

HARYANA GOVERNMENT

TECHNICAL EDUCATION DEPARTMENT

**Notification**

The 26<sup>th</sup> September, 1986

No. GSR.\_66/Const./Art. 309/86.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules of regulating the recruitment, and conditions of service of persons appointed to the Haryana State Technical Education Department (Group A) Service, namely:-

**PART 1- GENERAL**

<b>Short title</b>	1. These rules may be called the Haryana Technical Education Department (Group A) Service Rules, 1986.
<b>Definition.</b>	2. In these rules, unless the context otherwise requires,-  (a) "Commission" means the Haryana Public Service Commission (b) "Direct recruitment" means an appointment made otherwise than by promotion from within the service or by transfer of an officer already in the service of the Government of India or any State Government; (c) "Government" means Haryana Government in the Administrative Department; (d) "Service" means the Haryana Technical Education Department (Group A) Service; (e) "Recognized university" means, - (i) any university incorporated by law in India, or (ii) in the case of a degree, diploma certificate obtained as a result of an examination held before the 15th August, 1947, the Punjab, Sind, or Dacca University, or (iii) any other university, which is declared by the Government to be a recognized university for the purpose of these rules; (d) "Institution" means,- (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;

## PART-II -RECRUITMENT TO SERVICE.

<b>Number and Character of posts</b>	3. The service shall comprise the posts shown in Appendix-A to these rules : Provided that nothing in these rules shall affect the inherent right of 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.
<b>Nationality, domicile and character of candidates appointed to the service.</b>	4 (1) No person shall be appointed to the service, unless he is:-  (a) a citizen of India; or  (b) a subject of Nepal; or  (c) a subject of Bhutan ; or  (d) a Tibetan refugee who came over to India before the 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, or Ethiopia with the intention of permanently settling in India :

Provided that a person belonging to any of the categories (b), (c), (d) or (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government.

(2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission 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 certificates from two other responsible persons, not being his relatives who are well acquainted with him in his private life and are un-connected with his university, college, school or institution.

<b>Age</b>	5. No person shall be appointed to any post in the service by direct recruitment who is less than twenty- five years or more than fifty years of age on or before the first day of August next preceding the last date of submission of applications to the Commission.
<b>Appointing Authority</b>	6. Appointments to the posts in the service shall be made by the Government.

<b>Qualification.</b>	<p>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 appointment other than by direct recruitment :</p> <p>Provided that in the case of direct recruitment, the qualifications regarding experience shall be relaxable to the extent of 50% at the discretion of the Commission or any other recruiting authority in case sufficient number of candidates belonging to Scheduled Castes / Backward Classes / Ex-servicemen and Physically handicapped candidates, possessing the requisite experience, are not available to fill up the vacancies reserved for them, after recording reasons for so doing in writing.</p>
<b>Disqualification.</b>	<p>8. 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,</p> <p>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>

<p><b>Method of recruitment.</b></p>	<p>9. (1) Recruitment to the Service shall be made,-</p> <p>(a) in the case of Director,-</p> <p>(i) by promotion from the post of Additional Director ; or</p> <p>(ii) by direct recruitment ; or</p> <p>(iii)by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(b) in the case of Additional Director,-</p> <p>(i) by promotion from amongst the Principals ; or</p> <p>(ii) by direct recruitment ; or</p> <p>(iii)by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>( c) in the case of Principals of Polytechnics /Technical Institutions offering diplomas in Engineering Trades,-</p> <p>(i) 75% by promotion from amongst Heads of Departments in Engineering; and</p> <p>(ii) 25% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(d) in the case of Principal of Polytechnics /Technical Institutions offering Non-Engineering diplomas,-</p> <p>(i) 75% by promotion from amongst Heads of Departments in Pharmacy /Library Science/ Commercial Practice and Stenography /Management; and</p> <p>(ii) 25% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>

	<p>(e)(1) in the case of Head of Department in Civil Engineering , -</p> <p>(i) 75% by promotion from amongst Senior Lecturers in Civil Engineering ; and</p> <p>(ii) 25% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(e)(2) in the case of Head of Department in Electrical Engineering , -</p> <p>(i) 75% by promotion from amongst Senior Lecturers in Electrical Engineering ; and</p> <p>(ii) 25% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(e)(3) in the case of Head of Department in Mechanical Engineering , -</p> <p>(i) 75% by promotion from amongst Senior Lecturers in Mechanical Engineering ; and</p> <p>(ii) 25% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(e)(4) in the case of Head of Department in Electronics Engineering , -</p> <p>(i) 75% by promotion from amongst Senior Lecturers in Electronics Engineering ; and</p> <p>(ii) 25% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(f) in the case of Head of Department in Automobile Engineering , -</p> <p>(i) 75% by promotion from amongst Senior Lecturers in Automobile Engineering ; and</p> <p>(ii) 25% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>

