

HARYANA GOVT. GAZ. DEC. 16, 1986  
(AGHN.25, 1908 SAKA)

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HARYANA GOVERNMENT  
PUBLIC WORKS DEPARTMENT  
(PUBLIC HEALTH BRANCH)

Notification

The 8<sup>th</sup> December, 1986

No. G.S.R.84/ Const./ Art. 309/86.-In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor or Haryana hereby makes the following rules regulating the recruitment and conditions of service of persons appointed to the Haryana Public Works Department ,Public Health Branch, Junior Engineers (Group C) Service Rules, namely :-

PART I-GENERAL

1. These rules may be called the Haryana Public Works Department, Public Health Branch, Junior Engineers (Group C) Service Rules, 1986. Short title.
2. In these rules , unless the context otherwise requires,- Definition.
  - (a) “Board “ means the Subordinate Services Selection Board, Haryana ;
  - (b) “direct recruitment “ means an appointment made otherwise than by promotion from within the Service or by transfer of an official already in the service of the Government of India or any State Government ;
  - (c) “Engineer-in-Chief” means the Engineer-in-Chief of the Haryana Public Works Department, Public Health Branch ;

- (d) “Government” means the Haryana Government in the Administrative Department ;
- (e) “ Institution “ means--
- (i) any institution established by law in force in the State of Haryana ;
- or
- (ii) any other institution recognised by the Govt. for the purpose of these rules ;
- (f) “recognized university” means, ---
- (i) any university incorporated by law in India ; or
- (ii) in the case of degree, diploma or certificate obtained as a result of examinations held before the 15<sup>th</sup> August , 1947, the Punjab, Sind or Dacca university ; or
- (iii) any other university which is declared by the Government to be a recognised university for the purposes of these rules ;  
and
- (g) “Service “ means the Haryana Public Works Department,Public Health Branch, Junior Engineers (Group-C) Service.

## PART II-RECRUITMENT TO THE SERVICE

Number and character of posts

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

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

Nationality, domicile and character of the candidates appointed to the Service.

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 1st January, 1962, with the intention of permanently settling in India ; or
  - (e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or any of the East African countries or Kenya, Uganda, the 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 category (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government .

(2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or Interview conducted by the Board or any other recruiting authority but the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Government

(3) No person shall be appointed to any post in the Service by direct recruitment unless he produces a certificate of character from the principal academic officer of the university, college, school or institution last attended , if any, and similar 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. .

Age 5. No person shall be appointed to any post in the Service by direct recruitment who is less than seventeen years and more than thirty years of age on the last date of submission of application to the Board.

Provided that the upper age limit in respect of Scheduled Castes , Scheduled Tribes , Backward Classes and Ex-serviceman for appointment to the Service shall be as may be fixed by the Govt. , from time to time.

Appointing authority. 6. Appointments to the posts in the Service be made by the Engineer-in-Chief.

Qualification 7. No person shall be appointed to any post in the Service, unless he is in possession of qualifications and experience specified in column 3 of Appendix B to these rules in the case of direct recruitment and those specified in column 4 of aforesaid Appendix in the case of appointment other than by direct recruitment .

Provided that in the case of appointment by direct recruitment , the qualifications regarding experience shall be relaxable to the extent of 50% at the discretion of the Board or any other recruiting authority in case sufficient number of candidates belonging to Scheduled Castes , Backward Classes , Ex-servicemen and Physical 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 .

8. (1) No person-----

Dis-  
qualifications

(a) who has entered into or contracted a marriage with a person having a spouse living ; or

(b) who, having a spouse living , has entered into or contracted a marriage with any person ;

shall be eligible for appointment to any post in the Service :

Provided that the Government may , if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing , exempt any person from the operation of this rule.

9. (1) Recruitment to the Service shall be made, ---

Method of  
recruitment.

