

**PUNJAB GOVT GAZ., APRIL 3, 1987 (CHTR. 13, 1909 SAKA) 211**

**GOVERNMENT OF PUNJAB  
DEPARTMENT OF DEFENCE SERVICES WELFARE  
(DEFENCE WELFARE BRANCH)**

**Notification**

**The 17th February, 1987**

**No.G.S.R. 33/Const./Art/309/87.-** 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 Punjab is pleased to make the following rules for regulating the recruitment, and the conditions of service of persons appointed to the Punjab Sainik Welfare (Class III) Service, namely :-

**1. Short title and application.-** (1) These rules may be called the Punjab Sainik Welfare (Class III) Service Rules, 1987.

(2) They shall apply to the posts specified in Appendix 'A' to these rules.

**2. Definitions.-**In these rules, unless the context otherwise requires,

(a) "Board" means the Punjab Subordinate Services Selection Board or any other authority constituted to perform its functions.

(b) "Director" means the Director, Sainik Welfare, Punjab.

(c) "direct appointment" means an appointment made other than by promotion or by transfer of a person already in the service of the Government of India or of a State Government.

(d) "Government" means the Government of the State of Punjab in Department of Defence Services Welfare.

(e) "recognised university" means-

- (i) any university incorporated by law in any of the States of India  
or
- (ii) In the case of degrees or diplomas obtained as a result of examinations held before the 15th August, 1947, the Punjab, Sind or Dhaka University ; or
- (iii) any other university, which is declared by Government to be a recognised university for the purposes of these rules ;
- (f) "Service" means the Punjab Sainik Welfare (Class III) Service.

**3. Number and Character of posts.-** The Service shall comprise the posts specified in Appendix 'A' to these rules:

Provided that nothing in these rules shall affect the inherent right of the Government to add to or reduce the number of such posts or to create new posts with different designations and scales of pay whether permanently or temporarily.

**4. Nationality, domicile and character of candidates appointed to Service:-**

- (1) No candidate shall be appointed to the Service unless he is -
  - (a) a citizen of India ; or
  - (b) a citizen 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 India origin who has migrated from Pakistan, Burma, Sri Lanka and East African Countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India.

Provided that a candidate belonging to any of the categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of Punjab in the Department of Home Affairs and Justice.

(2) A candidate in whose favour a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Board but he shall not be appointed to the Service unless he has been given a certificate of eligibility by the Government of Punjab in the Department of Home Affairs and Justice.

(3) No person shall be recruited to the Service by direct appointment unless he produces,-

(a) 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 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; and

(b) an affidavit to the effect that he was never convicted for any criminal offence and that he was never dismissed or removed from service of any State Government or the Government of India or any State Public Sector Undertaking.

**5. Disqualification.-** No person,-

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

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

shall be eligible for appointment to the Service.

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such

person and other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

**6. Age.- (1)** No person shall be recruited to the Service by direct appointment if he is less than eighteen years or more than thirty years of age on the 1st January preceding the last date fixed for the receipt of applications or unless he is within such range of minimum and maximum age limits as may be specifically fixed by the Government from time to time.

Provided that the condition of upper age limit may be relaxed up to forty five years in the case of a person already in the employment of the Punjab Government, other State Government or the Government of India :

Provided further that the appointing authority may, for reasons to be recorded in writing, relax the upper age limits for a category or class of persons :

Provided further that in the case of candidates belonging to Scheduled Castes and other Backward Classes, the upper age limit shall be such as may be fixed by the Government from time to time.

**Note.-** For age limits in case of recruitment of Ex-servicemen, the provisions or rule 6 of the Punjab Recruitment of Ex-Servicemen Rules, 1982 shall apply.

**7. Appointing Authority.-**All appointments to the Service shall be made by the Director.

**8. Method of appointment and qualifications.- (1)** Recruitment to the Service shall be made in the manner as specified in Appendix 'B' to these rules :

Provided that if no suitable candidate is available for appointment to a post in the Service by promotion or direct appointment, as the case may be such a post shall be filled in by transfer and the post so filled in shall be counted towards the quota of posts to be filled in by promotion or direct appointment, as the case may be.