	<p>(g) in the case of Head of Department in Architecture , -</p> <p>(i) 75% by promotion from amongst Senior Lecturers in Architecture ; and</p> <p>(ii) 25% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(h) in the case of Head of Department in Agriculture Engineering , -</p> <p>(i) 75% by promotion from amongst Senior Lecturers in Agriculture Engineering ; and</p> <p>(ii) 25% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(i) in the case of Head of Department in Production Engineering , -</p> <p>(i) 75% by promotion from amongst Senior Lecturers in Production Engineering ; and</p> <p>(ii) 25% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(j) in the case of Head of Department in Management , -</p> <p>(i) 75% by promotion from amongst Senior Lecturers in Management ; and</p> <p>(ii) 25% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(k) in the case of Joint Director, by transfer from amongst Heads of Departments in Engineering in the service;</p>
	<p>(l) in the case of Training and Placement Officer , by transfer from amongst the Heads of Departments in Engineering in the service;</p>

	(m) in the case of Assistant Director-cum-Planning Officer, by transfer from amongst Heads of Departments in Engineering in the service;
	(n) in the case of Head of Department in Library Science , -  (i) 75% by promotion from amongst Senior Lecturers in Library Science ; and  (ii) 25% by direct recruitment ; or  (iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India
	(o) in the case of Head of Department in Pharmacy , -  (i) 75% by promotion from amongst Senior Lecturers in Pharmacy ; and  (ii) 25% by direct recruitment ; or  (iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;
	(p) in the case of Head of Department in Commercial Practice and Stenography , -  (i) 75% by promotion from amongst Senior Lecturers in Commercial Practice or Stenography ; and  (ii) 25% by direct recruitment ; or  (iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;
	(q) in the case of Head of Department in Applied Science;- (i) 75% by promotion from amongst Senior Lecturers in Applied Science ; and  (ii) 25% by direct recruitment ; or  (iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;

	<p>(r)(1) in the case of Senior Lecturer in Civil Engineering , -</p> <p>(i) 67% by promotion from amongst the Lecturers in Civil Engineering ; and</p> <p>(ii) 33% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p> <p>(r)(2) in the case of Senior Lecturer in Electrical Engineering , -</p> <p>(i) 67% by promotion from amongst the Lecturers in Electrical Engineering ; and</p> <p>(ii) 33% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(r)(3) in the case of Senior Lecturer in Mechanical Engineering , -</p> <p>(i) 67% by promotion from amongst the Lecturers in Mechanical Engineering ; and</p> <p>(ii) 33% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(r)(4) in the case of Senior Lecturer in Electronics Engineering , -</p> <p>(i) 67% by promotion from amongst the Lecturers in Electronics Engineering ; and</p> <p>(ii) 33% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(s) in the case of Senior Lecturer in Automobile Engineering , -</p> <p>(i) 67% by promotion from amongst Lecturers in Automobile Engineering ; and</p> <p>(ii) 33% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>

	<p>(t) in the case of Senior Lecturer in Architecture , -</p> <p>(i) 67% by promotion from amongst the Lecturers in Architecture ; and</p> <p>(ii) 33% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(u) in the case of Senior Lecturer in Management , -</p> <p>(i) 67% by promotion from amongst the Lecturers in Management ; and</p> <p>(ii) 33% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(v) in the case of Senior Lecturer in Library Science , -</p> <p>(i) 67% by promotion from amongst Lecturers in Library Science ; and</p> <p>(ii) 33% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(w) in the case of Senior Lecturer in Pharmacy , -</p> <p>(i) 67% by promotion from amongst Lecturers in Pharmacy ; and</p> <p>(ii) 33% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(x) in the case of Senior Lecturer in Commercial Practice and Stenography , -</p> <p>(i) 67% by promotion from amongst the Lecturers in Commercial Practice or Stenography ; and</p> <p>(ii) 33% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>

	<p>(y) in the case of Senior Lecturer in Applied Sciences;-</p> <p>(i) 67% by promotion from amongst the Lecturers in Applied Sciences ; and</p> <p>(ii) 33% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
	<p>(z) in the case of Superintendent Workshop , -</p> <p>(i) 50% by promotion from amongst Lecturers in Production Engineering or Foreman Instructors ; and</p> <p>(ii) 50% by direct recruitment ; or</p> <p>(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;</p>
(2)	All promotions, unless otherwise provided, shall be made on seniority-cum-merit basis and seniority alone shall not give any right to such promotions.
<b>Probation.</b>	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 one year, if appointed otherwise :
	<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 vacancy.</p>

