



सत्यमेव जयते



राजस्थान नागरिक उड्डयन राज्य सेवा नियम, 2013

(दिनांक 30.09.2022 तक संशोधित)

राजस्थान सरकार
कार्मिक (क-2) विभाग
(सेवा नियम अद्यतन प्रकोष्ठ)
शासन सचिवालय, जयपुर

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GOVERNMENT OF RAJASTHAN
DEPARTMENT OF PERSONNEL
(Gr. -A-II)

No. F. 1(2)DOP/A-II/2013

Jaipur, Dated : 01.10.2013

NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Rajasthan here by makes the following rules regulating the recruitment to posts in, and the conditions of service of persons appointed to the Rajasthan Civil Aviation State Service, namely:-

Part-1
General

1. Short title and Commencement.- (1) These rules may be called the Rajasthan Civil Aviation State Service Rules, 2013.

(2) They shall come into force with immediate effect.

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

- (a) "Administrative officer" means an officer in the Directorate of Civil Aviation who has adequate functioning, working and technical knowhow of aviation;
- (b) "Aircraft Act" means the Aircraft Act, 1934 (Central Act No. 22 of 1934);
- (c) "Appointing Authority" means the Government of Rajasthan;
- (d) "Approved Medical Authority" means a Officer or Medical Board who is authorized to certify the compliance of established medical standards required in view of the discharge of duty of the members of the service;
- (e) "ATPL" means Airline Transport Pilot's License;
- (f) "Commission" means the Rajasthan Public Service Commission;
- (g) "Committee" means the Committee referred to in rule 10, 27 and 29, as the case may be;
- (h) "CHPL" means Commercial Helicopter Pilot's License;
- (i) "CPL" means Commercial Pilots License;
- (j) "Co-Pilot" means a licensed pilot serving in any piloting capacity other than as pilot-in-command and but excluding a pilot who is on board the aircraft for the sole purpose of receiving flight instruction;
- (k) "Direct recruitment" means recruitment made according to the procedure prescribed in Part-IV of these rules;
- (l) "Director" means the Director of Civil Aviation, Rajasthan appointed by the State Government. The State Government may appoint any administrative officer or technical officer not below the rank of Chief Pilot Officer on this post;

- (m) "Directorate" means Directorate of Civil Aviation;
- (n) "Endorsement" with respect to a license means an entry in the license indicating the privileges which the license holder is entitled to exercise, including any observation impacting the exercise of such privileges;
- (o) "Engineer" means the technical officer working in the Directorate who maintains airplane/ helicopter and possesses its qualification;
- (p) "Equivalent post" means a post carrying similar nature of duties and identical pay;
- (q) "FIR" means Flight Instructor's Rating;
- (r) "Government" means the Government of Rajasthan;
- (s) "IR" means Instrument rating;
- (t) "License" means a license issued under Aircraft Rules 1937;
- (u) "Member of the Service" means a person appointed to a post in the service on the basis of regular selection under the provisions of these rules or the rules or orders superseded by these rules;
- (v) "Operator" means a person, organization or enterprise engaged in or offering to engage in aircraft operation;
- (w) "Pilot" means the technical officer working in the Directorate who operates the flights of aeroplane/helicopters and possesses requisite qualification;
- (x) "PIC" means "Pilot-In-Command", Pilot in charge in respect of a pilot engaged in general aviation or helicopter operations means the pilot designated by the operator or owner as being in command and charged with the safe conduct of a flight;
- (y) "Rating" means an authorization entered on a license and forming part thereof, stating special conditions, privileges or limitations pertaining to such licenses;
- (z) "Schedule" means Schedule appended to these rules;
- (aa) "Service" means the Rajasthan State Civil Aviation Service;
- (bb) "State" means the State of Rajasthan;
- (cc) "Substantive appointment" means an appointment made after due selection under the provisions of these Rules to a substantive vacancy after the selection by any of the methods of recruitment prescribed under these rules and includes an appointment on probation or as a probationer followed by confirmation on the completion of the probationary period.

Note: "Due selection" means selection made by any methods of recruitment prescribed under these rules will include recruitment either on initial constitution of service or in accordance with the provisions of any rules promulgated under proviso to Article 309 of the Constitution of India, except urgent temporary appointment.

(dd) "Service" or "Experience" wherever prescribed in these rules as a condition for promotion from one Service to another or within the Service from one category to another or to senior posts, in the case of a person holding a lower post eligible for promotion to higher post shall include the period for which the person has continuously worked on such lower post after regular selection in accordance with rules promulgated under proviso to article 309 of the constitution of India;

Note: Absence during service e.g. training, Leave and deputation etc., which are treated as "duty" under the Rajasthan Service Rules, 1951 shall also be counted as service for computing experience or service required for promotion.

(ee) "Year" means financial year.

3. Interpretation.- Unless the context otherwise requires, the Rajasthan General Clauses Act, 1955 (Act No. 8 of 1955), Shall apply for the interpretation of these as it applies for the interpretation of Rajasthan Act.

Part-II Cadre

4. Composition and strength of the Service.- (1) The nature of post included in the Service shall be as specified in column 2 of the Schedule -I appended to these rules.

(2) The strength of posts in as may be determined by Government from time to time:

Provided that Government may-

- (a) Create any post. permanent or temporary, from time as may be found necessary; and
- (b) Leave unfilled or hold in abeyance or abolish any post, permanent or temporary, from time to time; without thereby entitling any person to any compensation.

5. Constitution of the Service.- The service shall consist of -

- (a) all Persons holding substantively posts specified in the schedule;
- (b) all persons regularly recruited an appointed to the post(s) included in the service before commencement of these rules; and
- (c) all persons recruited by any of the methods of recruitment laid down in rule 6 of these rules.

PART- III **Recruitment**

6. Methods of recruitment.- (1) Recruitment to the service after the commencement of these rules shall be made by following methods, -

- (a) by direct recruitment in accordance with Part-IV of these rules; and
- (b) by promotion in accordance with Part-V of these rules.

(2) Recruitment to the service by the aforesaid methods shall be made in such a manner that the persons appointed to the service by each method do not at any time exceed the percentage laid down in rules/Schedule-I of the total cadre strength as sanctioned for each category from time to time:

Provided that-

- (i) if the Appointing Authority is satisfied in consultation with the Commission, where necessary, that suitable persons are not available for appointment by either method of recruitment in a particular year, appointment by the other method in relaxation of the prescribed proportion, may be made in the same manner as specified in these rules.
- (ii) The persons who were appointed as Chief Pilot (PIC), Pilot or Engineer in Rajasthan Civil Aviation Corporation on contract basis and who have been continuously holding such posts at least three years on the date of commencement of these rules shall be screened by the committee referred to in rule 10 for adjudging their suitability on the post(s) of Chief Pilot, Pilot or Engineer subject to their possessing the qualification for direct recruitment or the qualification on the basis of which these persons were selected for contract basis appointment.
- (iii) the persons appointed on contract basis shall not be entitled to screening for a post higher than that to which he was initially appointed.
- (iv) the committee appointed under these rules for adjudging suitability by screening either as an exception to general methods of recruitment or as initial constitution of service, may ex-gratia recommend, if any of the employees with more than three years of service on a post for which he is to be screened is not adjudged suitable and if thereafter has no right to be appointed on a lower post, or such lower post being offered to him/her by absorption and there upon such an employee shall be treated as surplus employee under the provisions of the Rajasthan Civil Services (Absorption of Surplus Personnel) Rules, 1969 and such employee may be absorbed on the lower post on the recommendations of the committee subject to such conditions as may be laid down by it.

Note: The provision of screening under proviso (ii) to rule 6 has been intended to be the first step and after exhausting the vacancies required for screened persons irrespective of direct recruitment and promotion quota shall be applied.

(3) Notwithstanding anything contained in these rules the recruitment, appointment, promotion, seniority and confirmation etc. of a person who join the Army/Air force/Navy during an emergency shall be regulated by such orders and instructions, as may be issued by the Government, from time to time provided that these are regulated mutatis mutandis according to the instructions issued on the subject by the Government of India.

7. Reservation of vacancies for the Scheduled Castes and the Scheduled Tribes.- (1) Reservation of vacancies for the Scheduled Castes and the Scheduled Tribes shall be in accordance with the provisions of law in force at the time of recruitment i.e. by direct recruitment and by promotion.

(2) The vacancies so reserved for promotion shall be filled in by seniority-cum-merit and merit.

