

**HARYANA GOVERNMENT
HIGHER EDUCATION DEPARTMENT**

Notification

The 11th April, 1986

No.G.S.R.29/Const./Art. 309/86.-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 to recruitment and conditions of service of persons appointed to the Haryana Education (College Cadre) Group B Service Rules, 1986, namely:-

**PART I
GENERAL**

Short title:- 1. These rules may, be called the Haryana Education (College Cadre) Group B Service, Rules, 1986.

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

- a. "Commission" means the Haryana Public Service Commission;
- b. "direct recruitment" means an appointment made otherwise than by promotion from within the Service or by transfer of officer already in the service of Government of India or any State Government.
- c. "Director" means the Director of Higher Education, Haryana;
- d. "Government" means the Haryana Government in the Administrative Department;
- e. recognised university" means;-
 - i any university incorporated by law in India; or
 - ii In the case of a degree, diploma or certificate obtained as reason of the examination held before the 15th August, 1974, the Punjab Sind or Dacca University; or
 - iii Any other university which is declared by the Government be recognised university for the purposes of these rules;
- f. "Service means the Haryana Education (College Cadre) Group B service.

**PART II
CONDITIONS OF RECRUITMENT**

**Number and
Character
of posts**

3. The service shall comprise the posts shown in Appendix A to these rules.

Decided that nothing in these rules shall effect the inherent right of Government to make additions to or reduction in, the number of such posts or to create new posts with different designations and scales of pay either permanently or temporarily.

**Nationality domicile
and character of
candidates recruited
to the Service.**

- 4(1) No person shall be appointed to any post in the Service unless the 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) to (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 any 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 Government.

3. No person shall be recruited to any post in the Service by direct appointment 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 twenty-one year or more than forty years of age on or before the 15th day of the month next preceding the last date of submission.

Provided that the age limit for the teachers working in the Education Department, Haryana shall be 45 years.

Appointing authority

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

Qualification

7. No person shall be appointed to any post in the Service unless he is in possession of qualification 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 appointment other than by direct recruitment.

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. Recruitment to the Service shall be made-
- (i) by direct recruitment; or
 - (ii) by transfer or deputation of an officer already in the service of any State Government or the Government of India.

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 towards the period of probation;
- (b) any period of work in equivalent or higher rank, prior to appointment to 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 a 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 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 this 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 a 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;

- 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 not been satisfactory:-
 - (i) dispense with his services, if appointed by direct recruitment, or revert him to his former post or deal with him in such other manner as the terms and conditions of his previous appointment permit, if appointed otherwise; 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 period of probation including extension, if any, shall not exceeded three years.

Seniority

11. (1) The seniority inter se of the members of the Service shall be determined by the length of continuous services on any post in the service.

Provided that in case of members appointed by direct recruitment the order of merit determined by the Commission or other recruiting authority shall not 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) 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 rates 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 older member shall be senior to the younger member
- (2) On amalgamations of the men and women branches, the seniority of the members holding the same class of posts and in the same or identical scales of pay shall be determined by the length of their continuous service in the post:

Provided that then inter se seniority in their respective braches shall not be disturbed.

Provided further that in case two or more members having the same length, or continuous service, the older member shall be senior to a younger member and if their age is also the same, the member who was drawing higher rate of pay shall be senior to the member who was drawing lesser pay.

Liability to service

- 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 the individuals whether incorporated or not which is wholly or substantially owned or controlled by the State Government, a Municipal Corporation or a Local authority 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 by substantially owned or controlled by the Central Government; or
- (iii) any other State Government, an international organisation an autonomous body not controlled by the Government or private body.

Provided that no member of the Service shall be deputed to the Central or any other State Government or any organisation or body referred to in clauses (ii) and (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 members or 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 article 309 of 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 matter relating to discipline, penalties and appeals, members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1952 as amended from time to time.

Provided that the nature of penalties which may be imposed the authorities 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 10 of the Punjab Civil Service (Punishment and Appeal) Rules, 1952 and the appellate authority shall be as specified in Appendix D to these rules.

Vaccination

15. Every member of the Service shall get himself vaccinated and revaccinated if and when the Government so directs by a special or general order.