(i) in the case of Junior Engineers (Civil), ---

(a) 90% by direct recruitment ; and

(b) 10% by promotion from amongst Works Inspectors and Surveyors in the ratio of 4:6 respectively ; or

- (c) by transfer or deputation of an official already in the service of any State Government or the Government of India ;
- (ii) in the case of Junior Engineers (Mechanical), ---
  - (a) 90% by direct recruitment ; and
  - (b) 10% by promotion from amongst Shift Engineers, Water Works Superintendents and Foreman in the ratio of 1:2:7 respectively ;
  - (c) by transfer or deputation of an official already in the service of any State Government or the Government of India ;

(2) All the Junior Engineers appointed by direct appointment shall be required to under go training for a period of three month before they are given independent charge .

(3) Promotions shall be made on seniority-cum-fitness basis and seniority alone shall not give any right to such promotion.

(10) (1) Persons appointed to any posts in the Service shall remain on Probation probation for a period of Two years, if appointed by direct recruitment and one year , if appointed otherwise , provided that --

- (a) any period after such appointment , spent on deputation on a corresponding or a higher post, shall count towards the period of probation ;
- (b) any period of work in equivalent or higher rank, prior to appointment to the Service , may, in the case of an appointment by transfer at the discretion of the appointing authority, be allowed to count towards the period of probation fixed under this

rule ; and

- (c) any period of officiating appointment shall be reckoned as period spent on probation, but no person who has so officiated shall on the completion of the prescribed period of probation, be entitled to be confirmed, unless he is appointed against a permanent vacancy.

(2) If , in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory, it may, ---

- (a) if such person is appointed by direct recruitment, dispense with his services ; and

- (b) if such person is appointed otherwise than by direct recruitment ---

- (i) revert him to his former post ; or

- (ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.

(3) On the completion of the period of probation of person, the appointing authority may, ---

- (a) If his work or conduct has , in its opinion, been satisfactory, ---

- (i) confirm such person ,from the date of his appointment , if appointed against a permanent vacancy ; or

- (ii) confirm such person from the date , from which a permanent

vacancy occurs, if appointed against a temporary vacancy ; or

(iii) declare that he has completed his probation satisfactorily, if there is no permanent vacancy ; or

(b) if his work or conduct has, in its opinion, been not satisfactory , ---

(i) dispense with his services, if appointed by direct recruitment and if appointed otherwise, revert him to his former post or deal with him in such other manner ; as the terms and conditions of his previous appointments permit ;or

(ii) extend his period of probation and thereafter pass such orders as it could have passed on the expiry of the first period of probation :

Providing that the total period of Probation , including extension, if any, shall not exceed three years.

Seniority

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

Providing that where there are different cadres in the Service , the seniority shall be determined separately for each cadre :

Provided further that in the case of members appointed by direct recruitment, the order of a merit determined by the Board shall not be disturbed in fixing the seniority :

Provided further that in the case of two or more members appointed on the same date , their seniority shall be determined as follows:-



- (a) a member appointed by direct recruitment shall be senior to a member appointed by promotion or by transfer ;
  - (b) a member appointed by promotion shall be senior to a member appointed by transfer;
  - (c) in the case of members appointed by promotion or by transfer, seniority shall be determined according to the seniority of such members in the appointments from which which they were promoted or transferred ; and
  - (d) in the case of members appointed by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a member who was drawing a higher rate of pay in his previous appointment ; and if the rates of pay drawn are also the same then by the length of their service is also the same, the older member shall be senior to the younger member.
12. (1) A member of the service shall be liable to serve at any place whether within or outside the State of Haryana, on being ordered so to do by the appointing authority . Liability to serve.
- (2) A member of the service may also be deputed to serve under ---
- (i) a company , an association or a body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the State Government , a municipal corporation

or a local authority within the State of Haryana ;

- (ii) the Central Government or a company , an association or body of individuals , whether incorporated or not , which is wholly or substantially owned or controlled by the Central Government ; or
- (iii) any other State Government , an international organization, an autonomous body not controlled by the Government , or 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.

Pay, leave ,  
pension and  
other matters.

13. In respect of pay , leave , pension and all other matters, not expressly provided for in these rules, the members of the Service shall be governed by such rules and regulations as may have been, or may hereafter be, adopted or made by the competent authority under the Constitution of India or under any law for the time being in force made by the State Legislature .