(3) In filling the vacancies so reserved the eligible candidates who are members of the Scheduled Castes and the Scheduled Tribes shall be considered for appointment in the order in which their names appear in the list prepared for direct recruitment by the Commission for the post falling in its purview and by the Appointing Authority in other cases and the Departmental Promotion Committee or the Appointing Authority, as the case may be, in the case of promotees irrespective of their relative rank as compared with other candidates.

(4) Appointment shall be made strictly in accordance with the rosters prescribed separately for direct recruitment and promotion.

(5) In the event of non-availability of the eligible and suitable candidates amongst the Scheduled Castes and the Scheduled Tribes, as the case may be, for direct recruitment, in a particular year, the vacancies so reserved for them shall be carried forward to the subsequent three recruitment years. After the expiry of three recruitment years such carried forward vacancies shall be filled in accordance with the normal procedure:

Provided that if the recruitment is not held in any particular year such recruitment year shall not be counted for the purpose of this sub-rule.

Provided further that the filling up of the vacancies in accordance with the normal procedure under this sub-rule shall not affect the reservation of post as per the post based roster and vacancies on the reserved posts available in the roster may be filled in from amongst the persons belonging to the Scheduled Castes or Scheduled Tribes, as the case may be for which such vacancy is available in subsequent years.

(6) In the event of non-availability of the eligible and suitable candidates for promotions amongst the Scheduled Castes and Scheduled Tribes as the case may be, in a particular year the vacancies so reserved for them shall be carried forward until the suitable Scheduled Castes and the Scheduled Tribes candidate(s), as the case may be, are available. In any circumstances no vacancy reserved for Scheduled Castes and Scheduled Tribes candidates shall be filled by promotion from General category candidates. In exceptional cases, where in the public interest the Appointing Authority feels that it is necessary to fill up the vacant reserved post(s) by promotion from the General category candidates on urgent temporary basis, the Appointing Authority may make a reference to the Department of Personnel and after obtaining prior approval of the Department of Personnel, they may fill up such

post(s) by promoting the General category candidate(s) on urgent temporary basis clearly stating in the promotion order that the General category candidate(s) who are being promoted on urgent temporary basis against the vacant post reserved for Scheduled Castes or Scheduled Tribes candidates, as the case may be, shall have to vacate the post as and when the candidate(s) of that category available:

Provided that there shall be no carried forward of the vacancies in posts or class/ category/ group of posts in any cadre of service to which promotions are made on the basis of merit alone, under these rules.

8. Reservation of vacancies for Backward Classes, Special Backward Classes and Economically Backward Classes.- Reservation of vacancies of Backward Classes Special Backward Classes and Economically Backward Classes in a particular year shall be in accordance with the provisions of law in force at the time of direct recruitment. In the event of non-availability of eligible and suitable candidate amongst Backward Classes, Special Backward Classes and Economically Backward Classes in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure.

***8A. Reservation of vacancies for Economically Weaker Sections.-** Reservation of vacancies for Economically Weaker Sections shall be 10% in direct recruitment in addition to the existing reservation. In the event of non-availability of eligible and suitable candidate amongst Economically Weaker Sections in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure.

Explanation:- For the purpose of this rule '**Economically Weaker Sections**' shall be the persons who are bonafide resident of Rajasthan and not covered under the existing scheme of reservations for the Scheduled Castes, the Scheduled Tribes, the Backward Classes, the More Backward Classes and whose family has gross annual income below rupees 8.00 lakh. Family for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years. The income shall include income from all sources i.e. salary, agriculture, business, profession etc. and it will be income for the financial year prior to the year of application.

*Substituted for &"Reservation of vacancies for Economically Weaker Sections: - Reservation of vacancies for Economically Weaker Sections shall be 10% in direct recruitment in addition to the existing reservation. In the event of non- availability of eligible and suitable candidate amongst Economically Weaker Sections in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure.

Explanation: For the purpose of this rule '**Economically Weaker Sections**' shall be the persons who are bonafide resident of Rajasthan and not covered under the existing scheme of reservations for the Scheduled Castes, the Scheduled Tribes, the Backward Classes, the More Backward Classes and whose family has gross annual income below rupees 8.00 lac. Family for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years. The income shall include income from all sources i.e. salary, agriculture, business, profession etc. and it will be income for the financial year prior to the year of application. Also persons whose family owns or possesses any of the following assets shall be excluded from being identified as, '**Economically Weaker Sections**', irrespective of the family income:-

- (i) 5 acres of Agricultural Land and above;
- (ii) Residential flat of 1000 sq. ft. and above;
- (iii) Residential plot of 100 sq. yards and above in notified municipalities; or
- (iv) Residential plot of 200 sq. yards and above in areas other than the notified municipalities."

Notification No. F. 7(1) DOP/A-II/2019 Dated : 20.10.2019

& Added vide Notification No. F. 7(1)DOP/A-II/2019 dated : 19.02.2019

§9. Reservation of vacancies for women.- Reservation of vacancies for women candidates shall be 30% category wise in the direct recruitment, out of which one third shall be for widows and divorced women candidates in the ratio of 80:20. In the event of non availability of eligible and suitable candidates, either in widow or in divorcee, in a particular year, the vacancies may first be filled by interchange, i.e. vacancies reserved for widows to the divorcees or vice versa. In the event of non availability of sufficient widow and divorcee candidates, the unfilled vacancies, shall be filled by other women of the same category and in the event of non availability of eligible and suitable women candidates, the vacancies so reserved for them shall be filled up by male candidates of the category for which vacancy is reserved. The vacancy so reserved for women candidates shall not be carried forward to the subsequent year. The reservation for women including widows and divorcee women shall be treated as horizontal reservation, within the category, i.e. even the women selected in general merit of the category shall first be adjusted against the women quota.

Explanation: In the case of widow, she will have to furnish a certificate of death of her husband from the Competent Authority and in case of divorcee she will have to furnish the proof of divorce.

10. Screening committee.- The eligibility and suitability of the Chief Pilot Officer (PIC), Pilot(s), Engineers and employee of the then Rajasthan Civil Aviation Corporation shall be examined by the following screening committee:

1	Chairman of the Commission or member thereof nominated by him.	Chairman
2	Additional Chief Secretary/Principal Secretary of the General Administration Department/ Civil Aviation Department.	Member
3	Principal Secretary/Secretary. Department of Personnel	Member
4	Principal Secretary, Finance	Member
5	Joint Secretary/ Deputy Secretary, Civil Aviation Department	Member Secretary

[§]Substituted for "Reservation of vacancies for women.- Reservation of vacancies for women candidates shall be 30% category wise in direct recruitment out of which 8% shall be for widows and 2% for divorced women candidates. In the event of non-availability of eligible and suitable widows and divorced women candidates in a particular year, the vacancies so reserved for widow and divorced women candidates shall be filled by other women candidates and in the event of non-availability of eligible and suitable women candidates, the vacancies so reserved for them shall be filled up by male candidates and such vacancies shall not be carried forward to the subsequent year and the reservation shall be treated as horizontal reservation i.e. the reservation of women candidates shall be adjusted proportionately in the respective category to which the women candidates belong.

Explanation: In the case of widow, she will have to furnish a certificate of death of her husband from the Competent Authority and in case of divorcee she will have to furnish the proof of divorce." vide Notification No. F. 7(2)DOP/A-II/88. Pt.-I dated : 22.12.2015

11. Nationality.- A candidate for appointment to the service must be -

- (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) person of Indian 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 and Ethiopia with the intention to permanently settling in India:

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

12. Conditions of eligibility of persons migrated from other countries to India.- Notwithstanding anything contained in these rules, provisions regarding eligibility for recruitment to the Service with regard to nationality, age limit and fee or other concessions to a person, who may migrate from other countries to India with the intention of permanently settling in India, shall be regulated by such orders or instructions as may be issued by the State Government from time to time and the same shall be regulated mutatis mutandis according to the instructions issued on the subject by the Government of India.

13. Determination of vacancies.- (1) Subject to the provisions of these rules, the Appointing Authority shall determine on 1st April every year, the actual number of vacancies occurring during the financial year.

(2) Where a post is to be filled in by a single method as prescribed in these rules or Schedule-I, the vacancies so determined shall be filled in by that method.

(3) Where a post is to be filled in by more than one method as prescribed in the rules or Schedule-I, the apportionment of vacancies, determined under clause (a) above, to each such method shall be done maintaining the prescribed proportion for the overall number of posts already filled in. If any fraction of vacancies is left over after apportionment of the vacancies in the manner prescribed above, the same shall be apportioned to the quota of various methods prescribed in a continuous cyclic order giving precedence to the promotion quota.