	<p>(2) If, in the opinion of the appointing authority, the work of conducting of a person during the period of probation is not satisfactory, it may,-</p> <ul style="list-style-type: none"> <li>(a) if such person is appointed by direct recruitment, dispense with his services; and</li> <li>(b) if the such person is appointed otherwise than by direct recruitment,- <ul style="list-style-type: none"> <li>(i) revert him to his former post, or</li> <li>(ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.</li> </ul> </li> </ul>
	<p>(3) On the completion of the period of probation of a person, the appointing authority, may :-</p> <ul style="list-style-type: none"> <li>(a) if his work and conduct has, in its opinion, been satisfactory,- <ul style="list-style-type: none"> <li>(i) confirm such person from the date of his appointment, if appointed against a permanent vacancy; or</li> <li>(ii) confirm such person from the date from which a permanent vacancy occurs, if appointed against a temporary vacancy ; or</li> <li>(iii) declare that he has completed his probation satisfactorily, if there is no permanent vacancy ; or</li> </ul> </li> <li>(b) if his work or conduct has, in its opinion, been not satisfactory,- <ul style="list-style-type: none"> <li>(i) dispense with his 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</li> <li>(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:</li> </ul> <p style="margin-left: 40px;">Provided that the total period of probation, including extension,</p> <p style="margin-left: 40px;">If any, shall not exceed three years.</p> </li> </ul>

<b>Seniority.</b>	<p>11. 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, the order of merit determined by the Commission shall not be disturbed in fixing the seniority :          Provided further that in the case of two or more members appointed on the same date, their seniority shall be determined as follows :-</p>
	<p>(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 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.</p>
<b>Liability to Serve.</b>	<p>12. (1) A member of the service shall be liable to serve at any place, whether within or outside the State of Haryana, on being ordered so to do by the appointing authority.</p> <p>(2) A member of service may also be deputed to serve under:-</p> <p>(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;</p> <p>(ii) The Central Government or a company, an association or a body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Central Government ; or</p> <p>(iii) Any other State Government, an international organization, an autonomous body not controlled by the Government, or a private body:          Provided that no member of the service shall be deputed to serve the Central or any other State Government or any Organization or body referred to in clause (ii) or clause (iii) except with his consent.</p>

<b>Pay, Leave, Pension and other matters.</b>	13. In respect of pay, leave, pension and all other matters, not expressly provided for in these rules, the member of the service shall be governed by such rules and regulations as may have been, or may hereafter be adopted or made by the competent authority under the Constitution of India or under any law for the time being in force made by the State Legislature.
<b>Discipline, Penalties and appeals.</b>	14. (1) In matters, relating to discipline, penalties and appeals, members of the service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1952, as amended from time to time: Provided that the nature of penalties which may be imposed, the 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 10 of the Punjab Civil Services (Punishment and Appeal) Rules, 1952 and the appellate authority shall also be as specified in Appendix D to these rules.
<b>Vaccination.</b>	15. Every member of the service, shall get himself vaccinated and revaccinated if and when the Government so directs by a special or general order.
<b>Oath of allegiance .</b>	16. 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.
<b>Power of relaxation.</b>	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.
<b>Special Provision.</b>	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.
<b>Reservations.</b>	19. 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: Provided that the total percentage of reservations so made shall not exceed fifty percent, at any time.
<b>Repeal and savings.</b>	20. 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: Provided that any order made or action taken under the rule so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

**APPENDIX A**

(See rule 3)

Serial No.	Designation of the posts	Number of posts			Scale of pay
		Permanent	Temporary	Total	
1	2	3	4	5	6 Rs.
1.	Director	1	..	1	2,500-125/2-2,750
2.	Additional Director	1	..	1	2,100-75-2,400-100-2,500
3.	Principals of Polytechnics/Institutions offering diplomas in Engineering Trades.  Principals of Polytechnics /Institutions offering non-Engineering diplomas.	6	3	9	(i)2,000-75-2,300-100-2,400 plus Rs. 100 Special Pay
4.					(ii)2,100-75-2,400-100-2,500- Plus Rs. 100 Special Pay for on post. (iii)Selection Grade of Rs. 2,100-75-2,400-100-2,500- Plus Rs. 100 Special Pay for on post.
5.	Head of Department in Civil Engineering	4	..	4	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay (Rs.2,000-75-2,300 plus Rs. 100 Special Pay Selection Grade for 20% posts)
6.	Head of Department in Electrical Engineering	4	..	4	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay  (Rs.2,000-75-2,300 plus Rs. 100 Special Pay Selection Grade for 20% posts)
7.	Head of Department in Mechanical Engineering	5	1	6	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay  (Rs.2,000-75-2,300 plus Rs. 100 Special Pay Selection Grade for 20% posts)
8.	Head of Department in Electronics Engineering	..	1	1	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay  (Rs.2,100-75-2,300 plus Rs. 100 Special Pay Selection Grade for 20% posts)