- (2) No person shall be appointed to any post in the Service unless he possesses the qualification and experience specified against that post in appendix 'B' to these rules.
- (3) All appointments to the Service by promotion shall be made by selection on seniority -cum-merit basis and no person shall be entitled to claim promotion on the basis of seniority alone.
- (4) No person shall be recruited to any post in the service by direct appointment unless he possesses the knowledge of Punjabi language of Matriculation Standard or its equivalent or has passed test in Punjab language or Matriculation Standard to be held by such authority as may be specified by the Punjab Government in this behalf from time to time.

Provided that in the case of an Ex-servicemen who does not possess the knowledge of Punjabi Language of Matriculation Standard or its equivalent appointment to the Service may be made subject to the condition that he shall acquire the aforesaid qualification within a period of six months from the date of appointment failing which his services shall be liable to be terminated without any notice.

**9. Probation of persons appointed to Service.-** (1) Persons appointed to the Service shall remain on probation for a period of two years, if recruited by direct appointment and one year if recruited otherwise.

Provided that-

- (a) any period, after such appointment, spent on deputation on a corresponding or higher post shall count towards the period of probation ;
- (b) in the case of an appointment by transfer, any period of work in equivalent or higher rank prior to appointment to the Service may, in the discretion of the appointing , be allowed to count towards the period of probation ; and
- (c) any period of officiating appointment to the Service 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 recruited by direct appointment, dispense with his services, or revert him to a post on which he held lien prior to his appointment to the service by direct appointment ; and

(b) if such a person is recruited otherwise,-

(i) revert him to his former post; or

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

3. on the completion of the period of probation of a person, the appointment authority may,-

(a) if his work and 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 satisfactory if there is no permanent vacancy ; or

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

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

(ii) extends his period of probation and thereafter such orders as it could have passed on the expiry of the period of probation as specified in sub-rule (1):

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

**10. Seniority of members of Service.-** The seniority inter se of members in each cadre of the Service shall be determined by the length of continuous service on a post in that cadre of the Service:

Provided that in the case of members recruited by direct appointment who join within the period specified in the order of appointment or within such period as may from time to time be extended by the appointing authority subject to a maximum of four months from the date of order of appointment the order of merit determined by the Board shall not be disturbed.

Provided further that in case a candidate is permitted to join the Service after the expiry of the said period of four months in consultation with the Board, his seniority shall be determined from the date he joins the Service.

Provided further that in case any candidate of the next selection has joined the Service before the candidate referred to in the preceding proviso joins, the candidate so referred shall be placed below all the candidates of the next selection who join within the time specified in the first proviso:

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

- (a) a member recruited by direct appointment shall be senior to a member recruited otherwise;
- (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 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 in his pay drawn are also the same; then by their length of service in those appointment; and if the length of such service is also the same, an older member shall be senior to a younger member.

**Note.-** Seniority of members appointed on purely provisional basis, shall be determined as and when they are regularly appointed keeping in view the date of such regular appointment.

**11. Liability of members of Service to transfer.-**A member of the Service may be transferred by the Government to any post whether included in any other service or not, on the same terms and conditions as are specified in rule 3.17 of the Punjab Civil Services rules, Volume I, Part I.

**12. Liability to serve.-**A member of the Service shall be liable to serve at any place, whether within or out of the State of Punjab on being ordered to do so by the appointing authority.

**13. Pay of members of Service.-**The members of the Service shall be entitled to such scales of pay, as may be sanctioned by the Government from time to time. The scales of pay, at present, in force in respect of the members of the Service are given in Appendix 'A' to these rules.

**14. Leave, pension and other matters.-**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 law, rules and regulations as may have been or may hereafter be adopted or made by the competent authority.

**15. Discipline, penalties and appeals.-(1)** In the matter of discipline, punishment and appeals, the members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970 as amended from time to time.

