oath of allegiance:

16. Every member of the Service, unless he has already done so, shall be required to take the oath of allegiance of India and to the Constitution of India as by law established.

Power of relaxation:

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 or persons.

Special Provision:

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.

Reservation:

19. Nothing contained in these rules shall effect reservations and other concessions required to be , provided for Scheduled Castes, Backward Classes, Other Backward Class, Ex-servicemen, physically handicapped persons or any other class or category of persons in accordance with the orders issued by the State Government in this regard from time to time:

Provided that the local percentage of reservation so made shall not exceed fifty per cent at any time.

Repeal and savings:

20. Any rule applicable to the services and corresponding to any of these rules, which is enforce immediately before the commencement of these rules is hereby repealed;

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

**APPENDIX A
(SEE RULE 3)**

Sr. No.	Designation Post	Number of Posts			Scale of pay
		Perma- nent	Tempo- rary	Total	
1	2	3	4	5	6
1	Lecturer English	-	863	863	Rs.2000-60- 2300-75-2900 EB-100-3500
2	Lecturer Hindi	-	952	952	Rs.2000-60- 2300-75-2900 EB-100-3500
3	Lecturer History	-	892	892	Rs.2000-60- 2300-75-2900 EB-100-3500
4	Lecturer Political Science	-	868	868	Rs.2000-60- 2300-75-2900 EB-100-3500
5	Lecturer Economics	-	720	720	Rs.2000-60- 2300-75-2900 EB-100-3500
6	Lecturer Geography	-	180	180	Rs.2000-60- 2300-75-2900 EB-100-3500
7	Lecturer Sanskrit	-	432	432	Rs.2000-60- 2300-75-2900 EB-100-3500
8	Lecturer Home Science	-	73	73	Rs.2000-60- 2300-75-2900 EB-100-3500

9	Lecturer Biology	-	479	479	Rs.2000-60- 2300-75-2900 EB-100-3500
10	Lecturer Physics	-	546	546	Rs.2000-60- 2300-75-2900 EB-100-3500
11	Lecturer Chemistry	-	546	546	Rs.2000-60- 2300-75-2900 EB-100-3500
12	Lecturer Math	-	624	624	Rs.2000-60- 2300-75-2900 EB-100-3500
13	Lecturer Commerce	-	509	509	Rs.2000-60- 2300-75-2900 EB-100-3500
14	Lecturer Music	-	26	26	Rs.2000-60- 2300-75-2900 EB-100-3500
15	Lecturer Punjabi	-	35	35	Rs.2000-60- 2300-75-2900 EB-100-3500
16	Lecturer Sociology	-	69	69	Rs.2000-60- 2300-75-2900 EB-100-3500
17	Lecturer Fine Arts	-	15	15	Rs.2000-60- 2300-75-2900 EB-100-3500
18	Lecturer Physical Education	-	12	12	Rs.2000-60- 2300-75-2900

					EB-100-3500
19	Lecturer Psychology	-	12	12	Rs.2000-60- 2300-75-2900 EB-100-3500
20	Lecturer Urdu	-	1	1	Rs. 6500-8500 EB-10500

APPENDIX-B
(SEE RULE 9)

Sr. No.	Designation of Post	Academic Qualifications and Experience, if any, for direct recruitment	Academic qualification & experience if any for appointment other than by direct recruitment
1	2	3	4

1	Lecturer English	(i) M.A. English with at least 50% marks from recognised university; (ii) Knowledge of Hindi up to Matric standard	<p>By promotion:-</p> <p>(i) M.A. English with at least 50% marks from recognised university; (ii) 2 years teaching experience as Master/ Classical and Vernacular teacher.</p> <p>By transfer:-</p> <p>(i) M.A. English with at least 50% marks from recognised university. (ii) 5 years teaching experience as lecturer; (iii) Knowledge of Hindi upto Matric standard.</p>
2	Lecturer Hindi	(i) M.A. Hindi with at least 50% marks from	<p>By promotion:-</p> <p>(i) M.A. Hindi with at least 50% marks from recognised</p>

recognised
university;

university;

(ii) Knowledge of
Hindi up to
Matric standard

(ii) 2 years teaching
experience as Master/
Classical and Vernacular
teacher.

By transfer:-

(i) M.A. Hindi with atleast
50% marks from
recognized university.

(ii) 5 year teaching
experience as lecturer;

(iii) Knowledge of Hindi
upto Matric standard.

