

HARYANA GOVT. GAZ., DEC. 15,1998
(AGHN 24,1920 SAKA)

HARYANA GOVERNMENT
EDUCATION DEPARTMENT

Notification

The July 23rd,1998

No. G.S.R.138.../Const./Art 309/98..... In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules regulating the recruitment and conditions of service of persons appointed to the Haryana State Secondary Education field offices (Group D) Service:-

Part-I
General

Short title and
commencement

1. (1) These rules may be called the Haryana State Secondary Education Field Offices (Group D) Service rules, 1998.
- (2) They shall come into force on the date of their publication in the official Gazette.

Definitions

2. In these rules, unless the context otherwise requires,-
 - (a) "Block Education Officer" means the Block Education Officer of the concerned Block in the state.
 - (b) "Direct recruitment " means an appointment made otherwise than by promotion from within the service or by transfer of an official already in service of Government of India or any State Government.
 - (c) "Director" means the Director, Secondary Education, Haryana.
 - (d) "Director State Council for Education Research and Training" means the Director State Council for Education Research and Training

Haryana Gurgaon;

- (e) “Director Sharmik Vidyapeeth” means the Director Sharmik Vidyapeeth Faridabad;
- (f) “District Education Officer” means the District Education Officer of District concerned in the State.
- (g) “District Primary Education Officer” means the District Primary Education office of Primary Schools of the district concerned in the State;
- (h) “Government” mean the Haryana Government in the Administrative Department.
- (i) “Headmaster” Government High School means the Headmaster of concerned Government High School in the State;
- (j) “Institution” means,-
 - (i) any institution established by law in force in the State of Haryana; or
 - (ii) any other institution recognised by the Government for the purpose of these rules;
- (k) “Principal District Institute of Education and Training” means the Principal, District Institute of education and Training of the concerned district in the State.
- (l) “Principal “ means the Principal of concerned Government Senior Secondary School in the State;
- (m) “Service” means the Haryana Printing and Stationery Department

Industrial (Group –C) Service.

(n) “Sub Divisional Education Officer” means the Sub Divisional Education Officer of concerned Sub-Division in the State.

PART –II

RECRUITMENT TO SERVICE

Number and
Character of
posts

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

Provided that nothing in these rules shall affect the inherent right of the Government to make additions to, or reductions in, the 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
appointed 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 Ethopia 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 appointing 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 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 16 years or more than 35 years of age on or before 1st day -----of the month next preceding the last date of submission of application to the appointing authority.

Appointing
Authority

6. Appointments to the post in the Service shall be made by the authorities mentioned in Appendix C to these rules.

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 relaxable to the extent of 50% at the discretion of appointing authority 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 reasons for so doing in writing.

Disqualifications

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 shall be made:-

(a) in case of Daftri,-

(i) by promotion amongst Peon, chowkidar, Waterman, Sweeper,
Mali

(ii) by direct recruitment; or

(iii) by transfer or deputation of an official already in the service of
any State Government or Government of India;

Note: The post of Daftri involves the assumption of duties of and responsibilities of greater importance than those of Peon, chowkidar, Waterman and Mali.

(b) In case of Peon,-

(i) by direct recruitment; or

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

(c) In case of Chowkidar,-

(i) by direct recruitment; or

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

(d) In case of Waterman,-

(i) by direct recruitment; or

(ii) by transfer or deputation of an official already in the service of

any State Government or Government of India;

(e) In case of Sweeper,-

(i) by direct recruitment; or

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

(f) In case of Mali,-

(i) by direct recruitment; or

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

(II) Office of Director Sharmik Vidyapeeth-

(a) In case of Peon,-

(i) by direct recruitment; or

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

(b) In case of Chowkidar,-

(i) by direct recruitment; or

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

(c) In case of Sweeper,-

(i) by direct recruitment; or

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

(III) Office of District Education Officer,-

(a) in case of Daftri,-

(i) by promotion amongst Peon, chowkidar, Waterman, Sweeper,
Mali

(ii) by direct recruitment; or

(iii) by transfer or deputation of an official already in the service of
any State Government or Government of India;

Note: The post of Daftri involves the assumption of duties and
responsibilities of greater importance than those of Peon,
sweeper, chowkidar, Waterman and Mali.

