

**HARYANA GOVERNMENT
TECHNICAL EDUCATION DEPARTMENT**

Notification

The _____ 2017

No. GSR. ___/Const./Art. 309/___ - In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules for regulating the recruitment and conditions of service of persons appointed to the Haryana Technical Education Department (Group-B) Service, namely:-

**PART-1
GENERAL**

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| 1. Short title | These rules may be called the Haryana Technical Education Department (Group-B) Service Rules, 2017. |
| 2. Definitions | <p>In these rules, unless the context otherwise requires,-</p> <ol style="list-style-type: none"> 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 an officer already in the service of the Government of India or any State Government; c) “Government” means the Government of the State of Haryana in the Administrative Department; d) “Administrative Department” means a department of the Haryana Government other than the Finance Department; e) “Administrative Secretary” means an officer not below the rank of the Principal Secretary to Government, Haryana. f) “Head of Department” means the officer declared Head of Department of Technical Education Department, by the Government. g) “Service” means the Haryana Technical Education Department (Group B) Service; h) “Experience”-- The term ‘Experience’ as used herein shall mean the service rendered in the Department of Technical Education, Haryana, after regular appointment on the post”. i) “Recognized University” means;- <ol style="list-style-type: none"> (i) any University incorporated by law in India; or (ii) any other University, which is declared by the Government to be a recognized University for the purpose of these rules; j) “Institution” means;- <ol style="list-style-type: none"> (i) any institution established by law in force in the State of Haryana; or (ii) any other institution recognized by the Government for the purpose of these rules; k) “Higher qualification” means the qualification acquired by any of teaching faculty member or by any member of service, higher than that of the essential academic qualifications prescribed for the post, against which he was appointed initially, in the same line. If, a person appointed initially on the post with qualification higher than essential academic qualification for the post, higher qualification in this case means next higher qualification in the same line. l) “Academic Qualification” – Academic qualification, unless otherwise |

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| | specifically provided in these rules, shall mean a UG/PG Degree and Diploma acquired through regular mode of study from a recognized university/institute. (<i>Chief Secretary to Government Haryana, letter No. 42/178/2008-5GS1 dated 21.05.2009</i>) |
| PART-II RECRUITMENT TO SERVICE | |
| 3. Number and Character of posts | 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 reduction in the number of such posts or to create new posts with different designations and scales of pay either permanently or temporarily. |
| 4. Nationality, domicile and character of candidates appointed to the service | <p>1) No person shall be appointed to the service, unless he is:-</p> <ul style="list-style-type: none"> (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 First 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 and United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, and Ethiopia with the intention of permanently settling in India: <p>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.</p> <p>2) A person in whose case a certificate of eligibility is necessary may be admitted to an 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 appointing authority.</p> <p>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 certificates 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.</p> |
| 5. Age for entry into Government service | <p>1) A person whose age exceeds forty two years shall not ordinarily be admitted into service under the Government unless it is provided otherwise in these or any other rules. The minimum age limit for entry into Government service shall be seventeen years. The upper and minimum age will be counted as on the last date of submission of application to the Commission/Recruiting Authority.</p> <p>2) The upper age limit of forty two years shall be extended by five years in the case of person belonging to one or more of the following:-</p> <ul style="list-style-type: none"> (i) Scheduled Castes/Scheduled Tribes; (ii) Backward Classes; (iii) Wives of military personnel who are disabled while in military service; (iv) Widowed or legally divorced women; (iv) Judicially separated women residing separately for more than two years from the date as prescribed for the purpose of age for candidates of other categories; <p>3) The upper age limit prescribed for appointment to any service or post shall be relaxed in favour of ex-serviceman to the extent of his military service</p> |

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| | <p>added by three years provided:-</p> <p>(i) he has rendered continuous military service for a period of not less than six months before his release; and</p> <p>(ii) he was released otherwise than by way of dismissal or discharge on account of misconduct or inefficiency;</p> <p>4) The differently abled persons, viz. deaf, dumb, blind and orthopedically handicapped, shall be given age concession of ten years over and above the upper age limit prescribed for direct recruitment to the post against which they can suitably be employed.</p> <p><i>Provided that nothing contained in these rules shall affect application of policy/guidelines/instructions issued by the Government regarding reservations and other concessions required to be provided for Scheduled Castes, Backward Classes, 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. (To be finalized as per advice of Ld. L.R.)</i></p> |
| 6. Appointing Authority | Appointments to the posts in the service shall be made by the Government. |
| 7. Qualifications | <p>1) No person shall be appointed to any post in the Service unless he is in possession of minimum essential 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 appointment other than by direct recruitment.</p> <p>2) In case of appointment of Scheduled Castes / Scheduled Tribes categories of State of Haryana:</p> <p>The relaxation of 5% marks in the eligibility criteria in qualifying examination i.e. in minimum essential academic qualifications as shown in column 3 of Appendix B of these rules, for appointment of SC/ST Category of State of Haryana in various teaching posts in Technical Education Department will be implemented.</p> <p><i>(Notification No. 44/55/2012-IT.E. dated 06.09.2012)</i></p> <p>3) If a candidate possesses higher qualification in the same line as prescribed in the minimum qualifications applicable to a particular post then he should be considered as eligible of that post. <i>(CS Letter No. 10/4/2015-3GSII dated 25.03.2016)</i></p> <p><i>Provided that nothing contained in these rules shall affect application of policy/guidelines/instructions issued by the Government regarding reservations and other concessions required to be provided for Scheduled Castes, Backward Classes, 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. (To be finalized as per advice of Ld. L.R.)</i></p> |
| 8. Disqualifications | <p>No person;-</p> <p>(a) who has entered into or contracted a marriage with a person having a spouse living; or</p> <p>(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;</p> <p>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.</p> |
| 9. (1) Method of | <p>Recruitment to the Service shall be made:-</p> <p>1. In the case of Lecturer in Agriculture Engineering:-</p> |