Oath of allegiance

16. Every member of the Service, unless he has already done so, shall be required to take the oath of allegiance to India and 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. A member of the Service as a part of his duty shall be obliged to do without any remuneration any examination work including invigilation, setting of papers, examination of papers that may be assigned to him by the college authority or by any university having jurisdiction within the State of Haryana.
20. The Punjab Educational Services (Class-II) Rules, 1934 and Punjab Subordinate Educational Service Class III Rules, 1937, so far as they relate to college lecturers which are in force immediately before the commencement of these rules are hereby repealed:

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

APPENDIX A
(See rule (3))
COLLEGE CADRE

Sr. No.	Particulars of posts	Number of Posts		Total	Scale of Pay
		Permanent	Temporary		
1	2	3	4	5	6
1.	College Lecturers	551	885	1436	700-40-1,100-EB-50-1,300-Assessment-50-1,600
2.	Assistant Director of Higher Education	2	-	2	700-40-1,100-EB-50-1,300-Assessment-50-1,600

Note: The posts mentioned above consist of both of men and women branches.

APPENDIX B
(See rule 7)

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

1.	College Lecturers	(a) Good academic record with at least second class. (c in the seven point scale) Master's degree in a relevant subject from an Indian University or equivalent degree from a foreign University; and	As in column 3
2.	Assistant Director of Higher Education	<p>(b) As M.Phil. degree or a recognized degree beyond the Master's level or published work indicating the capacity of a candidate for independent research work. Provided that the requirement of an M.Phil. degree or a recognised degree beyond the Master's level as in (b) above will not be essential in the case of a candidate who has obtained high second class (55%) or grade B in seven point scale in the Master's degree in the relevant subject. However, the candidate will be required to obtain an M.Phil. degree or a recognized degree beyond the Master's level within 8 years of his appointment failing which he will not be able to earn future increments till he obtains that degree or gives evidence or equivalent published work of high standard.</p> <p>(c) Adequate knowledge of Hindi</p> <p>Criteria for determining good academic record:- for determining good academic record, a candidate should either have average of 55% in two of the three lower examinations (not below Matric or equivalent).Prior to master's degree or 50% marks in each of these two examinations separately.</p> <p>The following relaxations will however, operate:-</p> <p>(i) In the case of those candidates who have obtained more than 55% marks at the M.A/M.Sc/M.Com level and who also possess a Ph.D. degree, the criterion of good academic record will not apply at all.</p> <p>(ii)In case of candidate who have obtained 50% marks in M.A/M.Sc/M.Com and also possess a Ph.D. degree and</p>	

		<p>candidates who have obtained 55% marks in M.A/M.Sc/M.Com and also possess M.Phil. degree, the requirement of 50% marks will apply only to one of the three lower examination.</p> <p>(iii) In case of candidates who have obtained a first class first in M.A/M.Sc/M.Com the requirement of obtaining 50% marks will apply in the case of any one of the three lower examination</p> <p>Note:-For the post of lecturers in the faculty of Arts and Crafts five year diploma from a recognized University/Institution will be treated as equivalent to the Master's degree. In their case, for the purpose of determining good academic record the performance in Matric and equivalent examinations and the yearly examination taken during the diploma course will be considered.</p> <p>Note-II:- While obtaining 50% or 55% marks the fraction of marks of 0.5% or above would be raised to next higher whole number i.e 54.5% to 54.9% would be raised to 55% marks and 49.5% to 49.9% would be raised to 50% marks.</p>	
	Lecturer Colleges of Education	(a) Good academic record with at least second class (C in the seven point scale) Master's degree in Education and also Master's degree in a relevant subject from an Indian University or equivalent degree from a foreign University and	

APPENDIX-C
(See rule 14)

Sr. No.	Designation of the post	Appointing authority	Nature of penalty	Authority empowered to impose penalty	Appellate authority
1.	College Lecturers	Government	(A) Warning with a copy on personal file; (B) Censure;	Director	Government

2.	Assistant Director Higher Education		(C) Withholding of increment or promotion including stoppage at an efficiency bar; (D) Recovery from pay or whole or part of any pecuniary loss caused to the Government by negligence or breach of orders; (E) Reduction to a lower post or time scale or to a lower stage in the time scale; (F) Removal from the service which does not disqualify from future employment; (G) Dismissal from the service which ordinarily disqualify from future employment.	Government
----	--	--	--	------------

APPENDIX-D
(See rule 14)

Sr. No.	Designation of post	Appointing authority	Nature of order	Authority empowered to pass order
1.	College Lecturers	Government	(1) Reducing or withholding the amount maximum pension admissible under the rules governing pension.	Government
2.	Assistant Director Higher Education		(2) Terminating the appointment of a member of the service otherwise than upon his reaching the age fixed for superannuation.	

L.M. JAIN,
Commissioner and Secretary to Government, Haryana
Education Department