(b) In case of Peon,-

(i) by direct recruitment; or

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

(c) In case of Chowkidar,-

(i) by direct recruitment; or

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

(d) In case of Waterman,-

(i) by direct recruitment; or

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

(e) In case of Sweeper,-

(i) by direct recruitment; or

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

(f) In case of Mali,-

(i) by direct recruitment; or

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

(IV) Office of District Primary Education Officer,-

(a) In case of Peon,-

(i) by direct recruitment; or

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

(b) In case of Sweeper,-

(i) by direct recruitment; or

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

(c) In case of Chowkidar,-

(i) by direct recruitment; or

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

(d) In case of Waterman,-

(i) by direct recruitment; or

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

(V) Office of Sub Divisional Education Officer,-

(a) In case of Peon,-

(i) by direct recruitment; or

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

(b) In case of Chowkidar,-

(i) by direct recruitment; or

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

(c) In case of Sweeper,-

(i) by direct recruitment; or

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

(VI) Office of Block Education,-

(a) In case of Peon,-

(i) by direct recruitment; or

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

(b) In case of Sweeper,-

(i) by direct recruitment; or

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

(VII) Office of Principal District Institute of Education and training,-

(a) In case of Peon,-

(i) by direct recruitment; or

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

(b) In case of Chowkidar,-

(i) by direct recruitment; or

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

(c) In case of Sweeper,-

(i) by direct recruitment; or

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

(d) In case of Waterman,-

(i) by direct recruitment; or

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

(VIII) Government Senior Secondary Schools,-

(a) In case of Peon,-

(i) by direct recruitment; or

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

(b) In case of Chowkidar,-

- (i) by direct recruitment; or
 - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (c) In case of Sweeper,-
 - (i) by direct recruitment; or
 - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (d) In case of Waterman,-
 - (i) by direct recruitment; or
 - (ii) by transfer or deputation or an official already in the service of any State Government or the Government of India;
- (e) In case of Belder,-
 - (i) by direct recruitment; or
 - (ii) by transfer or deputation or an official already in the service of any State Government or the Government of India;
- (f) In case of Mali,-
 - (i) by direct recruitment; or
 - (ii) by transfer or deputation or an official already in the service of any State Government or the Government of India;
- (g) In case of Laboratory Attendant ,-
 - (i) by direct recruitment; or
 - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(IX) Government High Schools,-

(a) In case of Peon,-

(i) by direct recruitment; or

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

(b) In case of Chowkidar,-

(i) by direct recruitment; or

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

(c) In case of Sweeper,-

(i) by direct recruitment; or

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

(d) In case of Waterman,-

(i) by direct recruitment; or

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

(X) Government Middle Schools,-

(a) In case of Peon,-

(i) by direct recruitment; or

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

(b) In case of Chowkidar,-

(i) by direct recruitment; or

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

(c) In case of Waterman,-

(i) by direct recruitment; or

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

(XI) Government Primary Schools,-

(a) In case of Peon,-

(i) by direct recruitment; or

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

(b) In case of Waterman,-

(i) by direct recruitment; or

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

(2) When any vacancy occurs or is about to occur in the service, the appointing authority shall determine the manner in which such vacancy shall be filled in.

(3) All promotion shall be made by selection base on qualifications taking into consideration seniority but seniority alone shall not confer any right to such promotion

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 his services; and
- (b) If such person is appointed otherwise, that 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 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.