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| recruitment | <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of Engineering Disciplines having qualifications for the post of Lecturer in Agriculture Engineering as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>2. In the case of Lecturer in Architecture:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Laboratory Instructors/ Studio Assistants/ Artist-cum-Photographers of respective discipline having qualifications for the post of Lecturer in Architecture as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>3. In the case of Lecturer in Automobile Engineering:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of Engineering Disciplines having qualifications for the post of Lecturer in Automobile Engineering as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>4. In the case of Lecturer in Ceramic Engineering:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of relevant disciplines having qualifications for the post of Lecturer in Ceramic Engineering as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>5. In the case of Lecturer in Chemical Engineering:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of relevant disciplines having qualifications for the post of Lecturer in Chemical Engineering as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>6. In the case of Lecturer in Civil Engineering:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of Engineering Disciplines having qualifications for the post of Lecturer in Civil Engineering as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>7. In the case of Lecturer in Computer Engineering:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of relevant disciplines having</p> |

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| | <p>qualifications for the post of Lecturer in Computer Engineering as prescribed in column-4 to Appendix-B of these rules.</p> <p>8. In the case of Lecturer in Electronics & Communication Engineering:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Foreman Instructors having qualifications for the post of Lecturer in Electronics & Communication Engineering as prescribed in column-4 of Appendix-B to these rules. In case the Foreman Instructor having essential academic qualification prescribed for the post is not available in the department, the post will be filled up from amongst the Workshop Instructors/ Laboratory Instructors of Engineering Disciplines having qualifications for the post of Lecturer in Electronics & Communication as prescribed in column-4 of Appendix-B to these rules.</p> <p>9. In the case of Lecturer in Electrical Engineering:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Foreman Instructors having qualifications for the post of Lecturer in Electrical Engineering as prescribed in column-4 of Appendix-B to these rules. In case the Foreman Instructor having essential academic qualification prescribed for the post is not available in the department, the post will be filled up from amongst the Workshop Instructors/ Laboratory Instructors of Engineering Disciplines having qualifications for the post of Lecturer in Electrical Engineering as prescribed in column-4 of Appendix-B to these rules.</p> <p>10. In the case of Lecturer in Fashion Design:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of relevant disciplines having qualifications for the post of Lecturer in Fashion Design as prescribed in column-4 of Appendix-B to these rules.</p> <p>11. In the case of Lecturer in Fashion Technology:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of relevant disciplines having qualifications for the post of Lecturer in Fashion Technology as prescribed in column-4 of Appendix-B to these rules.</p> <p>12. In the case of Lecturer in Food Technology:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of relevant disciplines having qualifications for the post of Lecturer in Food Technology as prescribed in column-4 of Appendix-B to these rules.</p> |
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| | <p>13. In the case of Lecturer in Instrumentation & Control Engineering:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of relevant disciplines having qualifications for the post of Lecturer in Instrumentation & Control Engineering as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>14. In the case of Lecturer in Mechanical Engineering:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Foreman Instructors having qualifications for the post of Lecturer in Mechanical Engineering as prescribed in column-4 of Appendix-B to these rules. In case the Foreman Instructor having essential academic qualification prescribed for the post is not available in the department, the post will be filled up from amongst the Workshop Instructors/ Laboratory Instructors of Engineering Disciplines having qualifications for the post of Lecturer in Mechanical Engineering as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>15. In the case of Lecturer in Medical Electronics:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of relevant disciplines having qualifications for the post of Lecturer in Medical Electronics as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>16. In the case of Lecturer in Medical Laboratory Technology:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of relevant disciplines having qualifications for the post of Lecturer in Medical Laboratory Technology as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>17. In the case of Lecturer in Plastic Technology:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of Engineering Disciplines having qualifications for the post of Lecturer in Plastic Technology as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>18. In the case of Lecturer in Textile Design:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of Engineering Disciplines having qualifications for the post of Lecturer in Textile Design as prescribed in column-4 of Appendix-B to these rules.</p> |

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| | <p>19. In the case of Lecturer in Textile Processing:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of Engineering Disciplines having qualifications for the post of Lecturer in Textile Processing as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>20. In the case of Lecturer in Textile Technology:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% promotional quota shall be filled up from amongst the Workshop Instructors/ Laboratory Instructors of Engineering Disciplines having qualifications for the post of Lecturer in Textile Technology as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>21. In the case of Lecturer in Applied Sciences (Physics, Chemistry, Math, English):-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% by promotion from amongst the Laboratory Instructors in relevant subject of Physics / Chemistry / Math / English having qualifications for the post of Lecturer in Applied Sciences (Physics, Chemistry, Math, English) as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>22. In the case of Lecturer in Business Management:-</p> <p>(i) by direct recruitment; or</p> <p>(ii) by transfer or deputation of an employee already in the service of any State Government or the Government of India.</p> |
| | <p>23. In the case of Lecturer in Finance Accounts & Auditing:-</p> <p>(i) by direct recruitment; or</p> <p>(ii) by transfer or deputation of an employee already in the service of any State Government or the Government of India.</p> |
| | <p>24. In the case of Lecturer in Library Science:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India ; and</p> <p>(ii) 15% by promotion from amongst the Junior Librarians/ Laboratory Instructors in Library Science having qualifications for the post of Lecturer in Library Science as prescribed in column-4 of Appendix-B to these rules.</p> |
| | <p>25. In the case of Lecturer in Office Management and Computer Application (OMCA):-</p> <p>(i) by direct recruitment; or</p> <p>(ii) by transfer or deputation of an employee already in the service of any State Government or the Government of India.</p> |
| | <p>26. In the case of Lecturer in Pharmacy:-</p> <p>(i) 85% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 15% by promotion from amongst the Laboratory Instructors in Pharmacy having qualifications for the post of Lecturer in Pharmacy as prescribed in column-4 of Appendix-B to these rules.</p> |