(4) The Appointing Authority shall also determine the vacancies of earlier years, year wise which were required to be filled in by promotion, if such vacancies were not determined and filled earlier in the year in which they were required to be filled in.

14. Age.- A candidate for direct recruitment,-

- (i) to the post of Chief Pilot Officer enumerated in Schedule must have attained the age of 18 years and must not have attained the age of 50 years; and
- (ii) to all other posts (except Chief pilot Officer) enumerated in Schedule-I must have attained the age of 18 years and must have not attained the age of 45 years, on the first day of January next following the last date fixed for receipt of application:

*Provided that-

- (i) “the upper age limit mentioned above shall be relaxed by,—
 - (a) 5 years in the case of male candidates belonging to the Scheduled Castes, Scheduled Tribes, Backward Classes, More Backward Classes and Economically Weaker Sections;
 - (b) 5 years in the case of woman candidates belonging to General Category; and
 - (c) 10 years in the case of woman candidates belonging to the Scheduled Castes, Schedules Tribes, Backward Classes, More Backward Classes and Economically Weaker Sections.”
- (ii) the upper age limit mentioned above shall not apply in the case of ex-prisoner who had served under Government on a substantive basis on any post before his conviction and is eligible for appointment under the rules;
- (iii) The upper age limit mentioned above shall be relaxed by a period equal to the term of imprisonment served in the case of ex-prisoner who was not overage before his conviction and is eligible for appointment under the rules;
- (iv) the persons appointed temporarily to a post in the service shall be deemed to be within the age limit, had they been within the age limit when they were initially appointed even though they have crossed the age limit when they appear finally before the Commission and shall be allowed upto two chances had they been eligible as such at the time of their initial appointment;
- (v) the upper age limit mentioned above shall be relaxed by a period equal to the service rendered in the N.C.C. in the case of Cadet instructors and if the resultant age does not exceed the prescribed maximum age limit by more than three years, they shall be deemed to be within the prescribed age limit;
- (vi) There shall be no age limit in the case of persons repatriated from East African countries of Kenya, Tanganyika, Uganda and Zanzibar;
- (vii) The upper age limit for reservist namely the defence personnel transferred to the reserve and ex-service personnel shall be 50 years;
- (viii) There shall be no age limit in the case of persons repatriated from Pakistan during the 1971 Indo-Pak war;
- (ix) There shall be no age limit in the case of widows and divorced women.

Explanation: In the case of widow, she will have to furnish a certificate of death of her husband from the Competent Authority and in case of divorce; she will have to furnish the proof of divorce.

*Substituted for "that the upper age limit mentioned above shall relaxed by-

- (a) 5 years in the case of the male candidates belonging to the Scheduled Castes and the Scheduled Tribes, Backward Classes and Special Backward Classes;
- (b) 5 years in the case of %woman candidates belonging to General Category, Economically Backward Classes; and
- (c) 10 years in the case of women candidates belonging to the Scheduled Castes, Scheduled Tribes and the Backward Classes and Special Backward Classes." vide Notification No. F. 7(1) DOP/A-II/2019 dated 16.04.2021

%Substituted for “woman candidates belonging to General Category and Economically Backward Classes” vide Notification No. F. 7(1) DOP/A-II/2019 dated 19.02.2019

- (x) If a candidate would have been entitled in respect of his/her age for direct recruitment in any year in which no such recruitment was held, he/she shall be deemed to be eligible in the next following recruitment, if he/she is not overage by more than 3 years.

15. Academic and technical qualifications and experience.- A candidate for direct recruitment for the posts enumerated in the Schedule-I shall possess-

- (i) the qualification and experience as laid down in column - 5 of the Schedule-I, and
- (ii) working knowledge of Hindi written in Devnagri Scripts, and knowledge of Rajasthani culture;

Provided that the person who has appeared or is appearing in the final year examination of the course, which is requisite educational qualification for the post as mentioned in the rules or Schedule-I appended to these rules, as the case may be, for direct recruitment shall be eligible to apply for the post but he/she shall have to submit proof of having acquired the requisite educational qualification to the appropriate selection agency:-

- (a) before appearing in the main examination where selection is made through two stages of the written examination and interview;
- (b) before appearing in interview where selection is made through written examination and interview and,
- (c) before appearing in the written examination or interview where selection is made through only written examination or only interview as the case may be.

16. Character.- The character of a candidate for direct recruitment to the service must be such as to qualify him for employment in the service. He must produce a certificate of good character from the Principal Academic Officer of the University or College in which he was last educated and two such certificates written not more than six months prior to the date of application from two responsible persons not connected with the College or University and not related to him.

Note: (1) A conviction by a Court of Law need not of itself involve the refusal of a certificate of good character. The circumstances of the conviction should be taken into account and if they involve no moral turpitude or association with crimes of violence or with a movement which has as its object the overthrow by violent means of the Government as established by law, the mere conviction need not be regarded as a disqualification.

- (2) Ex-Prisoners, who by their disciplined life while in prison and by their subsequent good conduct have proved to be completely reformed should not be discriminated against on grounds of their previous conviction for the purpose of employment in the service. Those who are convicted of offences not involving moral turpitude or violence, shall be deemed to have been completely reformed on the production of a report to that effect from the Superintendent, After Care Home or if there are no such Homes in a particular district, from the Superintendent of Police of that district.

- (3) Those convicted of offences involving moral turpitude or violence shall be required to produce a certificate from the Superintendent, After Care Home, or if there is no such home in a particular district, from the Superintendent of Police of that district, endorsed by the Inspector General of Prisons, to the effect that they are suitable for employment as they have proved to be completely reformed by their disciplined life while in prison and by their subsequent good conduct in an After Care Home.

17. Physical fitness and professional efficiency.- (1) A candidate for direct recruitment to the service, must be in good mental or bodily health and free from any mental or physical defect likely to interfere with the efficient performance of his duties as a member of service and the fitness of the candidate for the post of pilot require to be full fill as prescribed by Director General Civil Aviation.

(2) The Chief Pilot Officer, Pilot and Engineer shall maintain required health related standards and shall keep their licenses valid during the service. (i.e. they shall appear before the approved Medical Authority at least before such time as to complete the specified formalities directed by the approved Medical Authority, for the continuity of the validity of the License). However, the Government will provide all necessary facilities to the concerned Chief Pilot Officer / Pilot / Engineer towards the renewal, endorsement (if so necessary) of the license(s) all necessary examination specified by the Medical Authority towards the renewal of the medical examination and timely completion of all formalities, as per rules, specified by the Directorate General of Civil Aviation, Government of India, in respect of the license.

(3) In order to enhance the Technical Proficiency and Administrative Capability of the various members of the service, the arrangement for necessary training(s), from time to time, shall be specified by the Government.

18. Employment of irregular or improper means.- A candidate, who is or has been declared by the Commission or the Appointing Authority as the case may be, guilty of impersonation or of submitting fabricated documents or documents which have been tempered with or of making statements which are incorrect or false or of suppressing material information or, of using or attempting to use unfair means in the examination or interview or otherwise resorting to any other irregular or improper mean whatsoever for obtaining admission to the examination or interview, may in addition to rendering himself liable to criminal prosecution, be debarred either permanently or for specified period-

- (a) by the Commission or the Appointing Authority, as the case may be, from admission to any examination or appearance at any interview held by the Commission or the Appointing Authority for selection of candidates; and
- (b) by the Appointing Authority from employment under Government.

19. Canvassing.- No recommendation for recruitment either written or oral, other than that required under these rules, shall be taken into consideration. Any attempt on the part of a candidate to enlist support directly or indirectly for his candidature by any means, may disqualify him for recruitment.

PART-IV
Procedure for direct recruitment

20. Inviting of applications.- Applications for direct recruitment to posts in the Service shall be invited by the Commission or the Appointing Authority, as the case may be, by advertising the vacancies to be filled, in the Official Gazette or in such other manner, as may be deemed fit by the Commission or the Appointing Authority, as the case may be. The advertisement shall contain a clause that a candidate also accepts the assignment of the post being offered to him/her shall be paid monthly fixed remuneration at the rate fixed by the State Government, from time to time, during the period of probation and the running pay band and grade pay of the post as shown elsewhere in the advertisement shall be allowed only from the date of successful completion of the period of probation mentioned in these rules:

Provided that while selecting candidates for the vacancies so advertised, the Commission or the Appointing Authority, as the case may be, may, if intimation of additional requirement not exceeding 50% of the advertised vacancies, is received by it before the selection, also select suitable persons to meet such additional requirement.