3 Lecturer
History

i) M.A. History or
Ancient
Indian History and
Culture or Culture
and
Archaeology with
atleast 50% marks
from
recognised
university;

By promotion:-

(i) M.A. History or Ancient
Indian History and
Culture or Culture and
Archaeology with atleast
50%marks
from recognised
university;

(ii) Knowledge of
Hindi up to Matric
standard

(ii) 2 years teaching
experience as Master/
Classical and Vernacular
teacher.

By transfer:-

- (i) M.A. History or Ancient Indian History and Culture or Culture and Archaeology with atleast 50% marks from recognised university.
- (ii) 5 year teaching experience as lecturer;
- (iii) Knowledge of Hindi upto Matric standard.

4 Lecturer
Political
Science

- (i) M.A. Pol. Science or Pubic Administration with atleast 50% marks from a recognised university;

- (ii) Knowledge of Hindi up to Matric standard

By promotion:-

- (i) M.A. Pol. Science or Public Administration with atleast 50% marks from recognised university;

- (ii) 2 years teaching

experience as Master/ Classical and Vernacular teacher.

By transfer:-

- (i) M.A. Pol. Science or Public Administration with atleast 50% marks from recognized university.

- (ii) 5 years teaching experience as lecturer;
- (iii) Knowledge of Hindi upto Matric standard.

5 Lecturer
Economics

- (i) M.A. Economics with atleast 50% marks from recognised university;

- (ii) Knowledge of Hindi up to Matric standard

By promotion:-

- (i) M.A. Economics with atleast 50% marks from recognised university;

- (ii) 2 years teaching experience as Master/ Classical and Vernacular teacher.

By transfer:-

- (i) M.A. Economics with atleast 50% marks from recognised university.

- (ii) 5 years teaching experience as lecturer;

- (iii) Knowledge of Hindi upto Matric standard.

6 Lecturer
Geography

- (i) M.A. Geography with atleast 50% marks from recognised university;

By promotion:-

- (i) M.A. Geography with atleast 50% marks from recognised university;

- (ii) 2 years teaching

(ii) Knowledge of Hindi up to Matric standard

experience as Master/ Classical and Vernacular teacher.

By transfer:-

(i) M.A. Geography with atleast 50% marks from recognised university.

(ii) 5 year teaching experience as lecturer;

(iii) Knowledge of Hindi upto Matric standard.

7 Lecturer
Sanskrit

(i) M.A. Sanskrit with atleast 50% marks from recognised university;

(ii) Knowledge of Hindi up to Matric standard

By promotion:-

(i) M.A. Sanskrit with atleast 50%marks from recognised university;

(ii) 2 years teaching experience as Master/ Classical and Vernacular teacher.

By transfer:-

(i) M.A. Sanskrit with atleast 50% marks from recognised university.

(ii) 5 year teaching experience as lecturer;

(iii) Knowledge of Hindi

upto Matric standard.

8 Lecturer
Home
Science

- (i) MSc. Home Science with atleast 50% marks from recognised university;
- (ii) Knowledge of Hindi up to Matric standard

By promotion:-

- (i) M.Sc. Home Science with atleast 50%marks from recognised university;
- (ii) 2 years teaching experience as Master/ Classical and Vernacular teacher.

By transfer:-

- (i) M.Sc. Home Science with atleast 50% marks from recognised university.
- (ii) 5 year teaching experience as lecturer;
- (iii) Knowledge of Hindi upto Matric standard.

9 Lecturer
Biology

- (i) M.Sc. Biology or Zoology or Botany or Bio-Science or Bio-Chemistry or

By promotion:-

- (i) M.Sc. Biology or Zoology or Botany or Bio-Science or Bio-Chemistry or Genetics or Micro - Biology or Plant

- Genetics or Micro - Biology or Plant Psychology or Bio-technology with atleast 50% marks from recognised university;
- (ii) Knowledge of Hindi up to Matric standard
- Psychology or Bio-technology with atleast 50% marks from recognised university;
- (ii) 2 years teaching experience as Master/ Classical and Vernacular teacher.

By transfer:-

- (i) M.Sc. Biology or Zoology or Botany or Bio-Science or Bio-Chemistry or Genetics or Micro - Biology or Plant Psychology or Bio-technology with atleast 50% marks from recognised university.

- (ii) 5 year teaching experience as lecturer;

- (iii) Knowledge of Hindi upto Matric standard.

10 Lecturer
Physics

- (i) M.Sc. Physics with atleast 50% marks

By promotion:-

- (i) M.Sc. Physics with

from recognised university;

(ii) Knowledge of Hindi up to Matric standard

atleast 50% marks from recognised university;

(ii) 2 years teaching experience as Master/ Classical and Vernacular teacher.