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| | <p>27. In the case of Programmer of Govt. Polytechnic Cadre:-</p> <p>(i) 15% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India; and</p> <p>(ii) 85% by promotion from amongst the Junior Programmers of the Govt. Polytechnic Cadre having qualifications for the post of Programmer of Govt. Polytechnic Cadre as prescribed in column-4 of Appendix-B to these rules.</p> <p>28. In the case of Programmer of Directorate Cadre:-</p> <p>(i) by promotion from amongst the Network Administrator of the Directorate Office; or</p> <p>(ii) In case of non availability of eligible employee in the Directorate of Technical Education, Haryana on feeder post, the post can be filled up by transfer or deputation of an employee already working as Programmer in the Govt. Polytechnics of the State of Haryana.</p> <p>29. In the case of Foreman Instructor:-</p> <p>(i) 85% by promotion from amongst the Workshop Instructors of Engineering Discipline; and</p> <p>(ii) 15% by direct recruitment; or by transfer or deputation of an employee already in the service of any State Government or the Government of India.</p> <p>30. In the case of Deputy Director:-</p> <p>(i) 60% by promotion from amongst the Assistant Directors/ Superintendents/ Private Secretary working in the Directorate of Technical Education, Haryana; and</p> <p>(ii) 40% by transfer from amongst Lecturers working in the Government Polytechnics Cadre of the Technical Education Department.</p> <p>31. In the case of Assistant Director:-</p> <p>(i) by promotion from amongst the Superintendents / Private Secretary in the Directorate of Technical Education, Haryana; or</p> <p>(ii) by transfer or deputation of an officer already in the service of any State Government or the Government of India.</p> <p>32. In the case of Superintendent:-</p> <p>(i) by promotion from amongst the Deputy Superintendents/ Personal Assistant in the Directorate of Technical Education, Haryana; or</p> <p>(ii) by transfer or deputation of an officer already in the service of any State Government or the Government of India.</p> <p>33. In the case of Accounts Officer:- by transfer of an officer from Treasuries and Accounts (Finance Department), Haryana;</p> <p>34. In the case of Assistant District Attorney:- by transfer of an officer from the Prosecution Department, Haryana.</p> <p>35. In the case of Private Secretary:- by promotion from amongst the Personal Assistant / Senior Scale Stenographers in the Directorate of Technical Education, Haryana;</p> <p>36. In the case of Network Administrator:-</p> <p>(i) by promotion from amongst the Junior Engineer (Hardware)/junior programmer in the Directorate of Technical Education, Haryana; or</p> <p>(ii) by direct recruitment; or</p> <p>(iii) by transfer or deputation of an employee already in the service of any State Government or the Government of India.</p> |
| 9 (2) | All promotions, unless otherwise specified, shall be made on seniority-cum-merit basis and seniority alone shall not confer any right to such promotions. |

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| 9 (3) | The post to direct quota shall only be allocated only on completion of complete figure in proportionate in percentage given in each cadre, but not in friction. The appointments to the posts allocated to promotion quota shall be made first and thereafter the recruitment to the post allocated to direct quota shall be made. |
| 10. (A) Probation | <p>1) Persons appointed on regular basis to any post shall remain on probation for a period of two years, extendable upto three years, if appointed by direct recruitment and on probation for a period of one year, if appointed otherwise.</p> <p>Provided that:-</p> <p>(a) any period, after such appointment, spent on deputation on corresponding or a higher post shall count towards the period of probation;</p> <p>(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 discretion of the appointing authority, be allowed to count towards the period of probation fixed under this rule; and</p> <p>(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 / regular vacancy.</p> <p>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:-</p> <p>(a) if such person is appointed by direct recruitment, dispense with his services; and</p> <p>(b) if the such person is appointed otherwise than by direct recruitment:-</p> <p>(i) revert him to his former post; or</p> <p>(ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.</p> |
| 10.(B) Confirmation | <p>Persons appointed on regular basis shall, on successful completion of probation period, be confirmed by the appointing authority only once in his/her service career. He/she shall acquire lien on that regular post of his/her first appointment and ceases to hold any lien previously acquires on any other post.</p> <p>Provided that:</p> <p>(a) if his/her work and conduct has, in its opinion, been satisfactory.</p> <p>(b) if his/her work or conduct has, in its opinion, been not satisfactory:-</p> <p>(i) dispense with his/her services, if appointed by direct recruitment, appointed otherwise, revert him to his former post or deal with him in such other manner, as the terms and conditions of previous appointment permit; or</p> <p>(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.</p> <p>(c) Two persons cannot be confirmed (appointed substantively) against the same regular post at the same time.</p> <p>(d) A person cannot be confirmed (appointed substantively) against two regular posts at the same time or against a regular post on which another Government employee holds a lien.</p> <p>Further, notwithstanding anything contained in these rules, no member of service shall be deputed in foreign service or to any other service or will be appointed by promotion to higher post until-unless his probation period is</p> |

