



सत्यमेव जयते



राजस्थान राज्य उपक्रम सेवा नियम, 1979

(दिनांक 30.06.2023 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 AND ADMINISTRATIVE REFORMS
(Department of Personnel A-Gr. II)

F. 1(21)DOP/A-II/74

Jaipur, Dated 28.11.1979

NOTIFICATION

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

**THE RAJASTHAN STATE ENTERPRISES SERVICE
RULES, 1979**

PART-1-GENERAL

1. Short title and commencement:- (1) These Rules may be called the Rajasthan State Enterprises Service Rules, 1979.

(2) They shall come into force from the date of publication in the Rajasthan Rajpatra.

¹2. Definitions:- In these Rules, unless the context otherwise requires:-

- (a) "**Appointing Authority**" means the Government of Rajasthan;
- (b) "**Commission**" means the Rajasthan Public Service Commission
- (c) "**Commissioner**" means the Commissioner, State Enterprises Department, Rajasthan;
- (d) "**Committee**" means the Departmental Promotion Committee referred to in Rules 24;
- (e) "**Direct recruitment**" means recruitment, made in accordance with the procedure prescribed in Part-IV of these rules;
- (f) "**Government**" means the Government of Rajasthan;

¹ Substituted for "2. Definitions.- (a) "Appointing Authority" means the Government of Rajasthan. (b) "Commission" means the Rajasthan Public Service Commission. (c) "Direct recruitment" means recruitment made in accordance with the procedure prescribed in Part-IV of these rules; (d) "Committee" means the Departmental promotion committee referred to in rule 24; (e) "Commissioner" means the Commissioner, State Enterprises Department, Rajasthan; (f) "Government" and "State" means respectively, the Government of Rajasthan and the State of Rajasthan; (g) "Member of the Service" means a person appointed in a substantive capacity to a post in service under the provisions of these rules or the rules or orders supersede by rule 37 of these rules, and includes a probationer; (h) "Schedule" means the schedule appended to these rules; (i) "Service" means the Rajasthan State Enterprises Service; (j) "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 person holding a lower post eligible for promotion to higher post shall include the period for which the person as 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." (k) "Substantive Appointment" means an appointment made under the provisions of these rules to a substantive vacancy after due selection by any of the methods of recruitment prescribed under these rules or as a probationer followed by confirmation on the completion of the probationary period;" vide Notification No. F. 1(7)DOP/A-2/88 dated 26.09.1988.

²(g) **"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 order superseded by these rules.

(h) **"Schedule"** means the schedule appended to these Rules;

(i) **"Service"** means the Rajasthan State Enterprises Services;

³(j) **'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:- Absences 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.

(k) **"State"** means the State of Rajasthan;

(l) **"Substantive Appointment"** means an appointment made under the provisions of these rules to a substantive vacancy after due selection by any of the method 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; absorbed under these rules and

Note:- "Due Selection 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.

⁴(m) **"Year"** means the financial year.

3. Interpretation:- Unless the context otherwise requires the Rajasthan General Clauses Act, 1955 (Act VIII of 1955) shall apply for the interpretation of these rules as it applies for the interpretation of Rajasthan Act.

² Substituted for "(g) "Member of the Service" means a person appointed in a substantive capacity to a post in the service under the provisions of these rules or the rules or orders superseded by Rule of these rules, and includes a person placed on probation" vide Notification No. F. 7(1)DOP/A-II/1996 dated 10.10.2002.

³ Substituted for "(j) '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 Post in the case of person holding such post in substantive capacity shall include the period for which the person has continuously work on such post after regular recruitment in accordance with the Rules promulgated under proviso to Article 309 and shall also include the experience gained by officiating, temporary or ad-hoc appointment, if such appointment is in the regular line of promotion and was not of stopgap or fortuitous nature or invalid under any law and does not involve supersession of any senior official, except when such supersession was either due to want of prescribed academic and other qualifications, unfitness or non-selection by merit or the default of the senior official concerned or when such ad-hoc or urgent temporary appointment was in accordance with seniority-cum- merit.

Note:- Absences during services e.g. training and deputation which are treated as "duty" under the R.S.R., shall also be counted as service for computing minimum experience of service required for promotion." vide Notification No. F. 6(2)DOP/A-II/71 dated 29.08.1982.

⁴ Added vide Notification No. F. 7(2)DOP/A-2/81 dated 21.12.1981. (with effect 1.04.1981)

PART – II - CADRE

4. Composition and strength of the service:- (1) The nature of post in each category of the Service shall be as specified in column 2 of the Schedule.

