

[Authorised English Translation]

HARYANA GOVERNMENT

HEALTH DEPARTMENT

Notification

The 19th December, 1997

No. G. S. R.104/Const./Art. 309/97.—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 Ayurvedic Education (Group-C) Service, namely:—

PART I—GENERAL

Short title and commencement.

1. (i) These rules may be called the Haryana Ayurvedic Education (Group C) Service Rules, 1997.

(ii) They shall come into force at once.

Definitions:

2. In these rules, unless the context otherwise requires,—

- (a) "Board" means the Subordinate Service Selection Board, Haryana ;
- (b) "direct recruitment" means an appointment made otherwise than by promotion from within the Service or by transfer or deputation of an official already in the service of the Government of India or any State Government ;
- (c) "Director" means Director of Ayurvedic Department, Haryana ;
- (d) "Government" means the Haryana Government in the Administrative Department ;
- (e) "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 ;
- (f) "recognised 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, Sird or Dacca University; or
- (iii) any other university which is declared by the Government to be a recognised university for the purpose of these rules;
- (g) "Service" means the Haryana Ayurvedic Education (Group C) Service.

PART II—RECRUITMENT TO SERVICE

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

Number and character of posts.

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 designations and scales or pay, either permanently or temporarily.

4. (1) No person shall be appointed to any post in the Service, unless he is,—

Nationality, domicile and character of candidates appointed to Service.

- (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 day of 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 Board 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 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.

5. No person shall be appointed to any post in the Service by direct recruitment who,—

Age.

- (a) in the case of Lecturers in Sanskrit, is less than twenty five years or more than forty years of age ;

- (b) in the case of demonstrator in all subjects, is less than 25 years or more than 40 years of age;
- (c) in the case of Lecturer in Physical education, is less than 25 years or more than 35 years of age;
- (d) in the case of staff Nurse, is less than 20 years or more than 35 years of age; or
- (e) in the case of Photographer, Laboratory technician, Laboratory Assistant and Assistant Librarian, is less than 17 years or more than 35 years as on last date of submission of application to the Board or any other recruiting authority.

Appointing
Authority.

6. Appointments to the posts in the Service shall be made by the Director.

Qualifications.

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 case of appointment by direct recruitment, the qualifications regarding experience shall be relaxable to the extent of 50% at the discretion of the Board or any other recruiting 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.

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 shall be made,—

- (a) in the case Lecturer (Sanskrit),—
 - (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;
- (b) in case of Demonstrator Sanskrit Sahita an Sidhants, Demonstrator Rachna Sharir, Demonstrator Kriya Sharira, Demonstrator Dravyaguns, Demonstrator Sharira, Demonstrator Savasthavrita including Yoga and Agad Tantra,

Demonstrator Kaya Chikitsa including Rog Nidhan, Demonstrator Prasuti Strirot and Kumar Brita, Demonstrator Shalya Shalekye,—

- (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.
- (c) in the case of Lecturer in Physical Education,—
- (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 the case of Photographer,—
- (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 ;
- (e) in the case of Staff Nurse,—
- (i) by direct recruitment ;
 - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India,
- (f) in the case of Laboratory Technician,—
- (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 ;
- (g) in the case of Laboratory Assistant,—
- (i) by promotion from amongst Laboratory Attendants ;
 - (ii) by direct recruitment ; or
 - (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India ;
- (h) in the case of Assistant Librarian,—
- (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.

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

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 the appointment to any post in 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 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's appointed by the 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 the previous appointment permit.
- (3) On the completion of the period of probation of a person, the appointing authority may,—
- (a) if his work or conduct has, in its opinion, been 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.

11. Seniority, *inter se* of the members of the service shall be determined by the length of continuous service on any post in the Service :

Seniority.

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 the direct recruitment, the order of merit determined by the Board 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 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.

12. (1) A member of the Service shall be liable to serve at any place, whether within or outside of State of Haryana, on being ordered so to do by the appointing authority.

Liability to serve.

- (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 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 serve the Central or any other State Government or any organisation or body referred to in clause (ii) or clause (iii) except with his consent.