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| | completed on the post. |
| 11. Seniority | <p>Seniority, inter-se, of 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 services, the seniority shall be determined separately for each cadre: Provided further that in the case of members appointed by direct recruitment on same date, 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 through different mode of recruitment, their seniority shall be determined as follows:-</p> <ol style="list-style-type: none"> (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 members appointed by promotion or by transfer, seniority shall be determined according to the seniority of such members in the appointments in initial cadre 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, than 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. (e) the seniority of a member appointed by direct recruitment shall be determined from the date of his recommendation by Commission. In case two or more members recommended by Commission for appointment in different identical cadres of service on same date, the commission shall be approached by Government to fix their inter-se-seniority. (Govt. decision vide their memo No. 59/5/2000-1 TE dated 1.4.2003). (f) no person will be entitled for seniority over and above the sanctioned strength of a particular cadre. In case any person is appointed by promotion in any cadre of the service against the post over and above the sanctioned strength of a particular cadre, his seniority will be fixed in the cadre on the date of availability of the sanctioned post within the capacity of that particular cadre. (Govt. decision vide their memo No. 59/5/2000-1 TE dated 1.4.2003). |
| 12. Liability to Serve | <ol style="list-style-type: none"> 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 service may also be deputed to serve under:- <ol style="list-style-type: none"> (a) 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; (b) 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 |

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| | (c) Any other State Government, an international organization, an autonomous body not controlled by the Government, or a private body; Provided that no member of the service shall be deputed to serve the Central or any other State Government or any Organization or body referred to in clause (ii) or clause (iii) except with his consent. |
| 13. Pay, Leave, Pension and other matters | In respect of pay, leave, pension and all other matters, not expressly provided for in these rules, the member of the service shall be governed by such rules and regulations as may have been, or may hereafter be adopted or made by the competent authority under the Constitution of India or under any law for the time being in force made by the State Legislature. |
| 14. Discipline, Penalties and appeals | <p>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, 2016, and 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.</p> <p>2) The authority, competent to pass an order under clause (c) or clause (d) of rule 9 of the Haryana Civil Services (Punishment and Appeal) Rules, 2016 and the appellate authority shall also be as specified in Appendix D to these rules.</p> |
| 15. Vaccination | Every member of the service, shall get himself vaccinated and revaccinated if and when the Government so directs by a special or general order. |
| 16. Oath of allegiance | Every member of the service, unless he has already done so, shall be required to take the oath of allegiance to India and to the Constitution of India as by law established. |
| 17. Power of relaxation | 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 employees. |
| 18. Special Provision | 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. Reservations | Provided that nothing contained in these rules shall affect reservations and other concessions required to be provided for Scheduled Castes, Backward Classes, Ex-servicemen, Physically Handicapped persons or and other class or category of persons in accordance with the orders issued by the State Government in this regard, from time to time. |
| 20. Repeal and savings | <p>Any rule 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 ;</p> <p>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.</p> |

APPENDIX -A
(See rule 3)

| Sr. No. | Designation of the posts | Number of posts | | | Level of Pay Matrix w.e.f. 01.01.2016 |
|---------|---|-----------------|-----------|-------|---------------------------------------|
| | | Permanent | Temporary | Total | |
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1. | Lecturer in Agriculture Engineering | 0 | 5 | 5 | FPL - 9 |
| 2. | Lecturer in Architecture | 0 | 15 | 15 | FPL - 9 |
| 3. | Lecturer in Automobile Engineering | 1 | 14 | 15 | FPL - 9 |
| 4. | Lecturer in Ceramic Engineering | 0 | 5 | 5 | FPL - 9 |
| 5. | Lecturer in Chemical Engineering | 0 | 5 | 5 | FPL - 9 |
| 6. | Lecturer in Civil Engineering | 19 | 26 | 45 | FPL - 9 |
| 7. | Lecturer in Computer Engineering | 0 | 75 | 75 | FPL - 9 |
| 8. | Lecturer in Electronics & Communication Engineering | 2 | 58 | 60 | FPL - 9 |
| 9. | Lecturer in Electrical Engineering | 12 | 23 | 35 | FPL - 9 |
| 10. | Lecturer in Fashion Design | 0 | 10 | 10 | FPL - 9 |
| 11. | Lecturer in Fashion Technology | 0 | 5 | 5 | FPL - 9 |
| 12. | Lecturer in Food Technology | 0 | 5 | 5 | FPL - 9 |
| 13. | Lecturer in Instrumentation & Control Engineering | 0 | 20 | 20 | FPL - 9 |
| 14. | Lecturer in Mechanical Engineering | 18 | 62 | 80 | FPL - 9 |
| 15. | Lecturer in Medical Electronics | 0 | 5 | 5 | FPL - 9 |
| 16. | Lecturer in Medical Laboratory Technology | 0 | 5 | 5 | FPL - 9 |
| 17. | Lecturer in Plastic Technology | 0 | 5 | 5 | FPL - 9 |
| 18. | Lecturer in Textile Design | 0 | 5 | 5 | FPL - 9 |
| 19. | Lecturer in Textile Processing | 0 | 5 | 5 | FPL - 9 |
| 20. | Lecturer in Textile Technology | 0 | 5 | 5 | FPL - 9 |
| 21. | Lecturer in Applied Science (Physics, Chemistry, Math, English) | 16 | 60 | 76 | FPL - 9 |
| 22. | Lecturer in Business Management | 0 | 15 | 15 | FPL - 9 |
| 23. | Lecturer in Finance Accounts & Auditing | 0 | 15 | 15 | FPL - 9 |
| 24. | Lecturer in Library Science | 1 | 4 | 5 | FPL - 9 |
| 25. | Lecturer in Office Management & Computer Application | 1 | 9 | 10 | FPL - 9 |
| 26. | Lecturer in Pharmacy | 1 | 8 | 9 | FPL - 9 |
| 27. | Programmer Government Polytechnic Cadre | 0 | 11 | 11 | FPL - 9 |
| 28. | Programmer Directorate Cadre | 0 | 1 | 1 | FPL - 9 |
| 29. | Foreman Instructor | 1 | 36 | 37 | FPL - 7 |
| 30. | Deputy Director | 0 | 4 | 4 | FPL - 9 |
| 31. | Accounts Officer | 1 | 1 | 2 | FPL - 9 |
| 32. | Assistant Director | 0 | 1 | 1 | FPL - 7 |
| 33. | Assistant District Attorney | 1 | 0 | 1 | FPL - 7 |
| 34. | Superintendent | 2 | 1 | 3 | FPL - 6 |
| 35. | Private Secretary | 0 | 1 | 1 | FPL - 6 |
| 36. | Net work Administrator | 0 | 1 | 1 | FPL - 6 |