9.	Head of Department in Automobile Engineering	..	1	1	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay  (Rs.2,000-75-2,300 plus Rs. 100 Special Pay Selection Grade for 20% posts)
10.	Head of Department in Architecture Engineering	..	1	1	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay  (Rs.2,100-75-2,300 plus Rs. 100 Special Pay Selection Grade for 20% posts)
11.	Head of Department in Agriculture Engineering	..	1	1	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay
12.	Head of Department in Production Engineering	..	1	1	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay
13.	Head of Department in Management Engineering	..	1	1	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay
14.	Joint Director	1	..	1	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay
15.	Training and Placement Officer	..	5	5	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay
16.	Assistant Director-cum-Planning Officer	...	1	1	1,400-60-1,700-EB-80-2,100
17.	Head of Department in Library Science	1	..	1	1,200-50-1,500-60-1,860 plus Rs.100 Special Pay
18.	Head of Department in Pharmacy	1	1	2	1,200-50-1,500-60-1,860 plus Rs.100 Special Pay
19.	Head of Department in Commercial Practice and Stenography	..	1	1	1,200-50-1,500-60-1,860 plus Rs.100 Special Pay
20.	Head of Department in Applied Science	-	5	5	1,200-50-1,500-60-1,860 plus Rs.100 Special Pay
21.	Senior Lecturer in Civil Engineering	..	8	8	1,200-50-1,500-60-1,860 plus Rs.100 Special Pay
22.	Senior Lecturer in Electrical Engineering	..	4	4	1,200-50-1,500-60-1,860 plus Rs.100 Special Pay
23.	Senior Lecturer in Mechanical Engineering	..	9	9	1,200-50-1,500-60-1,860 plus Rs.100 Special Pay

24.	Senior Lecturer in Electronics Engineering	..	1	1	1,200-50-1,500-60-1,860 plus Rs.100 Special Pay
25.	Senior Lecturer in Automobile Engineering	1	..	1	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay
26.	Senior Lecturer in Architecture	..	1	1	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay
27.	Senior Lecturer in Management	..	1	1	1,400-60-1,700-EB-80-2,100 plus Rs. 100 Special Pay
28.	Senior Lecturer in Library Science	..	1	1	1,200-50-1,500-60-1,860 plus Rs.100 Special Pay
29.	Senior Lecturer in Pharmacy	..	3	3	1,200-50-1,500-60-1,860 plus Rs.100 Special Pay
30..	Senior Lecturer in Commercial Practice and Stenography	..	1	1	1,200-50-1,500-60-1,860 plus Rs.100 Special Pay
31.	Senior Lecturer in Applied Science	..	4	4	1,200-50-1,500-60-1,860 plus Rs.100 Special Pay
32.	Workshop Superintendent	5	1	6	940-40-1,100-EB-50-1,400-60-1,700-EB -75-2,000 plus Rs.100 Special Pay.

**APPENDIX-B**  
**(See rule 7)**

Sr.No.	Designation of post	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment.
<b>1.</b>	<b>2.</b>	<b>3.</b>	<b>4.</b>
1.	Director	(i) First class degree in Engineering or technology from a recognized university or institute (ii) 20 years professional experience in an organization of repute or teaching experience in a recognized institution out of which at least 5 years as Principal in a Polytechnic or of equivalent rank. (iii) Knowledge of Hindi upto Matric Standard.	Three years experience as Additional Director