21. Frequency of direct recruitment.- Direct recruitment to the post specified in the Schedule-I shall be held at least once a year unless the Government decides that direct recruitment for any of these posts shall not be held in any particular year.

22. Form of Application.- The application shall be made in the form approved by the Commission or the appointing Authority, as the case may be, and obtainable from the office of the Commission or the Appointing Authority, as the case may be, on payment of such fee as the Commission or the Appointing Authority may, from time to time, fix.

23. Application fee.- A candidate for direct recruitment to a post in the service shall pay to the Commission or the Appointing Authority as the case may be, such fees as fixed by the Commission or the Appointing Authority, as the case may be from time to time in such manner as may be indicated by them/it.

24. Scrutiny of applications.- The Commission or the Appointing Authority, as the case may be, shall scrutinize the applications received by them and require as many candidates qualified for appointment under these rules to appear before the committee constituted under these rules on in the interview conducted by the Commission or the Appointing Authority, as the case may be:

Provided that the decision of the Commission or the Appointing Authority, as the case may be as to the eligibility or otherwise of a candidate, shall be final.

25. Recommendations of the Commission or Committee.- The Commission or the Committee, as the case may be, shall prepare a list of the candidates whom they consider suitable for appointment to the post concerned, arranged in the order of merit and forward the same to the Government or the Appointing Authority; as the case may be:

Provided that the Commission or the Committee, as the case may be, may also, to the extent of 50% of the advertised Vacancies, keep names of suitable candidates on the reserve list. The Commission or the committee as case may be, may, on requisition, recommend such names in order of merit to the Appointing Authority within 6 months from the date on which the original list is forwarded by the Commission to the Government/Appointing Authority, as the case may be.

26. Disqualification for appointment.- (1) No male/female candidate, who has more than one wife/ husband living, shall be eligible for appointment to the service unless the Government after being satisfied that there are special grounds permissible under personal law for doing so, exempt any candidate from the operation of this rule.

(2) No female candidate, who is married to a person having already a wife living, shall be eligible for appointment to the service unless the Government after being satisfied that there are special grounds for doing so, exempt any female candidate from the operation or this rule.

(3) No married candidate shall be eligible for appointment to the service if he/she had at the time of his/her marriage accepted any dowry:

Explanation: For the purpose of this rule, 'dowry' has the same meaning as in the Dowry Prohibition Act, 1961 (Central Act No. 28 of 1961).

(4) No candidate shall be eligible for appointment to the service who has more than two children on or alter 1st June, 2002:

Provided that the candidate having more than two children shall not be deemed to be disqualified for appointment so long as the number of children he/she has on 1st June, 2002, does not increase.

Provided further that where a candidate has only one child from earlier delivery but more than one child are born out of it single subsequent delivery. the children so born shall be deemed to be one entity while counting the total number of children.

Provided also that while computing the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted.

*Provided also that any candidate who performed remarriage which is not against any law and before such remarriage he is not disqualified for appointment under this sub-rule, he shall not be disqualified if any child is born out of single delivery from such remarriage.

*Added vide Notification No. F. 7(1)DOP/A-II/95 Pt.-II dated 20-11-2015.

27. Constitution of the selection committee.- The constitution of the selection committee for recruitment shall be as under:-

(a) For the post of Chief Pilot Officer:

1	Chairman of the Commission or member thereof nominated by him.	Chairman
2	Additional Chief Secretary /Principal Secretary /Secretary to the Government in the Department of Civil Aviation	Member
3	Principal Secretary/ Secretary the Government the Department of Personnel	Member
4	Technical and Expert Member not below the rank of Director/Chief Pilot of DGCA/Other State Government's /PSU's, nominated by the State Government	Member
5	Additional/Deputy Secretary, Civil Aviation Department	Member Secretary

(b) For the post of Pilot(s) and other posts:

1	Chairman of the Commission or a member thereof nominated by him	Chairman
2	Additional Chief Secretary Principal Secretary/ Secretary to the Government in the Department of Civil Aviation	Member
3	Principal Secretary/ Secretary to the Government in the Department of Personnel or his nominee not below the rank of Deputy Secretary	Member
4	Director/Chief Pilot Officer Civil Aviation	Member Secretary

(c) For post of Engineers:

1	Chairman of the Commission or member thereof nominated by him.	Chairman
2	Principal Secretary/ Secretary the Government the Department of Civil Aviation	Member
3	Principal Secretary/ Secretary to the Government in the Department of Personnel or his nominee not below the rank of Deputy Secretary	Member
4	Chief Engineer or Member nominated by Directorate General of Civil Aviation.	Member
5	Director/Chief Pilot Officer Civil Aviation	Member Secretary

28. Selection by the Appointing Authority.- Subject to the provisions of rule 7, 8 and 9, the Appointing Authority shall Select candidates who stand highest in the order of merit in the list prepared rule 25:

Provided that the inclusion of a candidate's name in the list confers no right to appointment unless the Appointing Authority is satisfied after such inquiry as may be considered necessary, that such candidates are suitable in all other respects for appointment to the posts concerned.

PART-V
Procedure for recruitment by Promotion

29. Constitution of Departmental Committee.- The constitution of the Departmental Promotion Committee shall be as under:-

1	Chairman of the Commission or member there of nominated by him	Chairman
2	Additional Chief Secretary/ Principal Secretary/ Secretary the Government in the Department of Civil Aviation	Member
3	Principal Secretary/ Secretary to the Government in the Department of Personnel or his nominee not below the rank of Deputy Secretary to the Government in the DOP	Member
4	Additional/Deputy Secretary. Civil Aviation	Secretary
5	Director, Civil Aviation	Member Secretary

30. Criteria, Eligibility and Procedure for Promotion.- (1) As soon as the Appointing Authority determines the number of vacancies under rule 13 and decides that a certain number of posts are required to be filled in by promotion, it shall subject to the provisions of sub-rule (6), prepare a correct and complete list of the senior most persons who are eligible and qualified under these rules for promotion on the basis of seniority cum- merit or on the basis of merit to the class of posts concerned.

(2) The persons enumerated in the relevant column regarding post from which promotion is to be made of the Schedule- I shall be eligible for promotion to posts specified against them in column 2 thereof to the extent indicated in column 4 subject to their possessing minimum qualifications and experience on the first day of the month of April of the year of selection as specified in the relevant column regarding minimum qualification and experience for promotion.

(3) No person shall be considered for first promotion in the service unless he is regularly selected on the post from which promotion is to be made in accordance with one of the methods of recruitment prescribed under the provisions of these rules.

Explanation: In case direct recruitment to a post has been made earlier than regular selection by promotion in a particular, year, such of the persons who are or were eligible for appointment to that post by both the methods of recruitment and have been appointed by direct recruitment first, shall also be considered for promotion.

(4) No person shall be considered for promotion for [#]“three recruitment years” from the date on which his promotion becomes due, if he/she has more than two children on or after 1st June, 2002.

Provided that-

- (i) the Government servant having more than two children shall not be deemed to be disqualified for promotion so long as the number of children he/she has on 1st June, 2002 does not increase.
- (ii) where a Government servant has only one child from the earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.
- (iii) while computing the total number of children of candidate, the child born from earlier delivery and having disability shall not be counted.
- *(iv) any person who performed remarriage which is not against any law and before such remarriage he is not disqualified for promotion under this sub-rule, he shall not be deemed to be disqualified with effect from 01.06.2002, if any child is born out of single delivery from such remarriage.

(5) Selection for promotion on the post included in the service shall be made on the basis of seniority-cum-merit:

Provided that promotion on the highest post in the service if it is at least third promotion shall be made on the basis of merit alone.

Provided further that if the Departmental Promotion Committee is satisfied that suitable persons are not available for selection by promotion to the highest post(s) strictly on the basis of merit in a particular year, selection by promotion to the highest post(s) on the basis of seniority-cum-merit may be made in the same manner as specified in these rules.

(6) The zone of consideration of persons eligible for promotion shall be as under.-

(i) Number of vacancies	Number of the eligible persons to be considered
a. for one vacancy	live eligible persons
b. for two vacancy	eight eligible persons
c. for three vacancy	ten eligible persons
d. for four or more vacancies	three times the number of vacancies

(ii) where the number of eligible persons for promotion to higher post is less than the number specified above, all the persons so eligible shall be considered.