APPENDIX-B
(See rule 7)

| Sr. No . | Designation of post | Essential academic qualifications and experience, if any, for direct recruitment | Essential qualifications and experience, if any, for appointment by promotion |
|----------|--|---|---|
| 1 | 2 | 3 | 4 |
| 1. | Lecturer in Agriculture Engineering | (i) Bachelors and Masters of Engineering or Technology degree in Agriculture with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | (i) Bachelors and Masters of Engineering or Technology degree in Agriculture with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute. (ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline. (iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. |
| 2. | Lecturer in Architecture | (i) Bachelors and Masters degree in Architecture with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | (i) Bachelors and Masters degree in Architecture with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute. (ii) Three years experience on the post of Laboratory Instructor/ Studio Assistant/ Artist-cum-Photographer in the respective discipline. (iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. |
| 3. | Lecturer in Automobile Engineering | (i) Bachelors and Masters of Engineering or Technology degree in Automobile with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University / Institute. <p align="center">OR</p> Bachelors of Engineering or Technology degree in Mechanical with Automobile Engineering as one of the subject and Masters of Engineering or Technology degree in Automobile with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute from a recognized University/ Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | (iii) Bachelors and Masters of Engineering or Technology degree in Automobile with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University / Institute. <p align="center">OR</p> Bachelors of Engineering or Technology degree in Mechanical with Automobile Engineering as one of the subject and Masters of Engineering or Technology degree in Automobile with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute from a recognized University/ Institute. (i) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. |
| 4. | Lecturer in Ceramic | (i) Bachelors and Masters of Engineering or Technology degree in | (i) Bachelors and Masters of Engineering or Technology degree in |

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| | Engineering | <p>Ceramic with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>Ceramic with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline.</p> <p>(iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> |
| 5. | Lecturer in Chemical Engineering | <p>(i) Bachelors and Masters of Engineering or Technology degree in Chemical with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>(i) Bachelors and Masters of Engineering or Technology degree in Chemical with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline.</p> <p>(iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> |
| 6. | Lecturer in Civil Engineering | <p>(i) Bachelors and Masters of Engineering or Technology degree in Civil with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>(i) Bachelors and Masters of Engineering or Technology degree in Civil with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline.</p> <p>(iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> |
| 7. | Lecturer in Computer Engineering | <p>(i) Bachelors and Masters of Engineering or Technology degree in Computer or Computer Science & Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>(i) Bachelors and Masters of Engineering or Technology degree in Computer or Computer Science & Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline.</p> <p>(iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> |
| 8. | Lecturer in Electronics and Communication Engineering | <p>(i) Bachelors and Masters of Engineering or Technology degree in Electronics and Communication Engineering or Electronics Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>(i) Bachelors and Masters of Engineering or Technology degree in Electronics and Communication Engineering or Electronics Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Two years experience as Foreman Instructor or three years experience as</p> |