2.	Additional Director	<p>(i) First class degree in Engineering or technology from a recognized university or institute</p> <p>(ii) 15 years professional experience in an organization of repute or teaching experience in a recognized Engineering institution out of which 3 years as Principal in a Government Polytechnic or of equivalent rank.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	Degree in any of Engineering disciplines or Associate Member of Institute of Engineers (India) (A.M.I.E.) (by examination) with three years experience as Principal.
3.	Principal of Polytechnics /Institutions, offering diplomas in Engineering trades.	<p>(i) First class Bachelor's degree in Engineering or technology of a recognized university / institute</p> <p>(ii) 12 years teaching experience in a university or college affiliated to a recognized university or of a Polytechnic affiliated to a State Board of Technical Education. Out of the total experience of 12 years, atleast 5 years experience in a rank equivalent to Head of Department of a polytechnic.</p> <p style="text-align: center;">Or</p> <p>12 years teaching experience as Lecturer in Govt. Polytechnic affiliated to State Board of Technical Education. Out of the total experience of 12 years, atleast 5 years experience as Head of Department of a Polytechnic.</p> <p style="text-align: center;">Or</p> <p>12 years professional experience on a gazetted post. Out of total experience of 12 years, atleast 5 years experience as Head of Department of a Polytechnic.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	5 years experience as Head of Department in Engineering.
4.	Principal of Polytechnics /Institutions offering non engineering diplomas.	<p>(i) First class Master's degree in Pharmacy, or Library Science or in Commerce or Business Administration /Management from a recognized university/ institute.</p> <p>(ii) 12 years teaching experience in a university or college affiliated to a recognized university with 5 years experience in a rank equivalent to Head of Department of a Polytechnic.</p> <p style="text-align: center;">Or</p>	5 years experience as Head of Department in Pharmacy/ Library Science/ /Commercial Practice and Stenography/Management.

		(iii) Knowledge of Hindi upto Matric Standard.	
5.	Head of Department in Civil Engineering	(i) First Class Bachelor's degree in Civil Engineering or Technology from a recognized university /institute. (ii) 8 years experience as Lecturer in a university in Civil Engineering or 8 years professional experience on a gazetted Civil Engineering post. (iii) Knowledge of Hindi upto Matric Standard.	12 years experience as Lecturer in Civil Engineering out of which 2 years as Senior Lecturer in Civil Engineering.
6.	Head of Department in Electrical Engineering	(i) First Class Bachelor's degree in Electrical Engineering or Technology from a recognized university /institute. (ii) 8 years experience as Lecturer in Electrical Engineering in a university or college affiliated to a university or 8 years professional experience on a gazetted Electrical Engineering post. (iii) Knowledge of Hindi upto Matric Standard.	12 years experience as Lecturer in Electrical Engineering out of which 2 years as Senior Lecturer in Electrical Engineering.
7.	Head of Department in Mechanical Engineering	(i) First Class Bachelor's degree in Mechanical Engineering or Technology from a recognized university /institute. (ii) 8 years experience as Lecturer Mechanical Engineering in a university or college affiliated to a university or 8 years professional experience on a gazetted Mechanical Engineering post. (iii) Knowledge of Hindi upto Matric Standard.	12 years experience as Lecturer in Mechanical Engineering out of which 2 years as Senior Lecturer in Mechanical Engineering.
8.	Head of Department in Electronics Engineering	(i) First Class Bachelor's degree in Electronics Engineering or technology from a recognized university /institute. (ii) 8 years experience as Lecturer in Electronics Engineering in a university or college affiliated to a university or 8 years professional experience on a gazetted Electronics Engineering post. (iii) Knowledge of Hindi upto Matric Standard.	12 years experience as Lecturer in Electronics Engineering out of which 2 years as Senior Lecturer in Electronics Engineering.

9.	Head of Department in Automobile Engineering	<p>(i) First Class degree in Automobile Engineering in Mechanical Engineering with Automobile Engineering as a subject from a recognized university /institute.</p> <p>(ii) 8 years teaching experience as Lecturer in Automobile Engineering in a university or college affiliated to a recognized university or 8 years professional experience on a gazetted Automobile Engineering post.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	12 years experience as Lecturer in Automobile Engineering out of which 2 years as Senior Lecturer in Automobile Engineering.
10.	Head of Department in Architecture	<p>(i) First Class Bachelor's degree in Architecture of a recognized university /institute.</p> <p>(ii) 8 years teaching experience as Lecturer in Architecture in a university or college affiliated to a recognized university or 8 years professional experience on a gazetted Architecture post.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	12 years experience as Lecturer in Architecture out of which 2 years as Senior Lecturer in Architecture.
11.	Head of Department in Agriculture Engineering	<p>(i) First Class degree in Agriculture Engineering from a recognized university /institute.</p> <p>(ii) 8 years teaching experience in a recognized university or college affiliated to a recognized university or 8 years professional experience on a gazetted Agriculture Engineering post.</p> <p>(iii) Knowledge of Hindi or Sanskrit upto Matric Standard.</p>	12 years experience as Lecturer in Agriculture Engineering .
12.	Head of Department in Production Engineering	<p>(i) First Class Bachelor's degree in Production Engineering from a recognized university /institute.</p> <p>(ii) 8 years teaching experience on the post of a Lecturer in a university or college affiliated to a recognized university or 8 years professional experience on a gazetted Production Engineering post.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	12 years experience as Lecturer in Production Engineering.