Pay, leave,
pension and
other matters.

13. (1) 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.

(2) The members of Service shall not be allowed to engage in private practice in any form.

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 Services (Punishment and Appeal) 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 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 the 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 direct by a special or general order.

Oath of alle-
giance.

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

Power of relax-
ation.

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.

Special
provisions.

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. Nothing in contained in these rules shall affect reservations and other concessions required to be provided for Scheduled Castes, Backward Classes, Ex-servicemen, physically handicaped 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 :

Reservation.

Provided that the total percentage of reservations so made shall not exceed fifty per cent at any time,

20. The Punjab Ayurvedic Department (Class III Technical) Service Rules, 1963, applicable to the Service and corresponding to any of these rules, which is in force immediately before the commencement of these rules is hereby repealed :

Repeal and savings.

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

APPENDIX A

(See rule 3)

Sr. No.	Designation of posts	Number of Posts			Scale
		Perma- nent	Tempo- rary	Total	
1	2	3	4	5	6
1	Lecturer (Sanskrit)	..	1	1	Rs. 2,000—60—2,300—75—2,900— —EB—100—3,500
2	Demonstrator Sanskrit Sahita and Sidhants	..	1	1	Rs. 2,000—60—2,300—75—2,900— EB—100—3,500 Plus Non-Practice allowance
3	Demonstrator Rachna Sharir	..	1	1	Rs. 2,000—60—2,300—75—2,900— —EB—100—3,500 Plus Non- Practice allowance
4	Demonstrator Kriya Sharir	..	1	1	Rs. 2,000—60—2,300—75—2,900— EB—100—3,500 Plus Non- allowance
5	Demonstrator Drayvaguns	..	1	1	Rs. 2,000—60—2,300—75—2,900— EB—100—3,500 Plus Non-Practice allowance
6	Demonstrator Sharira	..	1	1	Rs. 2,000—60—2,300—75—2,900— EB—100—3500 Plus Non-Practice allowance
7	Demonstrator Savasthavrita including Yoga and Agad Tantra	..	1	1	Rs. 2,000—60—2300—75—2,900— EB—100—3,500 Plus Non-Practice allowance
8	Demonstrator Kaya Chikitsa including Rog Nidhan	..	1	1	Rs. 2,000—60—2,300—75—2,900— EB—100—3500 Plus Non-Practice allowance
9	Demonstrator Prasuti Stirog and Kumar Brita	..	1	1	Rs. 2,000—60—2,300—75—2,900— EB—100—3,500; Plus Non-Practice allowance
10	Demonstrator Shaleya Shalekye	..	1	1	Rs. 2,000—60—2,300—75—2,900— EB—100—3,500 Plus Non-Practice allowance
11	Lecturer in Physical Education	..	1	1	Rs. 2,000—60—2,300—75—2,900— EB—100—3,500

1	2	3	4	5	6
12	Photographer	...	1	1	Rs. 1,400—40—1,600—50—2,300— EB—60—2,600
13	Staff Nurse	...	2	2	Rs. 1,400—40—1,600—50—2,300— EB—60—2,600
14	Laboratory Technician	...	1	1	Rs. 1,350—30—1,440—40—1,800— EB—50—2200
15	Laboratory Assistant	...	1	1	Rs. 1,200—30—1,560—EB—40— 2,040
16	Assistant Librarian	...	1	1	Rs. 950—20—1150—EB—25— 1,500

Note : Non-Practice Allowance

For Basic Pay Rs. 2,000 up to 3,000-Rs. 600.

For Basic Pay above Rs. 3,000 upto 3,500-Rs. 800.