(2) The authority empowered to impose penalties as specified in rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970 and the appellate authority hereunder in respect of the members of the Service shall be as specified in Appendix 'C' to these rules.



(3) The authority competent to pass an order as specified in rule 15 of the Punjab Civil Services (punishment and Appeal) Rules , 1970 other than an order imposing any of the penalties mentioned in Appendix 'C' to these rules, in respect of the members of the Service and the authority competent to hear appeal against such order shall be as specified in Appendix 'D' to these rules.

**16. Liability for vaccination and re-vaccination.**-Every member of the Service, shall get himself vaccinated or re-vaccinated, when Government so directs by a special or general order.

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

**18. Power to relax.**-Where the Government is of the opinion that it is necessary or expedience so to do, it may, by order, fro reasons to be recorded, in writing, relax any of the provisions of these rules with respect to any class or category of persons.

Provided that the provisions relating to educational qualifications and experience shall not be relaxed.

**19. Interpretation.**-If any question arises as to the interpretation of the rules, the Government shall decide the same.

**20. Repeal and Saving.**- The Punjab District Soldiers, Sailors and Airmens Boards (Class III) Service Rules, 1969 are hereby repealed:

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

Extract From the Punjab Government Gazette (Estra) dated the 15<sup>th</sup> February, 1993

**DEPARTMENT OF DEFENCE SERVICES WELFARE  
(DEFENCE WELFARE BRANCH)**

**Notification**

**The 20th January 1993**

**No.CSR-Const.Art,309/Amd (1)/93/1300.-** 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 Punjab is pleased to make the following rules further to amend the Punjab Sainik Welfare (Class III) Service Rules, 1987, namely :-

**RULES**

1. (a) These rules may be called the Punjab Sainik Welfare (Class III) Service (First Amendment) Rules, 1993.  
  
(b) They shall come into force at once.
2. In Appendix 'B' of the Punjab Sainik Welfare (Class III) Service Rules, 1987 against serial No.7 .-
  - (i) under column 5, for the words, "period of five years", the words "period of five years and who have qualified the test of typewriting in Punjabi language at the speed specified by the Government from time to time." shall be substituted.
  - (ii) under column 6, for the words, "Navy or the Air Force" the words "Navy or the Air Force, and should have qualified the test of typewriting in Punjabi language at the speed specified by the Government from time to time," shall be substituted.
  - (iii) under column 7, for the words " and are ex-servicemen" the words "and are ex- servicemen and who have qualified the test of

typewriting in Punjabi language at the speed specified by the Government from time to time" shall be substituted.

**KARL REDDY Secretary to  
Government, Punjab  
Department of Defence Services  
Welfare.**

**APPENDIX 'A'**  
**[See Rule 1 (2), 3 and 13)]**

Number of posts								
Sr.No.	Designation of Post	Headquarters Staff			Field's Staff			Pay Scale
		Permanent	Temporary	Total	Permanent	Temporary	Total	
1	Superintendent Grade-II		2	2				Rs.800_25_850_30_1000/40_1200/50_1400
2	Superintendent Grade-IV				9	3	12	Rs.620_20_700_25_850/30_1000/40_1200
3	Assistant		9	9				Rs.570_15_600_20_700/25_850/30_1000_40_1080
4	Senior Scale Stenographer		1	1				Rs.570_15_600_20_700/25_850/30_1000_40_1080
5	Junior Scale Stenographer		1	1				Rs.480_15_600/20_700/25_850_30_880
6	Steno-Typist		3	3		12	12	Rs.400_10_450/15_525/15_600+25 Special Pay
7	Clerk		11	11	50	34	84	Rs.400_10_450/15_525/15_600
8	Welfare Worker				38	7	45	Rs.400_10_450/15_525/15_600
9	Driver		1	1		5	5	Rs.400_10_450/15_525/15_600
10	Gestetner Operator		1	1				Rs.400_10_450/15_525/15_600