13.	Head of Department in Management.	<p>(i) First Class Master's degree in Business Administration / Management from a recognized university/institute.</p> <p>OR</p> <p>First Class Master's degree in Personnel Management and Industrial Relations from a recognized university/ institute.</p> <p>(ii) 8 years teaching experience on the post of Lecturer in Management or 8 years professional experience in Management in a company of repute.</p> <p>(iii) Knowledge of Hindi upto Matric standard.</p>	12 years experience as Lecturer in Management out of which 2 years as Senior Lecturer in Management.
14.	Joint Director	-	Appointment to this post shall be made by transfer from the Head of Department in Engineering.
15.	Training and Placement Officer	-	Appointment to this post shall be made by transfer from the Head of Department in Engineering.
16.	Assistant Director-cum-Planning Officer.	-	Appointment to this post shall be made by transfer from the Head of Department in Engineering.
17.	Head of Department in Library Science.	<p>(i) First Class Master's degree in Library Science from a recognized university/institute.</p> <p>OR</p> <p>First Class Bachelor's degree in Library Science with Second Class Master's degree in Library Science.</p> <p>(ii) 8 years teaching experience on the post of a Lecturer in Library Science in recognized university or college affiliated to a recognized university.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	12 years experience as Lecturer in Library Science out of which 2 years as Senior Lecturer in Library Science.

18.	Head of Department in Pharmacy.	<p>(i) First Class Master's degree in Pharmacy from a recognized university /institute.</p> <p>(ii) 8 years teaching experience as Lecturer in Pharmacy in university or college affiliated to a recognized university or 8 years professional experience.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	12 years experience as Lecturer in Pharmacy out of which 2 years as Senior Lecturer in Pharmacy.
19.	Head of Department in Commercial Practice and Stenography.	<p>(i) First Class Master's degree in Commerce/Business Administration /Management from a recognized university /institute.</p> <p>(ii) 8 years teaching experience as Lecturer in Commercial Practice and Stenography in university or college affiliated to a recognized university.</p> <p>(iii) Knowledge of Hindi or Sanskrit upto Matric Standard.</p>	12 years experience as Lecturer in Commercial Practice and Stenography out of which 2 years as Senior Lecturer in Commercial Practice and Stenography.
20.	Head of Department in Applied Sciences	<p>(i) First Class Master's degree in Physics /Chemistry/ Mathematics/English from a recognized university /institute.</p> <p>(ii) 8 years experience as Lecturer in university or college affiliated to a recognized university.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	12 years experience as Lecturer in Applied Sciences out of which 2 years as Senior Lecturer in Applied Sciences.

21.	Senior Lecturer in Civil Engineering.	<p>(i) First Class Bachelor's degree in Civil Engineering or technology from a recognized university / institute.</p> <p>(ii) 5 years teaching experience as Lecturer in Civil Engineering in a university or college affiliated to a recognized university or 5 years professional experience on a gazetted Civil Engineering post.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	<p>(i) Bachelor's degrees in Civil Engineering or technology or Associate Member of Institute of Engineers (India) (A.M.I.E.) (by examination) from a recognized university / institute.</p> <p>(ii) 8 years experience as Lecturer in Civil Engineering.</p>
22.	Senior Lecturer in Electrical Engineering	<p>(i) First Class Bachelor's degree in Electrical Engineering or technology from a recognized university / institute.</p> <p>(ii) 5 years teaching experience as Lecturer in Electrical Engineering in a university or college affiliated to a recognized university or 5 years professional experience on a gazetted Electrical Engineering post.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	<p>(i) Bachelor's degrees in Electrical Engineering or technology or Associate Member of Institute of Engineers (India) (A.M.I.E.) (by examination) from a recognized university / institute.</p> <p>(ii) 8 years experience as Lecturer in Electrical Engineering.</p>
23.	Senior Lecturer in Mechanical Engineering.	<p>(i) First Class Bachelor's degree in Mechanical Engineering or technology from a recognized university / institute.</p>	<p>(i) Bachelor's degrees in Mechanical Engineering or technology or Associate Member of Institute of Engineers (India) (A.M.I.E.) (by examination) from a</p>