(2) The strength of posts in the Service shall be such as may be determined by the Government from time to time:-

Provided that the Government may:-

- (a) create any post, permanent or temporary, from time to time, as may be found necessary, and may abolish compensation: and any such post in the like manner without thereby entitling any person to any compensation; and
- (b) leave unfilled or holds in abeyance or abolish or allow to lapse any post, permanent or temporary, from time to time, without there by entitling any person to any compensation.

Provided further that:-

- (a) the Government may create temporarily additional categories of posts in the Service as specified in the “Temporary Schedule” appended to these Rules which shall remain in force till such temporary posts in such categories are sanctioned;
- (b) the various conditions, principals and procedures contained in these Rules except for substantive appointments, shall, as far as, mutatis mutandis apply to recruitment, appointment and in other matters to such temporary posts and subject to such modification as may be specified in the temporary Schedule ;
- (c) posts included in "temporary Schedule" shall be treated as an isolated and ex-cadre posts and appointment thereto shall not confer any right of a person for appointment, confirmation and seniority etc., for the posts included in the regular cadre posts of the Schedule unless and until the posts are made permanent and the categories are included in the permanent cadre;
- (d) a holder of temporary, post included in the Schedule of temporary posts shall also be eligible for promotion to higher temporary category of posts included in the Schedule of temporary posts. If he fulfills other conditions laid down in the Schedule provided that in any service consisting of sections or wings for promotion, persons from outside the section or wing shall not be considered for promotion unless otherwise mentioned specifically;
- (e) a member of Service shall have precedence over a holder of temporary post included in the "temporary Schedule” where both are eligible;
- (f) provisions for determination of seniority inter se of holders of such posts in “temporary Schedule” shall Except for substantive appointment apply mutatis mutandis and a separate seniority list shall be drawn for them.

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

- (a) all persons holding substantively the posts specified in schedule;
- (b) all persons recruited to the Service through the Commission before the commencement of these rules;

- (c) all persons appointed regularly under the Rajasthan Service of Engineers (Public Health Branch) Rules, 1968 and are holding the posts included in Schedule and opt for the Service;
- (d) all persons recruited to the Service in accordance with provisions of these rules except those appointed under rule 26;
- (e) all persons who, at the time of commencement of these rules, are on deputation for a period not less than three year provided that they opt for this Service and the parent Department gives concurrence subject to the condition that they possess the qualifications prescribed for the post in these rules and they were not working on an ad-hoc/officiating basis in their parent Department.

PART-III-RECRUITMENT

6. Methods of Recruitment:- (1) Recruitment to the Service after commencement of these rules shall be made by the following methods in the proportion indicated in Column 3 of the Schedule: -

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

Provided :-

- (i) that 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) that nothing in these rules shall preclude the Appointing Authority from appointing officers previously in the employment of pre-reorganization State of Ajmer, Bombay and Madhya Bharat to suitable posts in the schedule in accordance with the directions governing the integration of their Services.
- (iii) the Appointing Authority is satisfied in consultation with the Commission, that no person is available for appointment to the post of Technical Adviser to Commissioner, State Enterprises Department it may be filled in by the appointing authority on deputation from amongst the Superintending Engineers of any branch the Engineering Services of the State.

⁵(1A) Recruitment to the service by the aforesaid method shall be made in such a manner that a person appointed to the service by each method do not at any time exceed the percentage laid in the Rules/Schedule of the total cadre strength as sanctioned for each category from time to time.

(2) Notwithstanding anything contained in these rules, recruitment, appointment, promotion, seniority and confirmation etc. of a person who joins 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.

⁵ Added vide Notification No. F. 7(2)DOP/A-II/81 dated 13.11.1996.

7. Reservation of vacancies for the Scheduled Castes and the Scheduled Tribes:-

(1) Reservation of vacancies for the Scheduled Casts and Scheduled Tribes shall be in accordance with ⁶“the provisions of the Rajasthan Scheduled Castes, Scheduled Tribes, Backward Classes Special Backward Classes and Economically Backward Classes (Reservation of Seats in Educational Institutions in the State and of Appointments and posts in Services under the State) Act, 2008” shall be in accordance with the Orders of the Government for such reservation 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 ⁷“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 post falling in the purview, and by the Appointing Authority, in other cases, and the committee or the Appointing Authority as the case may be, in the case of promotees, irrespective for their relative rank as compared with other candidates.

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

(4A) In the event of non availability of the eligible and suitable candidates amongst the Scheduled Caste or 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 3 recruitment years. After the expiry of 3 recruitment years, such carried forward vacancies shall be filled in accordance with the normal procedure.

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

⁶ Substituted for “The provisions of the Rajasthan Scheduled Castes, Scheduled Tribes, Backward Classes, Special Backward Classes and Economically Backward Classes (Reservation of Seats in Educational Institutions in the State and of Appointments and Posts in Services under the State) Act, 2008.” vide Notification No. F. 7(8)DOP/A-II/2008 dated 28.08.2009.