By transfer:-

(i) M.Sc. Physics with atleast 50% marks from recognised university.

(ii) 5 years teaching experience as lecturer;

(iii) Knowledge of Hindi upto Matric standard.

11 Lecturer
Chemistry

(i) M.Sc. Chemistry or Bio- Chemistry with atleast 50% marks from recognised university;

(ii) Knowledge of Hindi up to Matric standard

By promotion:-

(i) M.Sc. Chemistry or Bio- Chemistry with atleast 50% marks from recognized university;

(ii) 2 years teaching experience as Master/ Classical and Vernacular teacher.

By transfer:-

(i) M.Sc. Chemistry or Bio-

Chemistry with atleast 50% marks from recognised university.

(ii) 5 year teaching experience as lecturer;

(iii) Knowledge of Hindi upto Matric standard.

12 Lecturer
Math.

i) M.A./M.Sc.Math/
Mathematic
Statistics
with atleast 50%
marks from
recognised
university;

(ii) Knowledge of
Hindi up to Matric
standard

By promotion:-

(i) M.A./M.Sc.Math/
Mathematic Statistics
with atleast 50% marks
from recognised
university;

(ii) 2 years teaching
experience as Master/
Classical and Vernacular
teacher.

By transfer:-

(i) M.A./M.Sc.Math/
Mathematic Statistics
with atleast 50% marks
from recognised
university.

(ii) 5 years teaching
experience as
lecturer;

(iii) Knowledge of Hindi

upto Matric standard.

13 Lecturer
Commerce

- (i) M.Com. with at least 50% marks from recognised university;
- (ii) Knowledge of Hindi up to Matric standard

By promotion:-

- (i) M.Com. with at least 50% marks from recognised university;
- (ii) 2 years teaching experience as Master/ Classical and Vernacular teacher.

By transfer:-

- (i) M.Com. with at least 50% marks from recognised university.
- (ii) 5 years teaching experience as lecturer;
- (iii) Knowledge of Hindi upto Matric standard.

14 Lecturer
Music

- (i) M.A. Music with at least 50% marks from recognised university;
- (ii) Knowledge of Hindi up to Matric standard

By promotion:-

- (i) M.A. Music with at least 50% marks from recognised university;
- (ii) 2 years teaching experience as Master/ Classical and Vernacular

teacher.

By transfer:-

- (i) M.A. Music with atleast 50% marks from recognised university.
- (ii) 5 years teaching experience as lecturer;
- (iii) Knowledge of Hindi upto Matric standard.

15 Lecturer
Punjabi

- (i) M.A. Punjabi with atleast 50% marks from recognised university;
- (ii) Knowledge of Hindi up to Matric standard

By promotion:-

- (i) M.A. Punjabi with atleast 50% marks from recognised university;
- (ii) 2 years teaching experience as Master/ Classical and Vernacular teacher.

By transfer:-

- (i) M.A. Punjabi with atleast 50% marks from recognised university.
- (ii) 5 years teaching experience as lecturer;
- (iii) Knowledge of Hindi upto Matric standard.

16 Lecturer
Sociology

(i) M.A. Sociology
with atleast 50%
marks from
recognised
university;

(ii) Knowledge of
Hindi up to Matric
standard

By promotion:-

(i) M.A. Sociology with
atleast 50% marks from
recognised
university;

(ii) 2 years teaching
experience as Master/
Classical and Vernacular
teacher.

By transfer:-

(i) M.A. Sociology with
atleast 50% marks from
recognised university.

(ii) 5 years teaching
experience as
lecturer;

(iii) Knowledge of Hindi
upto Matric standard.

17 Lecturer Fine
Arts

(i) M.A. Fine Arts
with atleast
50% marks from
recognised
university;

(ii) Knowledge of
Hindi up to Matric
standard

By promotion:-

(i) M.A. Fine Arts with
atleast 50%marks from
recognised
university;

(ii) 2 years teaching
experience as Master/
Classical and Vernacular
teacher.