(iii) For any post in the Service:

- A. if promotion is from different categories of posts in the same pay scale, eligible persons up to two in number from each category of posts in the same pay scale shall be considered for promotion;

[#]Substituted for “five recruitment years” Notification No. F. 7(1)DOP/A-II/95 Pt.-III dated 19-09-2017.

*Substituted for % “Provided also that any person who performed remarriage which is not against any law and before such remarriage he is not disqualified for promotion under this sub-rule, he shall not be disqualified if any child is born out of single delivery from such remarriage.” vide Notification No. F. 7(1) DOP/A-II/95/Pt.-II dated:18.08.2020

%Added vide Notification No. F. 7(1) DOP /A-II/95/Pt.-II dated:20.11.2015

B. if promotion is from more than one categories of posts carrying different pay scales, eligible persons in the higher pay scale shall be considered for promotion first and if no suitable person is available for promotion on the basis of merit or seniority cum merit, as the case may be, in the higher pay scale than only the eligible persons of other categories of posts in lower pay scales shall be considered for promotion and so on and so forth. The zone of consideration for eligibility in this case shall be limited to five senior most eligible persons in all.

(7) Except as otherwise expressly provided in this rule. The conditions of eligibility for promotion, constitution of the committee and procedure for selection shall be the same as prescribed elsewhere in these rules.

(8) The Departmental Promotion Committee shall consider the cases of all the senior most persons who are eligible and qualified for promotion to the class of post(s) concerned under these rules and shall prepare a list containing, names of the persons found suitable on the basis of seniority-cum-merit or on the basis of merit, as the case may be, as per the criteria for promotion laid down in these rules equal to the number of vacancies determined under these rules. The list so prepared on the basis of seniority- cum-merit and/or on the basis of merit, as the case may be, shall be arranged in the order of seniority of the category of post(s) from which selection is made.

(9) The Departmental Promotion Committee shall also prepare a separate list on the basis of seniority-cum-merit or on the basis of merit, as the case may be, as per the criteria for promotion laid down in these rules, containing names of persons selected in the list prepared under sub-rule (8) above to fill temporary or permanent vacancies, which may occur subsequently. The list so prepared on the basis of seniority-cum-merit or on the basis of merit shall be arranged the order or seniority in the category of posts from which selection shall be made. Such a list shall be reviewed and revised by the Departmental Promotion Committee that meets in the subsequent year and that such list shall remain in force till the end of the last day of the year for which the meeting of the Departmental Promotion Committee is held.

(10) Lists prepared under sub-rule (8) and (9) shall be sent to the Appointing Authority together with Annual Confidential Reports/Annual Performance Appraisal Reports and other Service Records of all the candidates included in the Lists as also of those not selected, if any.

Explanation: For the purpose of selection for promotion on the basis of merit, no person shall be selected if he does not have "Outstanding" or "Very Good" record of at least four out of seven years preceding the year for which the meeting of the Committee is held.

(11) If in any subsequent year, after promulgation of these rules vacancies relating to any earlier year are determined under these rules were required to be filled in by promotion, the Departmental Promotion Committee shall consider the cases of all such persons who would have been eligible in the year to which the vacancies relate irrespective of the year in which meeting of the Departmental Promotion Committee is held and such promotion shall be governed by the criteria and procedure for promotion as was applicable in the particular year to which the vacancies relate and the Service/Experience of an incumbent who has been so promoted, for promotion to higher post for any period during which he was not actually performed, shall be counted. The pay of a person who has been so promoted shall be re-fixed at the pay which he would have derived at the time of his promotion, but no arrears of pay shall be allowed to him.

(12) The Government or the Appointing Authority, as the case may be. may order for the review of the proceedings of the Departmental Promotion Committee held earlier on account of some mistakes or error apparent on the face of record, or on account of a factual error substantially affecting the decision of the Departmental Promotion Committee or for any other sufficient reasons e.g. change in seniority, wrong determination of vacancies. Judgment / direction of any Court or Tribunal, or where adverse entries in the Confidential Reports of an individual are expunged or toned down or a punishment inflicted on him is set aside or reduced. The concurrence of the Department of Personnel and the Commission (where Commission is associated) shall always be obtained before holding the meeting of the review Departmental Promotion Committee.

(13) Where consultation with the Commission is necessary, the lists prepared by the Committee shall be forwarded to the Commission by the Appointing Authority along with the Personal Files and Annual Confidential Rolls/Annual Performance Appraisal Reports of all the persons whose names have been considered by the Committee.

(14) The Commission shall consider the lists prepared by the Committee along with other relevant documents received from the Appointing Authority and unless any change is considered necessary, shall approve the lists. In case the Commission considers it necessary to make any change in the lists received from the Appointing Authority, it shall inform the Appointing Authority of the changes proposes by it. After taking into account the comments of the Commission, if any, the Appointing Authority may approve the lists finally with such modifications, as may in it's opinion, be just and proper and when the Appointing Authority is an authority subordinate to the Government, the lists approved by the Commission shall be disturbed only with the approval of the Government.

(15) Appointments shall be made by the Appointing Authority taking persons out of the lists finally approved under the preceding sub-rule (14) in the order in which they have been placed in the lists, till such lists are exhausted or reviewed and revised or remained in force, as the case may be.

(16) The Government may issue instructions for provisionally dealing with the promotions, appointments or other ancillary matters in an equitable and fair manner of persons who may be under suspension, or against whom departmental proceedings is under progress, at the time promotions are considered to a post to which they are eligible or would have been eligible but for such suspension or pendency of such enquiry or proceedings.

(17) The provisions of this rule shall have effect notwithstanding anything to the contrary contained in any provision of these rules.

31. Restriction of promotion of persons foregoing promotion.- In case a person on his appointment by promotion to the next higher post either on the basis of urgent temporary appointment or on regular basis on the recommendations of the Departmental Promotion Committee, forgoes such an appointment through his written request, and if the concerned Appointing Authority accepts his/her request, the person concerned shall be debarred for consideration for promotion (both on the basis of urgent temporary appointment or on regular basis) for subsequent two recruitment years for which the meeting of Departmental Promotion Committee is held and the name of such persons who foregoes promotion shall not be included in the seniority-cum- eligibility list to be placed before the Departmental Promotion Committee for subsequent two recruitment years.

PART-VI

Appointment, Probations and Confirmations

32. Appointments to the Service.- Appointments to posts in the service by direct recruitment or promotion shall be made by the Appointing Authority on occurrence of substantive vacancies from the candidates selected under rule 28 in order of merit or by promotion from the person selected under rule 30.

33. Appointments to senior posts.- Appointment to senior posts shall be made by the Appointing Authority by direct recruitment or by promotion, as indicated in column 3 and 4, as the case may be, of the Schedule-I. The promotions shall be made from amongst the members of the service in accordance with the provisions of the Part-V of these rules:

Provided that if the Appointing Authority is satisfied in consultation with the Commission, where necessary, that no suitable officer is available in the Service for promotion to the senior post or posts, may appoint an officer on deputation from the Government of India or any other State Governments, or by direct recruitment or by re-employment of a retired member of the Service.

34. Urgent temporary appointment.- (1) A vacancy in the Service which cannot be filled in immediately either by direct recruitment or by promotion under these rules may be filled in by the Government or by the authority competent to make appointment, as the case may be, by appointing in an officiating capacity thereto an officer eligible for appointment to the post by promotion or by appointing temporarily thereto a person eligible for direct recruitment to the service, where such direct recruitment has been provided under the provisions of these rules:

Provided that-

- (i) such an appointment will not be continued beyond a period of one year without referring the case to the Commission for concurrence, where such concurrence is necessary, and shall be terminated immediately on its refusal to concur.
- (ii) in respect of the Service or a post in Service for which both the above methods of recruitment have been prescribed, the Government or the Authority competent to make appointment, as the case may be, shall not, save with the specific permission of the Government in the Department of Personnel in the case of State Services, fill the temporary Vacancy against the direct recruitment quota whole-time appointment for a period exceeding three months, other-wise than out of person eligible for direct recruitment and after a short-term advertisement.

(2) In the event of non-availability of suitable persons fulfilling the requirements of eligibility for promotion, Government may, notwithstanding the condition of eligibility for promotion required under sub-rule (1) above, lay down general instructions for grant of permission to fill the vacancies on urgent temporary basis subject to such conditions and restrictions regarding pay and other allowances as it may direct. Such appointments shall however be subject to concurrence of the Commission as required under sub- rule (1) above.