Discipline,  
penalties and  
appeals.

14. (1) In matters relating to discipline, penalties and appeals , persons appointed to 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 the appellate authority shall, subject to the provisions of any law or rules made under article 309 of the Constitution of India, be such as 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.

Vaccination . 15. Every person appointed to the Service shall get himself vaccinated and revaccinated if and when the Government so directs by a special or general order.

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

Power of relaxation . 17. Where the Government is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category or person.

Special provision. 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.

Reservations. 19. Nothing contained in these rules shall affect reservations and other concessions required to be provided for Scheduled Castes, Backward Classes, Ex-serviceman , Physically Handicapped persons or any other class or category of persons in accordance with the orders issued by the State Government in this regard, from time to time :

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

Repeal  
savings and

20. The Punjab Public Works Department , Building and Roads Branch, Subordinate Engineering Service (Recruitment and Conditions of Service) Rules, 1943, as applicable to Public Health Branch are hereby repealed.

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

## APPENDIX A

(See Rule 3)

Designation of Posts	Number of Posts.			Scale of Pay
	Permanent	Temporary	Total	
1.	2	3	4	5
Junior Engineers (Civil)	424	96	520	Rs.700-30-850/900-40-1,100-EB-50-1,250  Selection grade –  Rs.800-30-890/940-40-1100-EB-50-1400(for 20 percent posts).
Junior Engineer (Mech.)	28	--	28	--do--

## 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.
1.	Junior Engineer(Civil)	<p>(i) Passed three years National certificate (Theoretical) course in Civil Branch conducted by the State Board of Technical Education , Haryana or its equivalent.</p> <p>(ii) Knowledge of Hindi upto Matric standard .</p>	<p>(i) 6 years experience as Work Inspector or surveyor.</p> <p>(ii) Passed three years National certificate (Theoretical) course in Civil Branch conducted by the State Board of Technical Education , Haryana or its equivalent.</p> <p>(iii) Knowledge of Hindi upto Matric standard .</p>
2.	Junior Engineer(Mech.)	<p>(i) Passed three years National certificate (Theoretical) course in Mechanical Engineering conducted by the State Board of Technical Education , Haryana or its equivalent.</p> <p>(ii) Knowledge of Hindi upto Matric standard .</p>	<p>(i) 6 years experience as Shift Engineers, Water Works Superintendents or Foreman</p> <p>(ii) Passed three years National certificate (Theoretical) course in Mechanical Engineering conducted by the State Board of Technical Education, Haryana or its equivalent.</p> <p>(iii) Knowledge of Hindi upto Matric standard .</p>

## APPENDIX C

(See rule 14 (I))

Sr. No.	Designation of Posts	Appointing authority	Nature of penalty	Authority empowered to impose penalty.	Appellate Authority.	Second and final appellate authority, if any
1. 2.	Junior Engineer (Civil) Junior Engineer (Mech.)	Engineer-in-Chief	<p>(a) Warning with a copy on personal file ;</p> <p>(b) Censure ;</p> <p>(c) With holding of increments or promotions, including stoppage at an efficiency bar ;</p> <p>(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 Govt. employee is /was on deputation ;</p> <p>(e) reduction to a lower post or time scale or to a lower stage in a time scale ;</p> <p>(f) removal from the service which does not disqualify from future employment ;</p> <p>(g) dismissal from the service which does ordinarily disqualify from future employment.</p>	Superintending Engineer	Engineer-in-Chief	Government
				Engineer-in-Chief	Government	--

## APPENDIX D

(See rule-14(2))

Sr. No.	Designation of posts	Nature of the order	Authority empowered to make the order	Appellate authority
1. 2.	Junior Engineer (Civil) Junior Engineer (Mech)	(i) Reducing or withholding the amount of ordinary/additional pension admissible under the rules governing pension.  (ii) Terminating the appointment of a member of the Service otherwise than on his attaining the age fixed for superannuation.	Engineer-in-Chief	Government

ASHOK PAHWA,

Secretary to Government , Haryana,

PWD Public Health Department.