11. (1) Seniority *inter se* of the members of the Service shall be determined by the length of 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 municipal 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 (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 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 any thing 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 affect 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 are in force 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 of posts	Nature of Posts		Total	Scale of Pay
		Permanent	Temporary		
1	2	3	4	5	6
1	Office of Director State Council of Education Research and Training				
	1. Daftri	2	-	2	Rs. 2550-55-2660-EB-60-3200
	2. Peon	3	3	6	Rs. 2550-55-2660-EB-60-3200
	3. Chowkidar	1	-	1	Rs. 2550-55-2660-EB-60-3200
	4. Waterman	2	1	3	Rs. 2550-55-2660-EB-60-3200
	5. Sweeper	2	1	3	Rs. 2550-55-2660-EB-60-3200
	6. Mali	2	-	2	Rs. 2550-55-2660-EB-60-3200
2	Office of Director, Sharmik Vidyapeeth				
	1. Peon	1	-	1	Rs. 2550-55-2660-EB-60-3200
	2. Chowkidar	1	-	1	Rs. 2550-55-2660-EB-60-3200
	3. Waterman	1	-	1	Rs. 2550-55-2660-EB-60-3200
	4. Sweeper	1	-	1	Rs. 2550-55-2660-EB-60-3200
3	Office of District Education Officer				

1. Daftri	13	6	19	Rs. 2550-55-2660-EB-60-3200
2. Peon	20	20	40	Rs. 2550-55-2660-EB-60-3200
3. Chowkidar	13	6	19	Rs. 2550-55-2660-EB-60-3200
4. Waterman	13	6	19	Rs. 2550-55-2660-EB-60-3200
5. Sweeper	13	6	19	Rs. 2550-55-2660-EB-60-3200
6. Mali	10	-	10	Rs. 2550-55-2660-EB-60-3200

**4 Office of District
Primary Education
Officer**

1. Peon	20	20	40	Rs. 2550-55-2660-EB-60-3200
2. Sweeper	13	6	19	Rs. 2550-55-2660-EB-60-3200
3. Chowkidar	13	6	19	Rs. 2550-55-2660-EB-60-3200
4. Waterman	13	6	19	Rs. 2550-55-2660-EB-60-3200

**5 Office of the Sub
Divisional
Education Officer**

1. Peon	35	5	40	Rs. 2550-55-2660-EB-60-3200
2. Chowkidar	35	5	40	Rs. 2550-55-2660-EB-60-3200
3. Sweeper	35	5	40	Rs. 2550-55-2660-EB-60-3200

**6 Office of the Block
Education Officer**

1. Peon	100	24	124	Rs. 2550-55-2660-EB-60-3200
2. Sweeper	100	24	124	Rs. 2550-55-2660-EB-60-3200

7 **Office of the
Principal, District
Institute of
Education and
Training**

1. Peon	8	4	12	Rs. 2550-55-2660-EB-60-3200
2. Chowkidar	8	4	12	Rs. 2550-55-2660-EB-60-3200
3. Sweeper	8	4	12	Rs. 2550-55-2660-EB-60-3200
4. Wateman	8	4	12	Rs. 2550-55-2660-EB-60-3200

8 **Government Senior
Secondary Schools**

1. Peon	607	60	667	Rs. 2550-55-2660-EB-60-3200
2. Chowkidar	607	60	667	Rs. 2550-55-2660-EB-60-3200
3. Sweeper	607	60	667	Rs. 2550-55-2660-EB-60-3200
4. Waterman	607	60	667	Rs. 2550-55-2660-EB-60-3200
5. Belder	607	60	667	Rs. 2550-55-2660-EB-60-3200
6. Mali	607	60	667	Rs. 2550-55-2660-EB-60-3200
7. Laboratory Attendant	607	60	667	Rs. 2550-55-2660-EB-60-3200

9 **Government High
Schools**

1. Peon	1800	101	1901	Rs. 2550-55-2660-EB-60-3200
2. Chowkidar	1800	101	1901	Rs. 2550-55-2660-EB-60-3200
3. Sweeper	1800	101	1901	Rs. 2550-55-2660-EB-60-3200
4. Waterman	1800	101	1901	Rs. 2550-55-2660-EB-60-3200

10 **Government Middle Schools**

1. peon	1200	94	1294	Rs. 2550-55-2660-EB-60-3200
2. Chowkidar	1200	94	1294	Rs. 2550-55-2660-EB-60-3200
3. Waterman	1200	94	1294	Rs. 2550-55-2660-EB-60-3200