APPENDIX B

(See rule 7)

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
1	Lecturer (Sanskrit)	(i) M.A. Sanskrit 2nd Class; (ii) Five years' teaching experience; and (iii) Knowledge of Hindi upto Matric standard; Preferential; M. Phil or Ph. D.	(i) M. A. Sanskrit 2nd Class; (ii) Five years' teaching experience; and (iii) Knowledge of Hindi upto Matric standard; Preferential; M.Phil or Ph. D.
2	Demonstrator Sanskrit Sahita and Sidhanta	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government; (ii) Knowledge of Hindi upto Matric Standard	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government; (ii) Knowledge of Hindi upto Matric Standard
3	Demonstrator Rachna Sharir	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government; (ii) Knowledge of Hindi upto Matric standard	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government; (ii) Knowledge of Hindi upto Matric standard
4	Demonstrator Kriya Sharir	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government;	A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian

1	2	3	4
		tution or university incorporated by law or recognised by the Government;	Medicine or any institution or university incorporated by law or recognised by the Government;
		(ii) Knowledge of Hindi upto Matric standard	(i) Knowledge of Hindi upto Matric standard
5	Demonstrator Drayvaguns	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government;	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government;
		(ii) Knowledge of Hindi upto Matric standard	(ii) Knowledge of Hindi upto Matric standard
6	Demonstrator Sharira	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government ;	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government ;
		(ii) Knowledge of Hindi upto Matric.	(ii) Knowledge of Hindi upto Matric standard.
7	Demonstrator Savasthavirta including Yoga and Agad Tantra	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government;	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government;
		(ii) Knowledge of Hindi upto Matric standard.	(ii) Knowledge of Hindi upto Matric standard.
8	Demonstrator Kaya Chikitsa including Rog Nidhan	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian ;	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian ;

1	2	3	4
		Medicine or any institution or university incorporated by law or recognised by the Government;	Medicine or any institution or university incorporated by law or recognised by the Government;
		(ii) Knowledge of Hindi up to Matric standard.	(ii) Knowledge of Hindi up to Matric standard.
9 Demonstrator Prasuti Striog and Kumar Brita	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government;	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government;	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government;
	(ii) Knowledge of Hindi up to Matric standard.	(ii) Knowledge of Hindi up to Matric standard.	(ii) Knowledge of Hindi up to Matric standard.
10 Demonstrator Shalaya Shalekya	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government;	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government;	(i) A degree in Ayurvedic System of Medicine from a Medical Board or Faculty of Indian Medicine or any institution or university incorporated by law or recognised by the Government;
	(ii) Knowledge of Hindi up to Matric standard.	(ii) Knowledge of Hindi up to Matric standard.	(ii) Knowledge of Hindi up to Matric standard.
11 Lecturer in Physical Education	(i) A Master's Degree in Physical Education (High Second class) with diploma in sports coaching from recognised institution;	(i) A Master's Degree in Physical Education (High second class) with diploma in sports coaching from recognised institution;	(i) A Master's Degree in Physical Education (High second class) with diploma in sports coaching from recognised institution;
	or	or	
	A Master's degree in Physical Education (High second class) with a record having represented his University at the Inter University Level/State in the National Championship	A Master's degree in Physical Education (High second class) with a record having represented his University at the Inter University Level/State in the National Championship	A Master's degree in Physical Education (High second class) with a record having represented his University at the Inter University Level/State in the National Championship
	(ii) Experience in organising games and sports as	(ii) Experience in organising games and sports as	(ii) Experience in organising games and sports as

1	2	3	4
		exemplified in handling about half a dozen team in a year in his institution and their participation in University Inter College tournaments and ability to encourage mass participation in games and sports;	exemplified in handling about half a dozen team in a year in his institution and their participation in University Inter College tournaments and ability to encourage mass participation in games and sports;
		(iii) Knowledge of Hindi up to Matric standard.	(iii) Knowledge of Hindi up to Matric standard.
12 Photographer		(i) Matric or any equivalent qualifications;	(i) Matric or any equivalent qualification;
		(ii) Diploma in Commercial Art of recognised Institution or school of Arts;	(ii) Diploma in Commercial Art of a recognised Institution or School of Arts,
		(iii) Certificate of having one year experience photography and photography technique;	(iii) Certificate of having One year experience photography and photography technique;
		(iv) Knowledge of Hindi up to Matric standard.	(iv) Knowledge of Hindi up to Matric standard.
13 Staff Nurse		(i) Matric ;	(i) Matric ;
		(ii) A grade Nurse registered with the Haryana Nurses Registration Council or its equivalent;	(ii) A grade Nurse registered with the Haryana Nurses Registration Council or its equivalent;
		(iii) Hindi upto Matric standard.	(iii) Hindi up to Matric standard.
14 Laboratory Technician		(i) Knowledge of Hindi up to Matric standard ;	(i) Knowledge of Hindi up to Matric standard ;
		(ii) Matric or Higher Secondary with Science with physics and Chemistry;	(ii) Matric or Higher Secondary with Science with Physics and chemistry;
		(iii) Diploma in Laboratory technician course from Public Health Laboratory Karnal ; or any other institution recognised by Haryana Government.	(iii) Diploma in Laboratory technician course from Public Health Laboratory, Karnal; or any other institution recognised by Haryana Government.