35. Seniority.- Seniority of persons appointed to the post encadred in the Service shall be determined from the date of appointment on the post after regular selection in accordance with the provisions of these rules:

Provided-

- (1) that on initial constitution of service, the seniority of persons opted for the service shall be determined as:-
 - (i) The inter-se seniority of persons appointed promoted by the same appointing authority would be remain same;
 - (ii) the inter-se seniority of persons appointed promoted by more than one appointing authorities will be determined from date of appointment promotion as-

- (a) Substantive vis-à-vis substantive;
 - (b) Officiating on higher post after regular selection vis-à-vis officiating after regular selection well as substantive vis-à-vis substantive on lower post;
 - (c) Temporary after regular selection vis-à-vis temporary after regular selection;
 - (d) Urgent temporary appointment vis-à-vis temporary appointment;
- (iii) Inter-se seniority of the persons appointed by more than one appointing authority through Commission shall follow the order in which they have been placed in the merit by the Commission in the same year.
- (2) that if two or more persons are appointed to the posts in the same group in the same year, a person appointed by promotion shall be senior to a person appointed by direct recruitment;
- (3) that the seniority inter-se of persons appointed to posts in a particular group by direct recruitment on the basis of one and the same selection, except those who do not join service when a post is offered to them, shall follow the order in which they have been placed in the list prepared under rule 25;
- (4) that the seniority inter-se of persons appointed to posts in a particular group by promotion shall follow the order in which their name have been placed in the lists prepared under sub-rule (8) and (9) of Rule 30;
- (5) that the seniority inter-se of persons appointed by promotion to posts in the same group from different posts in the same year, shall be determined from the date of their substantive appointment on the post from which promotion was made;
- (6) that the seniority inter-se of persons screened under proviso (ii) to sub-rule (2) of rule 6 shall be determined according to the length of continuous service as Pilot and Engineer and these persons shall rank en-bloc junior to the persons who were selected and appointed regularly before the date of commencement of these rules;
- (7) that if two or more categories of staff are eligible for promotion, the seniority list of eligible candidates shall be prepared on the basis of date of regular appointment on the post from which promotion is to be made;
- (8) that the persons selected and appointed as a result of a selection, which is not subject to review and revision, shall rank senior to the persons who are selected and appointed as a result of subsequent selection;
- (9) that the seniority inter-se of persons selected on the basis of seniority-cum-merit and on the basis of merit in the same selection shall be same as in the next below grade.

36. Period of Probation.- (1) A person entering the service by direct recruitment against a clear vacancy shall be placed as probationer-trainee for a period of two years:

Provided that any period after such appointment during which a person has been on deputation/contract basis on a corresponding or higher post shall be counted towards the period of probation.

(2) During the period of probation specified in sub-rule (1), each probationer-trainee may be required to pass such Departmental Examination and to undergo such training as the Government may, from time to time, specify.

37. Confirmation in certain cases:- *“(1) Notwithstanding anything to the contrary contained in the preceding rule, a person appointed to a post in the service by direct recruitment as a probationer trainee under these rules has not been confirmed within six months after satisfactory completion of probation for a period of two years shall be entitled to be treated as confirmed in accordance with his/her seniority if, -

- (i) he/she has worked on the post or higher post under the same Appointing Authority or would have so worked but for his/her deputation or training;
- (ii) he/she fulfills conditions as are prescribed under rule relating to confirmation subject to the quota prescribed under these rules; and
- (iii) he has been appointed against a substantive vacancy.”

(2) If an employee referred to in sub-rule (1) above fails to fulfill the conditions mentioned in the said sub-rule, the period mentioned in sub-rule (1) above, may be extended as prescribed for a probation or under the Rajasthan Civil Services (Departmental Examinations) Rules, 1959 and any other rules or by one year whichever is longer. If the employee still fails to fulfill the conditions mentioned in sub-rule (1) above, he will be liable to be discharged or terminated from such post in the same manner as a probationer or reverted to his substantive or lower post, if any, to which he may be entitled.

(3) The employee referred to in sub-rule (1) above, shall not be debarred from confirmation after the said period of service if no reasons to the contrary about the satisfactory performance of his work are communicated to him within the said period of service.

(4) The reasons for not confirming of any employee referred to in sub- rule (1) above shall be recorded by the Appointing Authority in his Service Book and Annual Performance Appraisal Report.

*Substituted for “(1) Notwithstanding anything the contrary contained in the preceding rule a person appointed to a post in the service temporarily or an officiating basis who, after regular recruitment by any one of the methods of recruitment prescribed under these rules, has not been confirmed, within a period of six months on completion of a period of two years’ service, in case he is appointed by direct recruitment’ shall be entitled to be treated as confirmed in accordance with his seniority if:-

- (i) He has worked on the post or higher post under the same Appointing Authority or would have so worked but for his deputation or training;
- (ii) He fulfils conditions as are prescribed under rule relating to confirmation subject to quota prescribed under these rules; and
- (iii) Permanent vacancy is available in the department.” vide Notification No. F. 7(1) DOP/A-II/2020 dated: 4.02.2022.

Explanation: (i) Regular recruitment for the purpose of this rule shall mean -

- (a) Appointment by either method of recruitment or on initial constitution of service in accordance with the rules made under the proviso to Article 309 of the Constitution of India;
- (b) Appointment to the posts for which no service rules exists if the posts are within the purview of the Commission, recruitment in consultation with them;
- (c) Appointment by transfer after regular recruitment where the service rules specifically permit;
- (d) Persons who have been made eligible for substantive appointment to a post under the rules shall be treated as having been regularly recruited;

Provided that it shall not include urgent temporary appointment or officiating promotion which is subject to review and revision.

- (ii) Persons who hold lien on another cadre shall be eligible to be confirmed under this rule and they will be eligible to exercise an option whether they do not elect to be confirmed on the expiry of two years of their temporary appointment under this rule. In the absence of any option to the contrary, they shall be deemed to have exercised option in favor of confirmation under this rule and their lien on the previous post shall cease.

38. Unsatisfactory progress during probation.- (1) If it appears to the Appointing Authority, at any time, during or at the end of the period of probation, that services of a probationer- trainee are not found to be satisfactory, the Appointing Authority may revert him/her to the post on which he/she is regularly selected immediately preceding his/her appointment as probationer-trainee or in other cases may discharge or terminate him/her from service. The Appointing Authority shall accord appropriate opportunity to the probationer-trainee before final orders are passed in this regard:

Provided that the Appointing Authority may, if it so thinks fit in any case or class of cases, extend the period of probation of any probationer trainee by a specified period not exceeding one year.

39. Confirmation.- A person placed on probation under rule 36 shall be confirmed in his appointment at the end of his period of probation if -

- (a) he has passed the departmental examination and has successfully undergone such training, as Government may, from time to time, specify;
- (b) he has passed departmental test of proficiency in Hindi; and
- (c) the Appointing Authority is satisfied that his integrity is unquestionable and that he is otherwise fit for confirmation.

PART-VII

Pay

40. Scales of pay, Special Allowances and perks.- (1) The Pay in the Running Pay Band and Grade Pay of a person appointed to a post in the service shall be such as may be admissible under the rules referred to in rule 42 or as may be sanctioned by the Government from time to time.

(2) The special allowances and perks shall be payable as specified in the Schedule-II.

41. Pay during probation.- A probationer-trainee appointed to the service by direct recruitment shall be paid monthly fixed remuneration during the period of probation at such rates as may be fixed by the Government, from time to time:

Provided that an employee having been regularly selected as per provisions of recruitment rules in the Government service may be allowed emoluments in his/her own pay scale in the existing pay scale of the post during service as probationer- trainee or fixed remuneration of the new post whichever is advantageous to him/her.

42. Regulation of Pay, Leave, Allowances, Pension etc.- Except as provided in these rules, the Pay, allowances, leave, pension, and other conditions of service of the members of the Service, shall be regulated by-

- (i) The Rajasthan Service Rules, 1951, as amended from time to time;
- (ii) The Rajasthan Civil Services (Classification, Control, and Appeal) Rules, 1958, as amended from time to time;
- (iii) The Rajasthan Traveling Allowances Rules, 1971, as amended from time to time;
- (iv) The Rajasthan Civil Services (Conduct) Rules, 1971, As amended from time to time;
- (v) The Rajasthan Civil Services (Pension) Rules, 1996, as amended from time to time;
- (vi) The Rajasthan Civil Services (Revised Pay-Scale) Rules, 1998, as amended from time to time;
- (vii) The Rajasthan Civil Services (Contributory Pension) Rules, 2005, as amended time to time.
- (viii) The Rajasthan Civil Services (Revised Pay-Scale) Rules, 2008, as amended from time to time, and
- (ix) Any other rules prescribing general conditions of service made by the Government under the proviso to Article 309 of the Constitution of India and for the time being in force.