11 **Government Primary Sschools**

1. Peon	2200	200	200	Rs. 2550-55-2660-EB-60-3200
2. Waterman	2200	200	200	Rs. 2550-55-2660-EB-60-3200

Appendix-B
(See rule 9)

Sr. No.	Designation of Posts	Academic qualifications and experience, if any by direct recruitment	Academic qualification and experience, if any for appointment other than by direct recruitment
1	2	3	4
I	Office of Director State Council for Education Research and Training		By promotion
	1. Daftri	Middle pass with Hindi and English	i. Middle pass with Hindi and English ii. 8 Years experience as peon, Chowkidar, Waterman or Mali
			By Transfer /Deputation
			i. Middle pass ii. 8 years experience as Daftri iii. Knowledge of Hindi upto Middle standard
	2. Peon	Middle pass with Hindi	Middle pass with Hindi
	3. Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	4. Waterman	should be able to read and write Hindi	should be able to read and write Hindi
	5. Sweeper	should be able to read and write Hindi	should be able to read and write Hindi
	6. Mali	should be able to read and write Hindi	should be able to read and write Hindi
II	Office of Director Sharmik Vidyapeeth		
	1. Peon	Middle pass with	Middle pass with Hindi

	2. Chowkidar	Hindi should be able to read and write Hindi	should be able to read and write Hindi
	3. Waterman	Hindi should be able to read and write Hindi	should be able to read and write Hindi
	4. Sweeper	Hindi should be able to read and write Hindi	should be able to read and write Hindi
III	Office of District Education Officer		
	1. Daftri	Middle pass with Hindi and English	By promotion <ol style="list-style-type: none"> i. Middle pass with Hindi and English ii. 8 Years experience as peon, Chowkidar, Waterman or Mali By Transfer /Deputation <ol style="list-style-type: none"> i. Middle pass ii. 8 years experience as Daftri iii. Knowledge of Hindi upto Middle standard
	2. Peon	Middle pass with Hindi	Middle pass with Hindi
	1. Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	2. Waterman	should be able to read and write Hindi	should be able to read and write Hindi
	3. Sweeper	should be able to read and write Hindi	should be able to read and write Hindi
	4. Mali	should be able to read and write Hindi	should be able to read and write Hindi
IV	Office of District Primary Education Officer		
	1 Peon	Middle pass with Hindi	Middle pass with Hindi
	2. Sweeper	should be able to read and write Hindi	should be able to read and write Hindi

	3. Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	4. Waterman	should be able to read and write Hindi	should be able to read and write Hindi
V	Office of the Sub-Divisional Education Officer		
	1 Peon	Middle pass with Hindi	Middle pass with Hindi
	2. Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	3. Sweeper	should be able to read and write Hindi	should be able to read and write Hindi
	1. Waterman	should be able to read and write Hindi	should be able to read and write Hindi
VI	Office of the Sub-Divisional Education Officer		
	1 Peon	Middle pass with Hindi	Middle pass with Hindi
	2 Sweeper	should be able to read and write Hindi	should be able to read and write Hindi
VII	Office of the Principal Institute of Education and Training		
	1 Peon	Middle pass with Hindi	Middle pass with Hindi
	2. Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	3. Sweeper	should be able to read and write Hindi	should be able to read and write Hindi
	2. Waterman	should be able to read and write Hindi	should be able to read and write Hindi
VIII	Government Senior Secondary School		
	1. Peon	Middle pass with	Middle pass with Hindi