**APPENDIX 'B'**  
**(See Rule 8)**

Sr. No.	Designation of the Post	Percentage for appointment by		Educational qualification and experience for appointment by		
		Promotion	Direct appointment	Promotion	Direct Appointment	Transfer
1	2	3	4	5	6	7
1.	Superintendent Grade-II	100 Percent		From amongst Superintendents Grade IV who have an experience of working for a minimum period of eight years on one or more of the posts of Superintendent Grade IV, Assistant and Senior Scale Stenographer		From amongst officials working on similar/identical posts under the Government of India or of a State Government and are Ex-servicemen.
2	Superintendent Grade-IV	100 Percent		From amongst Assistants and Senior Scale Stenographers who have an experience of working for a minimum period of eight years on any of the aforesaid posts		From amongst officials working on similar/identical posts under the Government of India or of a State Government and are Ex- servicemen.
3	Assistant	100 Percent		From amongst Clerks and welfare Workers who have		From amongst officials working on

				an experience of working for a minimum period of five years on any of these posts		similar/identical posts under the Government of India or of a State Government and are Ex- servicemen.
4	Senior Scale Stenographer	100 Percent		From amongst Junior Scale Stenographers who have an experience of working for a minimum period of three years as such and who have qualified a test to be conducted by the appointing authority at the speed of one hundred words per minute and transcription (at the type writer) at the speed of thirty words per minute, in English and Punjabi languages		From amongst officials working on similar/identical posts under the Government of India or of a State Government .
5	Junior Scale Stenographer	100 Percent		From amongst steno-typist who have an experience of working for a minimum period of three years as such and who have qualified a test to be conducted by the appointing authority at the speed of eighty words per		From amongst officials working on similar/identical posts under the Government of India or of a State Government .

				minute and transcription (at the type writer) at the speed of thirty words per minute, in English and Punjabi languages		
6	Steno-typist	25 Percent	75 Percent	<p>(i) From amongst Clerks and welfare workers who have passed a test in shorthand in Punjabi language to be conducted by the appointing authority at the speed of eighty words per minute and transcription (at the type writer) at the speed of fifteen words per minute, and who are Matriculates of a recognised University</p> <p>(ii) Should within six months of appointment qualify test in shorthand in English language to be conducted by the appointing authority at the speed of eighty words per minute. and transcription (at the type writer) at the speed of fifteen words per</p>	<p>(i) From amongst ex-servicemen who possess the Indian Army Special Certificate of education: provided that in the case of non-availability of suitable ex-servicemen candidates, the vacancy may be filled from amongst other candidates.</p> <p>(ii) Should</p>	From amongst officials working on similar/identical posts under the Government of India or of a State Government .

				<p>minute, provided that a member of the Service shall not be entitled to draw any increment unless he duly qualifies the test.</p>	<p>have passed the test in shorthand in Punjabi language to be conducted by the Board at the speed of eighty words per minute and transcription (at the type writer) at the speed of fifteen words per minute.</p> <p>(iii) Should within six months of appointment qualify test in short hand in English language to be conducted</p>	
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					<p>by the appointing authority at the speed of eighty words per minute and transcription (at the type writer) at the speed of fifteen words per minute:</p> <p>Provided that the employee concerned could not be entitled to draw any increment unless he duly qualifies the test.</p>	
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7	Clerk	10 Percent	90 Percent	<p>From amongst Class IV employees working under the control of the Director who are Matriculates or possess the Indian Army Special certificate of Education and who possess an experience of working as such for minimum period of five years &amp; , for the words, "period of five years", the words "period of five years and who have qualified the test of typewriting in Punjabi language at the speed specified by the Government from time to time,"</p>	<p>Should be Matriculate of a recognised University or passed the Indian Army Special Certificate of Education and should be ex-Junior Commissioned officer or non-commissioned Officer of the Army or equivalent rank in the Navy or the Air force, for the words, "Navy or the Air Force" the words "Navy or the Air Force, and</p>	<p>From amongst officials working on similar/identical posts under the Government of India or of a State Government , for the words "and are ex-servicemen" the words ex-servicemen "and are ex-servicemen and who have qualified the test of typewriting in Punjabi language at the speed specified by the Government from time to time"</p>
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					should have qualified the test of typewriting in Punjabi language at the speed specified by the Government from time to time,	
8	Welfare Worker	100 Percent	100 Percent		Should be Matriculate of a recognised University or passed the Indian Army Special Certificate of Education and should be ex-Junior Commissioned officer of the Army or	From amongst officials working on similar/identical posts under the Government of India or of a State Government .