43. Removal of Doubts.- If any doubt arises relating to the application interpretation and scope of these rules, it shall be referred to the Government in the Department of Personnel whose decision thereof shall be final.

44. Repeal and Saving.- All rules and orders in relation to matters covered by these rules and in force immediately before the commencement of these rules are hereby repealed:

Provided that any action taken under the rules and orders so repealed shall be deemed to have been taken under the provisions of these rules.

45. Power to relax rules.- In exceptional cases where the Administrative Department of the Government is satisfied that operation of the rules relating to age or regarding requirement of experience for recruitment causes undue hardship in any particular case or where the Government is of the opinion that it is necessary or expedient to relax any of the provisions of these rules with respect to age or experience of any person, it may with the concurrence of the Department of personnel and in consultation with the Commission, where necessary by order dispense with or relax the relevant provisions of these rules to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner, provided that such relaxation shall not be less favorable than the provisions already contained in these rules. Such cases of relaxation shall be referred to the Commission by Administrative Department Concerned:

Provided that relaxation in the prescribed period of service or experience under this rule shall only be granted to the extent of 1/3 period of the service or experience prescribed for promotion to any post before holding the meeting of the Departmental Promotion Committee.

*Provided further that where prescribed period of experience for promotion to any post is less than six years, a committee headed by Chief Secretary comprising of Principal Secretary finance, Principal Secretary/Secretary Department of Personnel, Principal Secretary/Secretary of the administrative department, may considered the cases where forty five percent or more posts are vacant. The committee is empowered to suggest the quantum of relaxation in experienced which may be granted in such cases to address to issue of large number of vacancies in promotional posts subject to condition that such relaxation in experience shall not be more than two years.

*Added vide Notification No. F. 7(3)DOP/A-2/95 Pt. dated 18-07-2017

Schedule-I
Part-A
Fixed wing (Aircraft) Pilots

S. No.	Name of the post	Method of recruitment with percentage		Minimum qualification and experience for direct recruitment	Post from which promotion is to be made	Minimum qualification and experience for promotion	Remarks
		Direct recruitment	Promotion				
1	2	3	4	5	6	7	8
1	Chief Pilot Officer (Aircraft)	-	100%	<p>Academic: Senior Secondary (10+2) of a recognized Board or its equivalent. Professional: holder of valid [ATPL] Airline Transport Pilot's License (Airline) with PIC endorsement on King Air B-200 and C-90 type of aircraft with current Instrument Rating. Class-I medical fitness certificate FRTO & RTR (A).</p> <p>Experience: total flying experience 5,000 hours out of which 3,000 hours as Pilot-in-command including 2,000 hours on multiengine. Minimum of 500 hours experience as Pilot-in-Command for each King-Air-B200 and C-90 type of aircraft. A minimum of 100 hrs. experience of night flying.</p> <p>Recency: a minimum of 30 hrs. experience as PIC during the last 6 months and 5 hrs. flying of above type aircrafts during the last 30 days.</p> <p>Preference/Priority to: Test Pilot/ Flight Instructor/D.G.C.A. approved Examiner on above type of Aircraft(s). Holder of valid Flight Instructor Rating.</p>	Senior Pilot Officer (Aircraft)	<p>Academic: Senior Secondary (10+2) of a recognized Board or its equivalent. Professional: holder of valid [ATPL] Airline Transport Pilot's License (Airplane) with PIC endorsement on King Air B-200 and C-90 with current Instrument Rating and class-I medical fitness certificate FRTO & RTR (A).</p> <p>Experience: total flying experience 5,000 hours out of which 3,000 hours as Pilot-in-command including 2,000 hours on Multi-engine. Not less than 1000 hours PIC on multiengine. Minimum of 500 hours Experience as Pilot-in-Command for each King-Air-B200 and C-90 type of aircraft a minimum of 100 hrs. experience of night flying.</p> <p>Recency: a minimum of 30 hrs. experience as PIC during the last 6 months and 5 hrs. flying of above types aircrafts during the last 30 days.</p>	In the event of non-availability of eligible and suitable person for promotion, the post shall be filled in by direct recruitment from the person having qualification, prescribed in column 5.

1	2	3	4	5	6	7	8
2	Senior Pilot Officer (Aircraft)	-	100%	<p>Academic: Senior Secondary (10+2) of a recognized board or its equivalent. Licenses & ratings: valid [ATPL] Airline Transport Pilot's License (Airplane)/ [CPL] commercial Pilots License endorsed on King air B200 and C-90 PIC rating with current IR, FRTO, RTR (A) and class-1 Medical fitness certificate.</p> <p>Experience: Total Flying experience 3,000 hours out of which 2,000 hours as Pilot-in-command, total PIC on type(s) 50 hours, night flying experience 10 hours.</p> <p>Recency: 30 hours PIC during last 6 months, 5 hours on type during last 30 days.</p> <p>Preference: Test Pilot/Flight Instructor/D.G.C.A. Approved Examiner. Holder of valid Flight Instructor Rating. Experience of V.V.I.P.'s and V.I.P.'s flights.</p>	Pilot Officer (Aircraft)	<p>Academic: Senior Secondary (10+2) of a recognized Board or its equivalent.</p> <p>Licenses & ratings: valid [ATPL] Airline Transport Pilot's License (Airplane)/ [CPL] commercial Pilots License endorsed on King air B200 and C-90 PIC rating with current IR, FRTO, RTR (A) and class-1 Medical fitness certificate.</p> <p>Experience: Total Flying experience 3,000 hours out of which 2,000 hours as Pilot-in-command, Total PIC on type(s) 50 hours, night flying experience 10 hours.</p> <p>Recency: 30 hours PIC during last 6 months. 5 hours on type during last 30 days.</p>	In the event of non-availability of eligible and suitable person for promotion, the post shall be filled in by direct recruitment from the person having qualification, prescribed in column 5.

1	2	3	4	5	6	7	8
3	Pilot officer (Aircraft)	-	100%	<p>Academic: Senior Secondary (10+2) of a recognized board or its equivalent.</p> <p>Professional: valid [ATPL] Airline Transport Pilot's Licenses (Airplane)/ CPL with endorsement of King Air B-200 and C-90 aircraft with current Instrument Rating, FRTTO RTR (A) and Class-I medical certificate.</p> <p>Experience: Flying experience total 750 hours out of which 250 hours as Pilot in command. Flying experience on type 100 hours.</p>	Junior Pilot (Aircraft)	<p>Academic: Senior Secondary (10+2) of a recognized Board or its equivalent.</p> <p>Professional: valid [ATPL] Airline Transport Pilot's Licenses (Airplane) /CPL with endorsement of King Air B-200 and C-90 aircraft with current Instrument Rating. FRTTO RTR (A) and Class-I medical certificate.</p> <p>Experience: Flying experience total 750 hours out of which 250 hours as Pilot in command. Flying experience on type 100 hours.</p>	In the event of non-availability of eligible and suitable person for promotion the post shall be filled in by direct recruitment from the person having qualification prescribed in column 5.
4	Junior Pilot (Aircraft)	100%	-	<p>Academic: Senior Secondary (10+2) of a recognized board or its equivalent.</p> <p>Professional: valid [CPL] Commercial Pilots license endorsement on King Air B200 or C-90 PIC rating with current Instrument Rating, FRTTO, RTR(A) and class-I medical.</p> <p>Experience: Flying experience total 500 hours out of which 200 hours as Pilot in command, total on type 50 hours.</p> <p>Preference: Pilot holding endorsement of both (B 200 & C 90) airplanes or AFIR/FIR holder.</p>			

Part-B
Rotary (Helicopter) Pilots

S. No.	Name of the post	Method of recruitment with percentage		Minimum qualification and experience for direct recruitment	Post from which promotion is to be made	Minimum qualification and experience for promotion	Remarks
		Direct recruitment	Promotion				
1	2	3	4	5	6	7	8
1	Chief Pilot Officer, (Helicopter)	-	100%	Sr. Secondary (10+2) of recognized Board or its equivalent. Holder or CHPL/ATPI (H) Endorsed on Multiengine helicopter PIC rating with current IR, FRTO, RTR & Class I medical Total Flying hours 3000 Total PIC hours 1000 PIC on type 200 hrs Night Flying experience 100 hrs 30 hrs PIC during last 6 months 5 hrs on Multiengine during last 30 days. Preference to Instructor Examiner on type of helicopter.	Senior Pilot Officer, Helicopter	Sr. Secondary (10+2) recognized Board or its equivalent. Holder of CHPL/ATPL (H) Endorsed on Multi engine helicopter PIC rating with current IR, FRTO,RTR & Class I medical Total Flying hours 3000 Total PIC hours 1000 PIC on type 200 hrs Night Flying experience 100 hrs 30 hrs PIC during last 6 months 5 hrs on Multiengine during last 30 days	In the event of non-availability of eligible and suitable person for promotion, the post shall be filled in by direct recruitment from the person having qualification prescribed in column 5.