		Hindi	
	1. Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	2. Sweeper	should be able to read and write Hindi	should be able to read and write Hindi
	3. Waterman	should be able to read and write Hindi	should be able to read and write Hindi
	4. Balder	should be able to read and write Hindi	should be able to read and write Hindi
	5. Mali	should be able to read and write Hindi	should be able to read and write Hindi
	6. Laboratory Attendent	should be able to read and write Hindi	should be able to read and write Hindi
IX	Government High School		
	1 Peon	Middle pass with Hindi	Middle pass with Hindi
	2. Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	3. Sweeper	should be able to read and write Hindi	should be able to read and write Hindi
X	Government Middle School		
	1 Peon	Middle pass with Hindi	Middle pass with Hindi
	2. Chowkidar	should be able to read and write Hindi	should be able to read and write Hindi
	3. Waterman	should be able to read and write Hindi	should be able to read and write Hindi
XI	Office of the Government Primary Schools		
	1 Peon	Middle pass with Hindi	Middle pass with Hindi
	2. Waterman	should be able to read and write Hindi	should be able to read and write Hindi

APPENDIX C
[SEE RULE 14 (1)]

Sr. No.	Designation of Posts	Appointing authority	Nature of Penalty	Authority empowered to impose penalty	Appellate authority	Second and final appellate authority if any
1	2	3	4	5	6	7
I	Office of the Director State Council for Education Research and Training 1. Daftri 2. Peon 3. Chowkidar 4 Waterman 5. Sweeper 6. Mali	Director State Council for Education Research and	Minor Penalties: (i) Warning with a copy in the personal file (Character roll) ; (ii) Censure; (iii) Withholding of promotion iv) recover from pay of the whole or part any pecuniary loss 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 incorporated or not,	Director State Council for Education Research and Training	Director	Government

which is wholly
or
substantially
owned or
controlled by the
Government or to
a local authority or
University set up
by an Act of
Parliament or of
the legislature of a
State;

(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, of post or
Service from
which he was
reduced with or
without further
directions
regarding
conditions of
restoration to the
grade of 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 a
disqualification for
future employment
under the
Government;

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

HARYANA GOVT. GAZ. (EXTRA), DEC, 15,1998
(AGHN 24,1920 SAKA)

1	2	3	4	5	6	7
II.	Office of the Director Sharmik Vidyapeeth	Office of Director Sharmik Vidyapeeth	<p>1. Minor Penalties</p> <p>(i) Warning with a copy in the personal file (Character roll);</p> <p>(ii) Censure;</p> <p>(iii) with-holding of promotions;</p> <p>(iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders, to the Central Government or to a Company and association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or University set up by an Act of Parliament or of the Legislature of a State ; and</p> <p>(v) withholding of increments of pay without cumulative effect;</p> <p>2. Major Penalties:</p> <p>(vi) with holding of increments of pay without cumulative effect;</p> <p>(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 of such</p>	Director Sharmik Vidyapeeth	Director	Government
1	Peon					
2	Chowkidar					
3	Waterman					
4	Sweeper					

			<p>period, the reduction will or will not have the effect of postponing the future increments of his pay;</p> <p>(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 of post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or Service;</p> <p>(ix) compulsory retirement;</p> <p>(x) removal from service which shall not be a disqualification for future employment under the Government;</p> <p>(xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government</p>			
III	Office of the District Education Officer	District Education Officer	<p>1. Minor Penalties-</p> <p>(i) warning with a copy in the personal file (Character roll);</p> <p>(ii) Censure</p> <p>(iii) with-holding of</p>	District Education Officer	Director	Government
1	Daftri					
2	Peon					
3	Chowkidar					
4	Waterman					

5 6	Sweeper Mali		<p>(iv) promotion; recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders, to the Central Government or to a Company and association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or University set up by an Act of Parliament or of the Legislature of a State ; and</p> <p>(v) withholding of increments of pay without cumulative effect.</p> <p>2. Major Penalties:</p> <p>(vi) with holding of increments of pay with cumulative effect;</p> <p>(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</p>			
--------	-----------------	--	---	--	--	--