					equivalent rank in the Navy or the Air force.	
9	Driver	100 Percent	100 Percent		(i) Should be an ex-servicemen (ii) Should be middle pass with Punjabi as one of the subjects, or should hold the equivalent Army Educational Certificate, and (iii) Should hold a driving license for Light Motor Vehicle.	From amongst officials working on similar/identical posts under the Government of India or of a State Government .
10	Gestetner Operator	100 Percent		From amongst Class-IV Employees working under the Control of the Director		From amongst officials working on similar/identical posts

				who are Matriculates and who have an experience of working as such for a minimum period of five years.		under the Government of India or of a State Government .
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**APPENDIX 'C'**  
**[See Rule 15(i) ]**

Designation of Post	Penalty	Authority empowered	Appellate Authority
<b>Superintendent Grade-II</b>	<b>Minor Penalties</b>	<b>Director</b>	<b>Government</b>
<b>Senior Stenographer</b> <b>Scale</b>	<p>(i) Censure;</p> <p>(ii) Withholding of his promotions;</p> <p>(iii) recovery from his pay of the whole or part of any pecuniary loss caused by him to the Government by negligence or breach fadders;</p> <p>(iv) With holding of increments of pay;</p> <p><b><u>Major Penalties</u></b></p> <p>(v) reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the Government employee will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;</p> <p>(vi) reduction to a lower time scale of pay grade, post or service which shall ordinarily be a bar to the promotion of the Government employee to the time scale of pay grade, post or service from he was</p>		

	<p>reduced with or without further directions regarding conditions of restoration to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service;</p> <p>(vii) Compulsory retirement;</p> <p>(viii) removal from service which shall not be a disqualification for future employment under the Government;</p> <p>(ix) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.</p>		
<p><b>Assistants, Junior Scale Stenographers, Steno typists, Clerks, Drivers, Gestetner Operator at the Head Quarter</b></p>	<p><b>Minor Penalties</b></p>	<p><b>Deputy Sainik Punjab</b></p>	<p><b>Director Welfare</b></p> <p><b>Director</b></p>
	<p>(i) Censure;</p> <p>(ii) Withholding of his promotions;</p> <p>(iii) recovery from his pay of the whole or part of any pecuniary loss caused by him to the Government by negligence or breach fadders;</p> <p>(iv) With holding of increments of pay;</p>		

	<p><b><u>Major Penalties</u></b></p> <p>(v) reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the Government employee will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;</p> <p>(vi) reduction to a lower time scale of pay grade, post or service which shall ordinarily be a bar to the promotion of the Government employee to the time scale of pay grade, post or service from he was reduced with or without further directions regarding conditions of restoration to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service;</p> <p>(vii) Compulsory retirement;</p> <p>(viii) removal from service which shall not be a disqualification for future employment under the Government;</p> <p>(ix) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.</p>	<p><b>Director</b></p>	<p><b>Government</b></p>
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<b>Superintendent Grade IV, Clerk Welfare Workers, Steno-typist and Driver in field Offices,</b>	<b>Minor Penalties</b>	<b>District Sainik Welfare Officer, concerned</b>	<b>Director</b>
	<p>(i) Censure;  (ii) Withholding of his promotions;  (iii) recovery from his pay of the whole or part of any pecuniary loss caused by him to the Government by negligence or breach fadders;  (iv) With holding of increments of pay;</p> <p><b><u>Major Penalties</u></b></p> <p>(v) reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the Government employee will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;  (vi) reduction to a lower time scale of pay grade, post or service which shall ordinarily be a bar to the promotion of the Government employee to the time</p>	<b>Director</b>	<b>Government</b>