By transfer:-

(i) M.A. Fine Arts with

			atleast 50% marks from recognised university.
			(ii) 5 years teaching experience as lecturer;
			(iii) Knowledge of Hindi upto Matric standard.
18	Lecturer Physical Education	(i) M.A. Physical Education with atleast 50% marks from recognised university; (ii) Knowledge of Hindi up to Matric standard	By promotion:- (i) M.A. Physical Education with atleast 50% marks from recognised university; (ii) 2 years teaching experience as Master/ Classical and Vernacular teacher. By transfer:- (i) M.A. Physical Education with atleast 50% marks from recognised university. (ii) 5 years teaching experience as lecturer; (iii) Knowledge of Hindi upto Matric standard.
19	Lecturer Psychology	(i) M.A. Psychology with atleast 50%	By promotion:- (i) M.A. Psychology with

marks from
recognised
university;

- (ii) Knowledge of
Hindi up to Matric
standard

atleast 50%marks from
recognised university;

- (ii) 2 years teaching
experience as
Master / Classical and
Vernacular teacher.

By transfer:-

- (i) M.A. Psychology with
atleast 50% marks from
recognised university.
(ii) 5 years teaching
experience as
lecturer;

- (iii) Knowledge of Hindi
upto Matric standard.

20 Lecturer
Urdu

- (i) M.A. Urdu with
atleast 50% marks
from recognised
university;
(ii) Knowledge of
Hindi up to Matric
standard

By promotion:-

- (i) M.A. Urdu with
atleast 50%marks from
recognised university;
(ii) 2 years teaching
experience as Master/
Classical and
Vernacular teacher.

By transfer:-

- (i) M.A. Urdu with
atleast 50% marks from
recognized university.
(ii) 5 years teaching

experience as lecturer;
(iii) Knowledge of Hindi
upto Matric standard.

APPENDIX C
[SEE RULE 14 (1)]

Sr. No.	Designation of Posts	Appointing Authority	Nature of Penalty	Authority empowered to impose penalty	Appellate Authority	
1	2	3	4	5	6	
1	Lecturer English	Director	Minor Penalties: (i) Warning with a copy in the personal file (Character roll) ; (ii) Censure; (iii) Withholding of promotion (iv) recovery from pay of the whole or part any pecuniary loss caused caused by negligence or a breach of orders , to Central Government or a State Government or to a company and Association or a body of individuals whether in- corporated or not, which is wholly or sub- stantially owned or controlled by the Government or to a local authority or University set up by	Director.	Government	
2	Lecturer Hindi					
3	Lecturer History					
4	Lecturer Pol. Science					
5	Lecturer Economics					
6	Lecturer Geography					
7	Lecturer Sanskrit					
8	Lecturer Home Science					
9	Lecturer Biology					
10	Lecturer Physics					
11	Lecturer Chemistry					
12	Lecturer Math					
13	Lecturer Commerce					
14	Lecturer Music					
15	Lecturer Punjabi					
16	Lecturer Sociology					
17	Lecturer Fine Arts					
18	Lecturer Phy. Education					
19	Lecturer Psychology					

an Act of
Parliament or of
the legislature or
a State;

(v) Withholding of increments
of pay without cumulative
effect;

(2) Major Penalties:

(vi) Withholding of increments
of pay with cumulative
effect;

(vii) reduction to a lower stage
in the time scale of pay for
a specified period with
further directions as to
whether or not the
Government employee will
earn increments of pay
during the period of such
reduction and whether on
the expiry to such period,
the reduction will or will
not have effect of
postponing the future
increments of his pay;

(viii) reduction to a 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 of 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 Service from which the Government employee was reduced and his Seniority and pay on such restoration to that grade, post or Service;

(ix) Compulsory retirement;

(x) removal from Service which shall not be disqualification for future employment under the Government;

(xi) dismissal from Service which shall ordinarily be a disqualification for future employment under the Government.

APPENDIX D
[SEE RULE 14 (2)]

Sr. No.	Designation of Posts(s)	Nature of order	Authority empowered to impose penalty	Appellate Authority
1	2	3	4	5
1	Lecturer English	(a) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension;	Director	Government
2	Lecturer Hindi			
3	Lecturer History			
4	Lecturer Pol. Science			
5	Lecturer Economics	(b) termination the appointment otherwise than on his attaining the age fixed for superannuation.		
6	Lecturer Geography			
7	Lecturer Sanskrit			
8	Lecturer Home Science			
9	Lecturer Biology			
10	Lecturer Physics			
11	Lecturer Chemistry			
12	Lecturer Math			
13	Lecturer Commerce			
14	Lecturer Music			
15	Lecturer Punjabi			

- 16 Lecturer Sociology
- 17 Lecturer Fine Arts
- 18 Lecturer Phy. Education
- 19 Lecturer Psychology
- 20 Lecturer Urdu

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