			<p>and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;</p> <p>(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;</p> <p>(ix) compulsory retirement;</p> <p>(x) removal from Service which shall not be a disqualification for future employment under the Government;</p> <p>(xi) dismissal from service which shall ordinarily be a disqualification for future employment</p>			
--	--	--	--	--	--	--

			under the Government			
IV	Office of the Primary Education Officer	District Primary Education Officer	<p>1. Minor Penalties</p> <p>(i) Warning with a copy in the personal file (Character roll)</p> <p>(ii) Censure;</p> <p>(iii) with-holding of promotions;</p> <p>(iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders to the Central Government or a State Government or to a Company and association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or University set up by an Act of Parliament or of the Legislature of a State ; and</p> <p>(v) withholding of increments of pay without cumulative effect.</p> <p>2. Major Penalties</p> <p>(vi) with holding of increments of pay with cumulative effect;</p> <p>(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 of such period, the reduction will or will not have the effect of postponing the future increments of his pay;</p> <p>(viii) reduction to a lower</p>	District Primary Education Officer	Director	Government
1	Peon					
2	Sweeper					
3	Chowkidar					
4	Waterman					

			<p>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 of post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or Service;</p> <p>(ix) compulsory retirement;</p> <p>(x) removal from service which shall not be a disqualification for future employment under the Government</p> <p>(xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government</p>			
V	Office of the Sub Divisional Education Officer	Sub Divisional Education Officer	<p>1. Minor Penalties</p> <p>(i) Warning with a copy in the personal file (Character roll)</p> <p>(ii) Censure;</p> <p>(iii) with-holding of promotions;</p> <p>(iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders, to the Central Government or a State Government or to a Company and Association or a body of</p>	Sub Divisional Education Officer	District Education Officer	Director
1	Peon					
2	Sweeper					
3	Chowkidar					
4	Waterman					

			<p>individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or University set up by an Act of Parliament or of the Legislature of a State ; and</p> <p>(v) withholding of increments of pay without cumulative effect.</p> <p>2. Major Penalties:</p> <p>(vi) with holding of increments of pay with cumulative effect;</p> <p>(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 of such period, the reduction will or will not have the effect of postponing the future increments of his pay;</p> <p>(viii) reduction to a lower scale of pay, grade post or service which shall ordinarily</p>			
--	--	--	--	--	--	--

			<p>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;</p> <p>(ix) compulsory retirement;</p> <p>(x) removal from service which shall not be a disqualification for future employment under the Government;</p> <p>(xi) dismissal from Service which shall ordinarily be a disqualification for future employment under the Government</p>			
VI	Office of the Block Education Officer	Block Education Officer	<p>1. Minor Penalties</p> <p>(i) Warning with a copy in the personal file (Character roll);</p> <p>(ii) Censure;</p> <p>(iii) with-holding of promotions;</p> <p>(iv) recovery from pay of the whole or part of</p>	Block Education Officer	District Primary Education Officer	Director
1	Peon					
2	Sweeper					

			<p>any pecuniary loss caused by negligence or breach of orders, to the Central Government or a State Government to a Company and association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or University set up by an Act of Parliament or of the Legislature of a State ; and</p> <p>(v) withholding of increment of pay without cumulative effect.</p> <p>2. Major Penalties:</p> <p>(vi) with holding of increments of pay with cumulative effect;</p> <p>(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 of such period, the</p>			
--	--	--	---	--	--	--

			<p>reduction will not have the effect of postponing the future increments of his pay;</p> <p>(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;</p> <p>(ix) compulsory retirement;</p> <p>(x) removal from service which shall not be a disqualification for future employment under the Government</p> <p>(xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government</p>			
--	--	--	---	--	--	--

VII	Office of the Principal District Institute of Education and Training	Principal District Institute of Education and Training	<p>1. Minor Penalties</p> <p>(i) Warning with a copy in the personal file (Character roll);</p> <p>(ii) Censure;</p> <p>(iii) with-holding of promotions;</p> <p>(iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders, to the Central Government or a State Government or to a Company and association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or University set up by an Act of Parliament or of the Legislature of a State ; and</p> <p>(v) withholding of increment of pay without cumulative effect;</p> <p>2. Major Penalties:</p> <p>(vi) with holding of increments of pay with cumulative effect;</p> <p>(vii) reduction to a lower stage in the time scale of pay for a</p>	Principal District Institute of Education and Training	Director	Government
1	Peon					
2	Sweeper					
3	Chowkidar					
4	Waterman					