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| | | | Workshop Instructor / Laboratory Instructor (as the case may be) in the respective discipline. (iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. |
| 9. | Lecturer in Electrical Engineering | (i) Bachelors and Masters of Engineering or Technology degree in Electrical with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | (i) Bachelors and Masters of Engineering or Technology degree in Electrical with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute. (ii) Two years experience as Foreman Instructor or three years experience as Workshop Instructor / Laboratory Instructor (as the case may be), in the respective discipline. (iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. |
| 10. | Lecturer in Fashion Design | (i) Bachelors and Masters of Engineering or Technology degree in Fashion Technology/ Fashion Design/ Garment Technology/ Fashion & Apparel Design/Apparel Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University / Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | (i) Bachelors and Masters of Engineering or Technology degree in Fashion Technology/ Fashion Design/ Garment Technology/ Fashion & Apparel Design/Apparel Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University / Institute. (ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline. (iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. |
| 11. | Lecturer in Fashion Technology | (i) Bachelors and Masters of Engineering or Technology degree in Fashion Technology/ Fashion Design/ Garment Technology/ Fashion & Apparel Design/Apparel Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University / Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | (i) Bachelors and Masters of Engineering or Technology degree in Fashion Technology/ Fashion Design/ Garment Technology/ Fashion & Apparel Design/Apparel Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University / Institute. (ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline. (iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. |
| 12. | Lecturer in Food Technology | (i) Bachelors and Masters of Engineering or Technology degree in Food Technology/ Food Science & Technology/ Food Processing & Technology with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University / Institute. OR | (iii) Bachelors and Masters of Engineering or Technology degree in Food Technology/ Food Science & Technology/ Food Processing & Technology with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University / Institute. OR |

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| | | <p>Master of Science Degree in Food Technology/ Food Science & Technology/ Food Processing & Technology with First Class or equivalent, from a recognized University/ Institute.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>(i) Master of Science Degree in Food Technology/ Food Science & Technology/ Food Processing & Technology with First Class or equivalent, from a recognized University/ Institute.</p> <p>(ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline.</p> <p>(iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> |
| 13. | Lecturer in Instrumentation & Control Engineering | <p>(i) Bachelors and Masters of Engineering or Technology degree in Instrumentation & Control Engineering/ Electronics and Instrumentation Electronics/ Applied Electronics and Instrumentation Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>(i) Bachelors and Masters of Engineering or Technology degree in Instrumentation & Control Engineering/ Electronics and Instrumentation Electronics/ Applied Electronics and Instrumentation Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline.</p> <p>(iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> |
| 14. | Lecturer in Mechanical Engineering | <p>(i) Bachelors and Masters of Engineering or Technology degree in Mechanical with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>(i) Bachelors and Masters of Engineering or Technology degree in Mechanical with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Two years experience as Foreman Instructor or three years experience as Workshop Instructor / Laboratory Instructor (as the case may be) in the respective discipline.</p> <p>(iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> |
| 15. | Lecturer in Medical Electronics Engineering | <p>(i) Bachelors and Masters of Engineering or Technology degree in Medical Electronics Engineering/ Biomedical Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>(i) Bachelors and Masters of Engineering or Technology degree in Medical Electronics Engineering/ Biomedical Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline.</p> <p>(iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> |
| 16. | Lecturer in Medical Laboratory | <p>(i) Bachelors and Masters of Engineering or Technology degree in Medical Laboratory Technology/ Biomedical</p> | <p>(i) Bachelors and Masters of Engineering or Technology degree in Medical Laboratory Technology/ Biomedical</p> |

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| | Technology | <p>Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>OR</p> <p>Master's Degree in Medical Laboratory Technology with First Class or equivalent, from a recognized University/ Institute.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>OR</p> <p>Master's Degree in Medical Laboratory Technology with First Class or equivalent, from a recognized University/ Institute.</p> <p>(ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline.</p> <p>(iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> |
| 17. | Lecturer in Plastic Technology | <p>(i) Bachelors and Masters of Engineering or Technology degree in Plastic Technology with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>(i) Bachelors and Masters of Engineering or Technology degree in Plastic Technology with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline.</p> <p>(iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> |
| 18. | Lecturer in Textile Design | <p>(i) Bachelors and Masters of Engineering or Technology degree in Textile Design with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>(i) Bachelors and Masters of Engineering or Technology degree in Textile Design with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline.</p> <p>(iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> |
| 19. | Lecturer in Textile Processing | <p>(i) Bachelors and Masters of Engineering or Technology degree in Textile Processing/ Textile Chemistry with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>(i) Bachelors and Masters of Engineering or Technology degree in Textile Processing/ Textile Chemistry with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> <p>(ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline.</p> <p>(iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> |
| 20. | Lecturer in Textile Technology | <p>(i) Bachelors and Masters of Engineering or Technology degree in Textile Technology with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> | <p>(i) Bachelors and Masters of Engineering or Technology degree in Textile Technology with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute.</p> |

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| | | (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | (ii) Three years experience on the post of Workshop Instructor/ Laboratory Instructor in the respective discipline. (iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. |
| 21. | Lecturer in Applied Science | (i) Master of Science Degree in relevant Subject of Applied Sciences (Physics, Chemistry, Math, English) with First Class or equivalent, from a recognized University/ Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | (i) Master of Science Degree in relevant Subject of Applied Sciences (Physics, Chemistry, Math, English) with First Class or equivalent, from a recognized University/ Institute. (ii) Three years experience as Laboratory Instructor in concerned subject of applied sciences. (iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. |
| 22. | Lecturers in Business Management | (i) Master's Degree in Business Management/Business Administration with First Class or equivalent, from a recognized University / Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | |
| 23. | Lecturer in Finance Accounts & Auditing | (i) Master's Degree in Commerce/ Business Administration (Finance) with First Class or equivalent, from a recognized University / Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | |
| 24. | Lecturers in Library Science | (i) Master's Degree in Library Science/ Library & Information Science with First Class or equivalent, from a recognized University/ Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | (i) Master's Degree in Library Science/ Library & Information Science with First Class or equivalent, from a recognized University/ Institute. (ii) Three years experience Junior Librarian/ Laboratory instructor in Library Science. (iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. |
| 25. | Lecturer in Office Management and Computer Application | For Lecturer in Office Management and Computer Application (for 80 % posts): (i) Master's Degree in Commerce/ Business Management or Business Administration with First Class or equivalent, from a recognized University/ Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. For Lecturer in Office Management and Computer Application (for 20 % posts): (i) Master of Arts/ Commerce with First Class or equivalent, from a recognized University/ Institute with 1 st class three years Diploma in Office | |