		<p>(ii) 5 years teaching experience as Lecturer in Mechanical Engineering in a university or college affiliated to a recognized university or five years professional experience on a gazetted Mechanical Engineering post.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	<p>recognized university / institute.</p> <p>(ii) 8 years experience as Lecturer in Mechanical Engineering.</p>
24.	Senior Lecturer in Electronics Engineering.	<p>(i) First Class Bachelor's degree in Electronics Engineering or technology from a recognized university /institute.</p> <p>(ii) 5 years teaching experience as Lecturer in Electronics Engineering in a university or 5 years professional experience on a gazetted Electronics Engineering post.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	<p>(i) Bachelor's degrees in Electronics Engineering or technology or Associate Member of Institute of Engineers (India) (A.M.I.E.) (by examination) from a recognized university / institute.</p> <p>(ii) 8 years experience as Lecturer in Electronics Engineering.</p>
25.	Senior Lecturer in Automobile Engineering.	<p>(i) Bachelor's degree in Automobile Engineering or in Mechanical Engineering with Automobile Engineering as one of the papers from a recognized university / institute.</p> <p>(ii) 5 years teaching experience as Lecturer in Automobile Engineering in a recognized university or college affiliated to a recognized university or 5 years professional experience.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	<p>(i) Bachelor's degrees in Automobile Engineering or in Mechanical Engineering as one of the papers of Associate Member of Institute of Engineers (India) (A.M.I.E.) (by examination) from a recognized university / institute.</p> <p>(ii) 8 years experience as Lecturer in Automobile Engineering.</p>

26.	Senior Lecturer in Architecture.	<p>(i) First Class Bachelor's degree in Architecture from a recognized university / institute.</p> <p>(ii) 5 years teaching experience on the post of a Lecturer in Architecture in a university or college affiliated to a recognized university or 5 years professional experience on a gazetted Architecture post.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	<p>(i) Bachelor's degrees in Architecture from a recognized university / institute.</p> <p>(ii) 8 years experience as Lecturer in Architecture.</p>
27.	Senior Lecturer in Management.	<p>(i) First Class Master's degree in Business Administration / Management from a recognized university / institute.</p> <p style="text-align: center;">OR</p> <p>First Class Master's degree in Personnel Management and Industrial Relations from a recognized university / institute.</p> <p>(ii) 5 years teaching experience as Lecturer in Management in a university or college affiliated to a recognized university or 5 years experience on a gazetted post.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	8 years experience as Lecturer in Management.
28.	Senior Lecturer in Library Science.	<p>(i) First Class Master's degree in Library Science from a recognized university / institute.</p> <p style="text-align: center;">OR</p> <p>First Class Bachelor's degree in Library Science with Second Class Master's degree in Library Science from a recognized university / institute.</p>	8 years experience as Lecturer in Library Science.

		<p>(ii) 5 years teaching experience as Lecturer in Library Science in a university or college affiliated to a recognized university</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	
29.	Senior Lecturer in Pharmacy	<p>(i) First Class Master's degree in Pharmacy from a recognized university / institute with speciality in Pharmaceutical Chemistry /Pharmacology/ Pharmacognosy /Pharmaceutics from a recognized university.</p> <p>(ii) 5 years teaching experience as Lecturer Pharmacy in a recognized university or college affiliated to a recognized university or 5 years professional experience on a gazetted post.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	<p>(i) Master's degrees in Pharmacy from a recognized university / institute with speciality in Pharmaceutical Chemistry /Pharmacology/ Pharmacognosy /Pharmaceutics from a recognized university.</p> <p>(ii) 8 years experience as Lecturer in Pharmacy.</p>
30.	Senior Lecturer in Commercial Practice and Stenography	<p>(i) First Class Master's degree in Commerce /Business Administration/ Management from a recognized university / institute.</p> <p>(ii) 5 years teaching experience as Lecturer in Commercial Practice and Stenography in a university or college affiliated to a recognized university.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	<p>(i) 8 years experience as Lecturer in Commercial Practice and Stenography.</p>
31.	Senior Lecturer in Applied Sciences	<p>(i) First Class Master's degree in Physics /Chemistry/ Mathematics /English from a recognized university /institute.</p> <p>(ii) 5 years teaching experience as Lecturer in Applied Sciences in a recognized university or college affiliated to a university or college affiliated to a university.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	<p>(i) Master's degree in Physics /Chemistry/ Mathematics /English from a recognized university /institute.</p> <p>(ii) 8 years experience as Lecturer in Applied Sciences.</p>