			<p>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 of such period, the reduction will or will not have the effect of postponing the future increments of his pay;</p> <p>(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;</p> <p>(ix) compulsory retirement;</p> <p>(x) removal from service which shall not be a disqualification for future</p>			
--	--	--	--	--	--	--

			(xi) employment under the Government dismissal from service which shall ordinarily be a disqualification for future employment under the Government			
VIII	Government Senior Secondary School	Principal	1. Minor Penalties (i) warning with a copy in the personal file (Character roll); (ii) Censure; (iii) with-holding of promotions; (iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders, to the Central Government or a State Government or to a Company and association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or University set up by an Act of Parliament or of the Legislature of a State ; and (v) withholding of increment of pay without	Principal	District Education Officer	Director
1	Peon					
2	Chowkidar					
3	Sweeper					
4	Waterman					
5	Baildar					
6	Mali					
7	Laboratory Attendant					

			<p>cumulative effect.</p> <p>2. Major Penalties:</p> <p>(vi) with holding of increments of pay with cumulative effect;</p> <p>(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 of such period, the reduction will not have the effect of postponing the future increments of his pay;</p> <p>(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</p>			
--	--	--	--	--	--	--

			<p>seniority and pay on such restoration to that grade, post or service;</p> <p>(ix) compulsory retirement;</p> <p>(x) removal from service which shall not be a disqualification for future employment under the Government</p> <p>(xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government</p>			
IX	Government High School	Head master	<p>1. Minor Penalties</p> <p>(i) Warning with a copy in the personal file (Character roll)</p> <p>(ii) Censure;</p> <p>(iii) with-holding of promotions;</p> <p>(iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders to the Central Government or a State Government or to a Company and association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the</p>	Head master	District Education Officer	Director
1	Peon					
2	Chowkidar					
3	Sweeper					
4	Waterman					

			<p>Government or to a local authority or University set up by an Act of Parliament or of the Legislature of a State ; and</p> <p>(v) withholding of increments of pay without cumulative effect.</p> <p>2. Major Penalties:</p> <p>(vi) with holding of increments of pay with cumulative effect</p> <p>(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 of such period, the reduction will or will not have the effect of postponing the future increments of his pay;</p> <p>(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</p>			
--	--	--	---	--	--	--

			<p>without further directions regarding conditions of restoration to the grade of post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service;</p> <p>(ix) compulsory retirement;</p> <p>(x) removal from service which shall not be a disqualification for future employment under the Government;</p> <p>(xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.</p>			
X	Office of the Government Middle School	Sub Divisional Education Officer	<p>1. Minor Penalties</p> <p>(i) Warning with a copy in the personal file (Character roll);</p> <p>(ii) Censure;</p> <p>(iii) with holding of promotions;</p> <p>(iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders, to the Central Government or a State Government or</p>	Sub Divisional Education Officer	District Education Officer	Director
1	Peon					
2	Chowkidar					
3	Waterman					

			<p>to a Company and association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or University set up by an Act of Parliament or of the Legislature of a State ; and</p> <p>(v) withholding of increment of pay without cumulative effect.</p> <p>2. Major Penalties:</p> <p>(vi) with holding of increments of with cumulative effect;</p> <p>(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 of such period, the reduction will or will not have the effect of postponing the future increments of his pay;</p> <p>(viii) reduction to a lower scale of</p>			
--	--	--	--	--	--	--

			<p>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;</p> <p>(ix) compulsory retirement;</p> <p>(x) removal from service which shall not be a disqualification for future employment under the Government;</p> <p>(xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government</p>			
XI	Government Primary School	Block Education Officer	<p>1. Minor Penalties</p> <p>(i) Warning with a copy in the personal file (Character roll);</p> <p>(ii) Censure;</p> <p>(iii) with-holding of promotions;</p> <p>(iv) recovery from</p>	Block Education Officer	District Primary Education Officer	Director
1	Peon					
2.	Waterman					