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| | | Management and Computer Application from Polytechnic affiliated to State Board of Technical Education. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | |
| 26. | Lecturer in Pharmacy | (i) Bachelors and Masters Degree in Pharmacy with First Class or equivalent, either in Bachelors or Masters Degree, from a recognized University/ Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | (i) Bachelors and Masters Degree in Pharmacy with First Class or equivalent, either in Bachelors or Masters Degree, from a recognized University/ Institute. (ii) Three years experience as Laboratory Instructor in Pharmacy. (iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. |
| 27. | Programmer (Govt. Polytechnic, Cadre) | (i) Bachelors and Masters of Engineering or Technology degree in Computer or Computer Science & Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard | (i) Bachelors and Masters of Engineering or Technology degree in Computer or Computer Science & Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute. (ii) Three years experience as Junior Programmer of the Govt. Polytechnic Cadre. (iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. |
| 28. | Programmer (Directorate office, Cadre) | (i) Bachelors and Masters of Engineering or Technology degree in Computer or Computer Science & Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | (i) Bachelors and Masters of Engineering or Technology degree in Computer or Computer Science & Engineering with First Class or equivalent, either in Bachelors or Masters degree, from a recognized University/ Institute. (ii) Three years experience as Network Administrator of the Directorate Office cadre. (iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. |
| 29. | Foreman Instructor | (i) Bachelors of Engineering or Technology degree in Mechanical/ Automobile/ Production with First Class or equivalent, from a recognized University/ Institute. (ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard. | Eight years experience as Workshop Instructor. |
| 30. | Deputy Director | - | By Promotion (60%): One years experience as Assistant Director in the Directorate of Technical Education, Haryana OR Three years experience as Superintendent in the Directorate of |

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| | | | <p>Technical Education, Haryana</p> <p>OR</p> <p>Three years experience as Private Secretary having two years full time experience as Assistant, in the Directorate of Technical Education Haryana.</p> <p>By Transfer (40%): After completion of probation period as Lecturer in Government Polytechnics of State of Haryana.</p> |
| 31. | Assistant Director | | <p>By Promotion: Two years experience as Superintendent in the Directorate of Technical Education, Haryana.</p> <p>OR</p> <p>Two years experience as Private Secretary having two years full time experience as Assistant in the Directorate of Technical Education, Haryana.</p> <p>By transfer or deputation: Superintendent having Two year's service in any State Government or the Government of India.</p> |
| 32. | Superintendent | | <p>By Promotion: Two years experience as Deputy Superintendent in the Directorate of Technical Education, Haryana</p> <p>OR</p> <p>Two years experience as Personal Assistant having two years full time experience as Assistant, in the Directorate of Technical Education, Haryana.</p> <p>By transfer or deputation: Superintendent having one year service in any State Government or the Government of India.</p> |
| 33. | Accounts Officer | | As applicable in Treasuries and Accounts (Finance Department), Haryana. |
| 34. | Assistant District Attorney | | As applicable in Prosecution Department, Haryana. |
| 35. | Private Secretary | | Two years experience as Personal Assistant or Three years experience Senior Scale Stenographer in the Directorate of Technical Education, Haryana. |
| 36. | Network Administrator | (i) Bachelors of Engineering or Technology degree in Computer Engineering/ Computer Science & Engineering/ Information Technology | (i) Five years regular service on the post of Junior Engineer (Computer Hardware) or Junior Programmer in the Directorate of Technical |

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| | | <p>with First Class or equivalent, from a recognized University/ Institute.</p> <p style="text-align: center;">OR</p> <p>First Class Diploma in Computer Science & Engineering/ Computer Engineering/ Information Technology from a recognized Institute or Polytechnic affiliated with State Board of Technical Education and having Five years experience in the maintenance of Computers and peripherals/ Networks in Government Department / Statutory Board / Public Sector undertaking/ Public Limited Company.</p> <p>(ii) Good knowledge of various operating systems and system software's.</p> <p>(iii) Knowledge of Hindi or Sanskrit up to Matriculation Standard.</p> | <p>Education, Haryana.</p> <p>(ii) Knowledge of Hindi or Sanskrit up to Matriculation Standard</p> |
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APPENDIX C
[See rule 14 (1)]