1	2	3	4
15	Laboratory Assistant	(i) Knowledge of Hindi up to Matric standard; (ii) Matric or Higher Secondary with Science with Physics, Chemistry; (iii) Diploma in Laboratory technician course from Public Health Laboratory, Karnal or any other institution recognised by Haryana Government.	(i) Matriculation examination with Science with Physics and Chemistry of a recognised institution or its equivalent; (ii) Five years experience as Laboratory Attendant; (iii) Knowledge of Hindi up to Matric standard.
16	Assistant Librarian	(i) Matric or its equivalent; (ii) Certificate in Library Science; (iii) Knowledge of Hindi up to Matric standard	(i) Matric or its equivalent; (ii) Certificate in Library Science; (iii) Knowledge of Hindi up to 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. Minor penalties—					
1	Lecturers	Director	(i) warning with a copy in the personal file (character roll) ;	Director	Government
2	Demonstrator Sanskrit Sahita and Sidhants		(ii) censure ;		
3	Demonstrator Rachna Sharir		(iii) withholding of promotion ;		
4	Demonstrator Kirya Sharir		(iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of order, to the Central Government or 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		
5	Demonstrator Drayvaguns				
6	Demonstrator Sharira				
7	Demonstrator Savasthavrita including Rog Nidhan				
8	Demonstrator Kaya Chikitsa including Rog Nidhan				
9	Demonstrator Prasuti Stirog and Kumar Brita		(v) withholding of increments of pay without cumulative effect ;		
2. Major penalties—					
10	Demonstrator Shaleya Shalekye		(vi) withholding of increments of pay with cumulative effect ;		
11	Lecturer in Physical Education				

1	2	3	4	5	6
12	Photographer		(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 ;		
13	Staff Nurse				
14	Laboratory Technician				
15	Laboratory Assistant				
16	Assistant Librarian				
			(viii) reduction to a lower scale of pay, grade, post or service which shall ordinarily be 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 a disqualification for future employment under the Government ;		
			(xi) dismissal from Service which shall ordinarily be disqualification for future employment under the Government.		

APPENDIX D
[See rule 14(2)]

Sr. No.	Designation of post	Nature of order	Authority empowered to make the order	Appellate authority
1	2	3	4	5
1	Lecturer	(i) reducing or withholding the amount of ordinary or additional pension admissible under the rule governing pension ;	Director	Government
2	Demonstrator Sanskrit Sahita and Sidhanta	(ii) terminating the appointment otherwise than on his attaining the age fixed for superannuation.		
3	Demonstrator Rachna Sharir			
4	Demonstrator Kriya Sharir			
5	Demonstrator Drayvaguns			
6	Demonstrator Sharira			
7	Demonstrator Savasthavrita including Yoga and Agad Tantra			
8	Demonstrator Kaya Chikitsa including Rog Nidhan			
9	Demonstrator Prasuti Strirog and Kumar Brita			
10	Demonstrator Shaleya Shalekye			
11	Lecturer in Physical Education			
12	Photographer			
13	Staff Nurse			
14	Laboratory Technician			
15	Laboratory Assistant			
16	Assistant Librarian			

VEENA EAGLETON,

Secretary to Government, Haryana,
Health Department.