			<p>pay of the whole or part of any pecuniary loss caused by negligence or breach of orders to the Central Government or a State Government or to a Company and association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or University set up by an Act of Parliament or of the Legislature of a State ; and</p> <p>(v) withholding of increments of pay without cumulative effect.</p> <p>2. Major Penalties:</p> <p>(vi) with holding of increments of pay with cumulative effect</p> <p>(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 of</p>			
--	--	--	---	--	--	--

			<p>such period, the reduction will or will not have the effect of postponing the future increments of his pay;</p> <p>(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 of post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service;</p> <p>(ix) compulsory retirement;</p> <p>(x) removal from service which shall not be a disqualification for future employment under the Government;</p> <p>(xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government</p>			
--	--	--	--	--	--	--

--	--	--	--	--	--	--

APPENDIX-D
[See rule 14(2)]

Sr.No.	Designation of Posts	Nature of penalty	Authority empowered to impose penalty	Appellate authority	Second and final Appellate authority if any
1	2	3	4	5	6
I.	Office of the Director State Council for Education Research and Training	(i) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension;	Director State Council for Education Research and Training	Director	Government
1.	Daftri	(ii) terminating the appointment otherwise than on his attaining the age fixed for superannuation			
2.	Peon				
3.	Chowkidar				
4.	Waterman				
5.	Sweeper				
6.	Mali				
II	Office of the Director Sharmik Vidyapeeth	(i) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension;	Director Sharmik Vidyapeeth	Director	Government
1	Peon	(ii) terminating the appointment otherwise than on his attaining the age fixed for superannuation			
2	Chowkidar				
3	Waterman				
4	Sweeper				

III	Office of the District Education Officer	(i) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension; (ii) terminating the appointment otherwise than on his attaining the age fixed for superannuation	District Education Officer	Director	Government
1	Peon				
2	Chowkidar				
3	Waterman				
4	Sweeper				
5	Mali				
IV	Office of District Primary Education Officer	(i) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension; (ii) terminating the appointment otherwise than on his attaining the age fixed for superannuation	District Primary Education Officer	Director	Government
1	Peon				
2	Sweeper				
3	Chowkidar				
4	Waterman				
V	Office of the Sub Divisional Education Officer	(i) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension;	Sub Divisional Education Officer	District Education Officer	Director
1	Peon				
2	Chowkidar				
3	Sweeper				

		(ii) terminating the appointment otherwise than on his attaining the age fixed for superannuation			
VI	Office of the Block Education Officer	(i) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension;	Block Education Officer	District Primary Education Officer	Director
1	Peon	(ii) terminating the appointment otherwise than on his attaining the age fixed for superannuation			
2	Sweeper				
VII	Office of the Principal District Institute of Education and Training	(i) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension;	Principal District Institute of Education and Training	Director	Government
1	Peon	(ii) terminating the appointment otherwise than on his attaining the age fixed for superannuation			
2	Chowkidar				
3	Sweeper				
4	Waterman				
VIII	Government Senior	(i) reducing or withholding	Principal	District Education	Director

1 2 3 4 5 6 7	Secondary School Peon Chowkidar Waterman Sweeper Balidar Mali Laboratory Attendant	the amount of ordinary or additional pension admissible under the rules governing pension; (ii) terminating the appointment otherwise than on his attaining the age fixed for superannuation		Officer	
IX 1 2 3 4	Government High School Peon Chowkidar Sweeper Waterman	(i) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension; (ii) terminating the appointment otherwise than on his attaining the age fixed for superannuation	Headmaster	District Education Officer	Director
X 1 2 3	Office of the Government Middle School Peon Chowkidar Waterman	(i) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension; (ii) terminating the	Sub Divisional Education Officer	District Education Officer	Director

		appointment otherwise than on his attaining the age fixed for superannuation			
XI 1 2	Government Primary School Peon Waterman	(i) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension; (ii) terminating the appointment otherwise than on his attaining the age fixed for superannuation	Block Education Officer	District Primary Education Officer	Director

VISHNU BHAGWAN,
Financial Commissioner and Secretary to
Government, Haryana, Education Department.