| Sr. No | Designation of posts | Appointing Authority | Nature of penalty | Authority empowered to impose penalty | Appellate Authority | | |
|--------|---|----------------------|--|---------------------------------------|--------------------------|--------------------------|--|
| 1 | 2 | 3 | 4 | 5 | 6 | | |
| 1. | Lecturer in Agriculture Engineering | Government | <p>The following penalties may, for good and sufficient reasons and as hereinafter provided, be imposed on a Government employee, namely:-</p> <p>(a) Minor Penalties:</p> <p>(i) Warning with a copy in the personal file;</p> <p>(ii) Censure;</p> <p>(iii) Withholding of promotion for a specified period up to one year;</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 set up by an Act of Parliament or of the legislature of a State ; and</p> <p>(v) Withholding of increment(s) without cumulative effect.</p> <p>(b) Major Penalties:</p> <p>(i) Withholding of increment(s) with cumulative effect;</p> <p>(ii) Withholding of promotion for a specified period more than one year;</p> | Head of Department | Administrative Secretary | | |
| 2. | Lecturer in Architecture | | | | | | |
| 3. | Lecturer in Automobile Engineering | | | | | | |
| 4. | Lecturer in Ceramic Engineering | | | | | | |
| 5. | Lecturer in Chemical Engineering | | | | | | |
| 6. | Lecturer in Civil Engineering | | | | | | |
| 7. | Lecturer in Computer Engineering | | | | | | |
| 8. | Lecturer in Electronics and Communication Engineering | | | | | | |
| 9. | Lecturer in Electrical Engineering | | | | | | |
| 10. | Lecturer in Fashion Design | | | | | | |
| 11. | Lecturer in Fashion Technology | | | | | | |
| 12. | Lecturer in Food Technology | | | | | Administrative Secretary | Minister-in-charge-Technical Education |
| 13. | Lecturer in Instrumentation & Control Engineering | | | | | | |
| 14. | Lecturer in Mechanical Engineering | | | | | | |
| 15. | Lecturer in Medical Electronics | | | | | | |

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| | Engineering | | | |
| 16 | Lecturer in Medical Laboratory Technology | | <p>(iii) Reduction to a lower stage in the pay band or pay scale for a specified period, with the specific directions as to whether normal increment shall be admissible or not during the currency of the specified period of reduction, and further, whether on the expiry of 5 the period of reduction his pay is to be restored or not.</p> <p>(iv) Reduction to a lower pay structure, post or service for a period of more than one year from which he has been promoted which shall ordinarily be a bar to the promotion of the Government employee to the pay structure, post or service from which he was reduced, with or without further directions regarding conditions of restoration to the pay structure, post or service from which the Government employee was reduced and his seniority and pay on such restoration to that pay structure, post or service;</p> <p>(v) Compulsory retirement;</p> <p>(vi) Removal from service;</p> <p>(vii) Dismissal from service.</p> | |
| 17 | Lecturer in Plastic Technology | | | |
| 18 | Lecturer in Textile Design | | | |
| 19 | Lecturer in Textile Processing | | | |
| 20 | Lecturer in Textile Technology | | | |
| 21 | Programmer (Govt. Polytechnic, Cadre) | | | |
| 22 | Programmer (Directorate, Cadre) | | | |
| 23 | Lecturer in Applied Science | | | |
| 24 | Lecturers in Business Management | | | |
| 25 | Lecturer in Finance Accounts & Auditing | | | |
| 26 | Lecturers in Library Science | | | |
| 27 | Lecturer in Office Management and Computer Application / Lecturer in Stenography (English) | | | |
| 28 | Lecturer in Pharmacy | | | |
| 29 | Foreman Instructor | | | |
| 30 | Deputy Director | | | |
| 31 | Assistant Director | | | |
| 32 | Superintendent | | | |
| 33 | Private Secretary | | | |
| 34 | Network Administrator | | | |

Anil Malik, IAS
Principal Secretary to Government Haryana,
Technical Education Department

APPENDIX-D

[See rule 14(2)]

| Sr. No. | Designation of posts | Nature of order | Authority empowered to make for order |
|----------------|---|--|--|
| 1 | 2 | 3 | 4 |
| 1. | Lecturer in Agriculture Engineering | (i) Reducing or with-holding the amount of ordinary / additional pension admissible under the rules governing pension ; and (ii) Terminating the appointment of a member of the Service otherwise than on his attaining the age fixed for superannuation. | Government |
| 2. | Lecturer in Architecture | | |
| 3. | Lecturer in Automobile Engineering | | |
| 4. | Lecturer in Ceramic Engineering | | |
| 5. | Lecturer in Chemical Engineering | | |
| 6. | Lecturer in Civil Engineering | | |
| 7. | Lecturer in Computer Engineering | | |
| 8. | Lecturer in Electronics and Communication Engineering | | |
| 9. | Lecturer in Electrical Engineering | | |
| 10. | Lecturer in Fashion Design | | |
| 11. | Lecturer in Fashion Technology | | |
| 12. | Lecturer in Food Technology | | |
| 13. | Lecturer in Instrumentation & Control Engineering | | |
| 14. | Lecturer in Mechanical Engineering | | |
| 15. | Lecturer in Medical Electronics Engineering | | |
| 16. | Lecturer in Medical Laboratory Technology | | |
| 17. | Lecturer in Plastic Technology | | |
| 18. | Lecturer in Textile Design | | |
| 19. | Lecturer in Textile Processing | | |
| 20. | Lecturer in Textile Technology | | |
| 21. | Programmer (Govt. Polytechnic, Cadre) | | |
| 22. | Programmer (Directorate, Cadre) | | |
| 23. | Lecturer in Applied Science | | |
| 24. | Lecturers in Business Management | | |
| 25. | Lecturer in Finance Accounts & Auditing | | |
| 26. | Lecturers in Library Science | | |
| 27. | Lecturer in Office | | |

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| | Management and Computer Application / Lecturer in Stenography (English) | | |
| 28. | Lecturer in Pharmacy | | |
| 29. | Foreman Instructor | | |
| 30. | Deputy Director | | |
| 31. | Assistant Director | | |
| 32. | Superintendent | | |
| 33. | Private Secretary | | |
| 34. | Net work Administrator | | |

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Principal Secretary to Government Haryana,
Technical Education Department