32.	Superintendent Workshop	<p>(i) First class Bachelor's degree in Mechanical /Production Engineering from a recognized university / institute with 5 years experience in the line.</p> <p style="text-align: center;">Or</p> <p>First class diploma in Mechanical /Production Engineering of 3 years duration recognized by the State Board of Technical Education with 10 years experience.</p> <p>(iii) Knowledge of Hindi upto Matric Standard.</p>	<p>(i) Bachelor's degree in Mechanical /Production Engineering from a recognized university / institute</p> <p style="text-align: center;">Or</p> <p>Diploma in Chemical /Production Engineering of 3 years duration recognized by the State Board of Technical Education.</p> <p>ii) 10 years experience as Lecturer in Production Engineering or Foreman Instructor.</p>
-----	-------------------------	--	--

**APPENDIX C**

<b>Sr. No</b>	<b>Designation of posts</b>	<b>Appointing Authority</b>	<b>Nature of penalty</b>	<b>Authority empowered to impose penalty</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1.	Director		(a) Warning with a copy on personal file;	
2.	Additional Director		(b) censure;	
3.	Principal of Polytechnics /Institutions offering Diplomas in Engineering Trades		( c) withholding of increments or promotion, including stoppage at an efficiency bar, if any ;	
4.	Principals of Polytechnics/ Institutions offering Non-Engineering Diplomas.		(d) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders to the Government or any other authority where the Government employee /was on deputation;	
5.	Head of Department in Civil Engineering		(e) reduction to a lower post or time scale or to a lower stage in a time scale;	
6.	Head of Department in Electrical Engineering		(f) removal from the service which does not disqualify from future employment;	
7.	Head of Department in Mechanical Engineering		(g)dismissal from the Service which does ordinarily disqualify from future employment.	
8.	Head of Department in Electronics Engineering			
9.	Head of Department in Automobile Engineering			
10.	Head of Department in Architecture			
11.	Head of Department in Agriculture Engineering			
12.	Head of Department in Production Engineering			
13.	Head of Department in Management			
14.	Joint Director			
15.	Training and Placement Officer	Government		Government
16.	Assistant Director-cum-Planning Officer			

17.	Head of Department in Library Science			
18.	Head of Department in Pharmacy			
19.	Head of Department in Commercial Practice and Stenography			
20.	Head of Department in Applied Science			
21.	Senior Lecturer in Civil Engineering			
22.	Senior Lecturer in Electrical Engineering			
23.	Senior Lecturer in Mechanical Engineering			
24.	Senior Lecturer in Electronics Engineering			
25.	Senior Lecturer in Automobile Engineering			
26.	Senior Lecturer in Architecture			
27.	Senior Lecturer in Management			
28.	Senior Lecturer in Library Science			
29.	Senior Lecturer in Pharmacy			
30.	Senior Lecturer in Commercial Practice and Stenography			
31.	Senior Lecturer in Applied Sciences			
32.	Workshop Superintendent			

## APPENDIX D

Sr. No	Designation of posts	Nature of order	Authority empowered to make for order
1	2	3	4
1.	Director	(i) Reducing or withholding the amount of ordinary/ additional pension admissible under the rules governing pension.	
2.	Additional Director	(ii) Terminating the appointment of a member of the Service otherwise than on his attaining the age fixed for superannuation.	
3.	Principals of Polytechnics /Institutions offering Diplomas in Engineering Trades		
4.	Principals of Polytechnics/ Institutions offering Non-Engineering Diplomas.		
5.	Head of Department in Civil Engineering		
6.	Head of Department in Electrical Engineering		
7.	Head of Department in Mechanical Engineering		
8.	Head of Department in Electronics Engineering		
9.	Head of Department in Automobile Engineering		
10.	Head of Department in Architecture		
11.	Head of Department in Agriculture		
12.	Head of Department in Production Engineering		
13.	Head of Department in Management		
14.	Joint Director		
15.	Training and Placement Officer		Government
16.	Assistant Director-cum-Planning Officer		
17.	Head of Department in Library Science		
18.	Head of Department in Pharmacy		

19.	Head of Department in Commercial Practice and Stenography		
20.	Head of Department in Applied Science		
21.	Senior Lecturer in Civil Engineering		
22.	Senior Lecturer in Electrical Engineering		
23.	Senior Lecturer in Mechanical Engineering		
24.	Senior Lecturer in Electronics Engineering		
25.	Senior Lecturer in Automobile Engineering		
26.	Senior Lecturer in Architecture		
27.	Senior Lecturer in Management		
28.	Senior Lecturer in Library Science		
29.	Senior Lecturer in Pharmacy		
30.	Senior Lecturer in Commercial Practice and Stenography		
31.	Senior Lecturer in Applied Sciences		
32.	Workshop Superintendent		

**KIRAN AGGARWAL,**  
**Commissioner and Secretary to Government, Haryana,**  
**Technical Education Department.**