	<p>scale of pay grade, post or service from he was reduced with or without further directions regarding conditions of restoration to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service;</p> <p>(vii) Compulsory retirement;</p> <p>(viii) removal from service which shall not be a disqualification for future employment under the Government;</p> <p>(ix) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.</p>		
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**APPENDIX 'D'**  
**(See Rule 15 (2))**

<b>Designation of Post</b>	<b>Name of order</b>	<b>Authority empowered to pass order</b>	<b>Appellate Authority</b>
<b>Superintendent Grade-II</b>	<p>(i) an order of suspension made or deemed to have been made under rule 4 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970</p> <p>(ii) an order which (a) denies or varies to his disadvantage his pay, allowances, pension or other conditions of services as regulated by rules or by agreement (b) interprets to this disadvantage the provisions of any such rules or agreement,</p> <p>(iii) an order-</p> <p>(a) stopping him at the efficiency bar in the time scale of pay on the ground of his unfitness to cross the bar;</p> <p>(b) reverting him while officiating in a higher service, grade or post to a lower service, grade or post otherwise than as a penalty;</p> <p>(c) reducing or with-holding the pension or denying the maximum pension admissible to him under the rules;</p> <p>(d) determining the subsistence and other allowances to be paid to him for the period of suspension or for the period during for any portion thereof; or</p> <p>(e) determining his pay and allowances-</p>	<p><b>Director</b></p> <p><b>Government</b></p> <p><b>Director</b></p>	<p><b>Government</b></p> <p><b>Government</b></p>

	<p>(i) for the period of suspension; or  (ii) for the period from the date of his dismissal, removal or compulsory retirement from service, or from the date of his reduction to a lower-service, grade, post, time-scale or stage in a time scale of pay to the date of his retirement or restoration to his service, grade or post ; or  (f) determining whether or not the period from the date of his suspension or from the date of his dismissal, removal, compulsory retirement or reduction to a lower service, grade, post, time-scale of pay or stage in a time -scale of pay to the date of his re-instatement or restoration to his service , grade or post shall be treated as a period spent on duty for any purpose,</p>		
<p><b>Superintendent  Grade-IV, Junior Scale  Stenographer, Steno  typists, Clerk,  Welfare Worker,  Driver, Gestetner  Operator</b></p>	<p>(i) an order of suspension made or deemed to have been made under rule 4 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970  (ii) an order which (a) denies or varies to his disadvantage his pay, allowances, pension or other conditions of services as regulated by rules or by agreement (b) interprets to this disadvantage the provisions of any such rules or agreement,  (iii) an order-</p>	<p><b>At the  Headquarter  Deputy Director  Sainik Welfare</b></p>	<p><b>In the field  Director  District  Sainik Welfare  Officer</b></p>

	<p>(a) stopping him at the efficiency bar in the time scale of pay on the ground of his unfitness to cross the bar;</p> <p>(b) reverting him while officiating in a higher service, grade or post to a lower service, grade or post otherwise than as a penalty;</p> <p>(c) reducing or with-holding the pension or denying the maximum pension admissible to him under the rules;</p> <p>(d) determining the subsistence and other allowances to be paid to him for the period of suspension or for the period during for any portion thereof; or</p> <p>(e) determining his pay and allowances-</p> <p>(i) for the period of suspension; or</p> <p>(ii) for the period from the date of his dismissal, removal or compulsory retirement from service, or from the date of his reduction to a lower-service, grade, post, time-scale or stage in a time scale of pay to the date of his retirement or restoration to his service, grade or post ; or</p> <p>(f) determining whether or not the period from the date of his suspension or from the date of his dismissal, removal, compulsory retirement or reduction to a lower service, grade, post, time-scale of pay or stage in a time -scale of pay to the date of his re-instatement or restoration to his service , grade or post shall be treated as a period spent on duty for any purpose,</p>		
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**KARL REDDY,**

**Secretary to Government, Punjab  
Department of Defence Services Welfare**