1	2	3	4	5	6	7	8
2	Sr. Pilot Officer, Helicopter	-	100%	Sr. Secondary (10+2) of a recognized Board or its equivalent and Holder of CPL(H)/ ATPL (H) Endorsed on Multiengine Helicopter PIC rating with current IR Total Flying hours 2000 Total PIC hours 500 PIC on Type 75 hrs Night Flying experience 50 hrs 30 hrs PIC during last 6 months 5 hrs on multiengine during last 30 days	Pilot Officer, Helicopter	Sr. Secondary (10+2) of a recognized Board or its equivalent and, Holder of CPL(H)/ ATPL (H) Endorsed on Multiengine Helicopter PIC rating with current IR Total Flying hours 2000 Total PIC hours 500 PIC on Type 75 hrs Night Flying experience 50 hrs 30 hrs PIC during last 6 months 5 hrs on multiengine during last 30 days	In the event of non availability of eligible and suitable person for promotion, the Post shall be filled in by direct recruitment from the person having qualification prescribed in column 5.
3	Pilot Officer Helicopter	-	100%	Sr. Secondary (10+2) of a recognized Board or its equivalent and Holder of CPL Endorsed on Multiengine Helicopter Total Flying Experience 750 Total PIC-250 hrs, PIC on Multiengine 75 hrs.	Junior Pilot Helicopter	Sr. Secondary (10+2) of a recognized Board or its equivalent and, Holder of CPL Endorsed on Multiengine Helicopter, Total Flying Experience 750, Total PIC-250 hrs, PIC on Multiengine 75 hrs.	In the event of non-availability of eligible and suitable person for promotion, the Post shall be filled in by direct Recruitment from the person having qualification prescribed in column 5.
4	Junior Pilot Helicopter	100%	-	Sr. Secondary (10+2) of a recognized Board or its equivalent and, Holder of CPL Endorsed on Multiengine Helicopter, Total Flying Experience 500, Total PIC-150 hrs			

Part –C
Aircraft Maintenance Engineering Staff

S. No.	Name of the post	Method of recruitment with percentage		Minimum qualification and experience for direct recruitment	Post from which promotion is to be made	Minimum qualification and experience for promotion	Remarks
		Direct recruitment	Promotion				
1	2	3	4	5	6	7	8
1	Chief Air-craft Maintenance Engineer	-	100%	1. Senior Secondary or its equivalent from a recognized Board with Maths & Science. 2. Valid A.M.E. License issued by D.G.C.A. 3. Endorsement of King Air B-200 and C-90 in category A.C. & X. 4. 10 years' Experience of working as AME. Preference: Holder of endorsement of Multi-Engine Helicopter.	Aircraft Maintenance Engineer	1. Senior Secondary or its equivalent from a recognized Board with Maths & Science. 2. Valid A.M.E. License issued by D.G.C.A. 3. Endorsement of King Air B-200 and C-90 in category A.C. & X. 4. 10 years' Experience of working as AME. Preference: Holder of endorsement of Multi-Engine Helicopter.	The Post shall be filled in by one time direct recruitment and thereafter 100% by promotion as provided in column no.4.
2	Aircraft Maintenance Engineer	100%	-	1. Senior Secondary or its equivalent from a recognized Board with Science & Maths. 2. Valid A.M.E. License issued by D.G.C.A. 3. Endorsement of King Air B-200 and C-90 in category A.C. & X. 4. 10 years' Experience of working as AME. Preference: Holding of endorsement of Multi-Engine Helicopter.	-	-	-

1	2	3	4	5	6	7	8
3	Quality Manager & CAME	100%	-	<p>1. Senior Secondary Science & Maths. Or its equivalent of recognized Board or its equivalent qualification with.</p> <p>2. Engineering Degree in Aero-Nautical, Mechanical, Electrical, Electronics Avionic Or any Engineering Degree related to Maintenance or regular flying qualify Airplane or Airplane equipments.</p> <p>3. 5 Years related experience out of which 2 years in Aero-Industry essential.</p> <p>4. Knowledge of technical of quality system and Maintenance.</p>	-	-	-

Schedule-II
Special Allowances and Perks

S.No.	Type of Allowances	Designation Applicable to	Rate (Rs)
1	2	3	4
1	Flying Allowances	Chief Pilot Officer	2,80,000/- minimum per month (in case of more than 35 hours flying in a month Rs. 8,000/- per hour extra).
2	Flying Allowances	Senior Pilot Officer	As per Above.
3	Flying Allowances	Pilot Officer	2,10,000/- minimum per month (in case of more than 35 hours flying in a month Rs. 6,000/- per hour extra).
4	Flying Allowances	Junior Pilot	1,66,250 minimum per month (in case of more than 35 hours flying in a month Rs. 4,750/- per hour extra).
5	Flying Allowances	Chief Air Craft Maintenance Engineer	1,20,000/- minimum per month (in case of more than 50 hours flying in a month Rs. 2,400/- per hour extra).
6	Chief Pilot Allowances	Chief Pilot Officer	20,000/- per month.
7	Type rating Allowance	Chief Pilot Officer/Senior Pilot/Chief Air Craft Maintenance engineer/ Air Craft Maintenance Engineer	In Case of endorsement of more than one airplane/ helicopter available with the state government Rs. 10,000/- per month).
8	Night Flying Allowances	Chief Pilot Officer/Senior Pilot Officer	Rs. 6,000/- per hour
		Pilot Officer	Rs. 5,000/- per hour
		Junior Pilot Officer	Rs. 4,000/- per hour.
9	Maintenance Manager Allowances	Chief Aircraft Maintenance Engineer/ Aircraft Maintenance Engineer	D.G.C.A. approved Engineers Rs. 2,000/- per month for renamed Maintenance manager allowance).
10	CRS Allowance	Chief Aircraft Maintenance Engineer/Aircraft Maintenance Engineer	D.G.C.A. approved Engineers Rs. 5.000/- per CRS.
11	Instructor rating Allowances	Chief Pilot Officer/Senior Pilot/Pilot	Rs. 7,500/- per month for D.G.C.A. approved instructors.
12	Telephone Allowances	Chief Pilot Officer/ Senior Pilot / Pilot Officer /junior Pilot / Chief Air Craft Maintenance Engineer/Air Craft Maintenance Engineer	As per Got. Rules.

S.No.	Type of Allowances	Designation Applicable to	Rate (Rs)
1	2	3	4
13	Transport Facility	Chief Pilot Officer/Senior Pilot Officer Pilot Officer/junior Pilot/ Chief Aircraft Maintenance Engineer/ Aircraft Maintenance Engineer	Government Vehicle Rs. 10,000/- per month Rs. 7,500/- per month.
14	Insurance for loss of licence	Chief Pilot Officer/ Senior Pilot Officer/ Pilot Officer/ Junior Pilot	Premium will be paid in accordance of the formula:- Maximum Rs. 1 Crore OR 3 Times of Annual allowances whichever is less.
15	Insurance for Aircraft cockpit seat	Chief Pilot Officer/ Senior Pilot Officer/Pilot Officer/Junior Pilot	Payment for Rs. 1 crore insurance premium.
16	Re-imbusement of Lodging/ Boarding and Travelling expenses for local travel within and outside state (except Jaipur)	Chief Pilot Officer	Hotel charges Rs. 8,000/- per day is admissible. In case actual charges are less than the prescribed rates of hotel accommodation, actual charges will be paid. Rs. 1000/- D.A. per day (The hotel charges will be admissible on production of receipts of the hotel).
17	Daily allowances (except Jaipur)	Senior Pilot Officer/ Pilot Officer/junior Pilot/Chief Aircraft Maintenance Engineer/Aircraft Maintenance Engineer	Hotel charges Rs. 5,000/- per day is admissible. In case actual charges are less than the prescribed rates of hotel accommodation, actual charges will be paid. Rs. 1000/- D.A. per day (The hotel charges will be admissible on production of receipts of the hotel).