⁷ Substituted for "Merit alone" vide Notification No. F. 7(4)DOP/A-II/73 dated 29.01.1981.

⁸ Substituted for [#]“(4) Appointment shall be made strictly in accordance with the rosters prescribed separately for direct recruitment and promotion. 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, 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 the schedules tribes candidates shall be filled by promotion as well as by direct recruitment from General category candidates. However, 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 the scheduled tribes candidates, as the case may be, shall have to vacate the post as and when the candidate(s) of that category become available.” vide Notification No. F. 7(1)DOP/A-II/2008 dated 17.01.2013.

[#] Substituted for "(4) Appointments shall be made strictly in accordance with the rosters prescribed separately for direct recruitment and promotion. In the event of non-availability of the eligible and suitable candidates amongst Scheduled Castes and Scheduled Tribes, as the case may be, in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure, and an equivalent number of additional vacancies shall be reserved in the subsequent year. Such of the vacancies which remain so unfilled shall be carried forward to the subsequent three recruitment years in total, and thereafter such reservation would lapse. Provided that there shall be no carry forward of the vacancies in posts or class/category/group of the posts in any cadre of Service to which promotions are made on the basis of a merit alone, under these Rules." vide Notification No. F. 7(4)DOP/A-II/2002 Dated 10.10.2002.

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

(4B) In the event of non-availability of the eligible and suitable candidates for promotion amongst the Scheduled Caste and the scheduled tribes, as the case maybe, is a particular year, the vacancies so reserved for them shall be carried forwarded until the suitable Scheduled Caste and the Scheduled Tribes candidate(s), as the case may be, are available. In any circumstances no vacancy reserved for Scheduled Cast and the 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 result post(s) by promotion from the general category candidates on urgent temporary basis, the appointing authority make a reference to the department of personal and after obtaining prior approval of the department of personal, 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 Caste or the Scheduled Tribes, candidates as the case may be, shall have to vacate the post as and when the candidate(s) of that category become available.

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

⁹7(A). Reservation of Vacancies of Backward Classes, Special Backward Classes and Economically Backward Classes:- Reservation of vacancies of Backward Classes, Special Backward Classes, and Economically Backward Classes shall be in accordance with the provisions of the Rajasthan Scheduled Caste, Scheduled Tribes, Backward classes, Special Backward Classes, and Economically Backward Classes (Reservation of Seats in Educational Institutions in the State and of the Appointments and Posts in Services under the State) Act, 2008 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 themselves in accordance with the normal procedure.

¹⁰7(B). Reservation of vacancies for women:- Reservation of vacancies for women candidates shall be 30% category wise in the direct recruitment, out of

⁹ Substituted for *⁷A. Reservation of vacancies for the other Backward Classes shall be in accordance with the orders of the Govt., for such reservation in force at the time of direct recruitment. In the event of non- availability of eligible and suitable candidates amongst other Backward Classes in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure.” vide Notification No. F. 7(8)DOP/AII/2008 dated 28.08.2009.

* Added vide Notification No. F. 7(2)DOP/A-II/93, dated 24.05.1994 w.e.f. 28.09.1993.

¹⁰ Substituted for % ⁷(B). 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 or eligible and suitable women candidates, the vacancies so reserved for them shall be filled up

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 vacancy, 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 divorce 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 furnished 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.

117(C). Reservation of vacancies for Economically Weaker Section:- 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 among economically weaker sections in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure.

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.-1 dated 22.12.2015.

% Substituted for & "7B. Reservation of vacancies for women candidates:- Reservation of vacancies for woman candidates shall be 30% category wise, in direct recruitment out of which 5% shall be for widow candidates. In the event of non-availability of the eligible and suitable widow candidates in a particular year, the vacancies so reserved for widow 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 not be carried forward to the subsequent year and the reservation shall be treated as horizontal reservation i.e. the reservation of woman candidate shall be adjusted proportionately in the respective category to which the woman candidate belong." vide Notification No. F. 7(2)DOP/A-II/88/Pt.I dated 24.01.2011.

& Substituted for @ "7B. Reservation of vacancies for women candidates:- Reservation of vacancies for woman candidates shall be * "30%" category wise, in direct recruitment. In the event of non-availability of the eligible and suitable woman candidates in a particular year, 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 or woman candidate shall be adjusted proportionately in the respective category to which the woman candidate belong." vide Notification No. F. 7(2)DOP/A-II/88/Pt.-I dated 21.09.2007.

* Substituted for "20%" vide Notification No. F. 7(2)DOP/A-II/88 dated 07.06.1999.

Substituted for "in accordance with the normal procedure" vide Notification No. F. 7(2)DOP/A-II/88 dated 07.06.1999.

@ Added vide Notification No. F. 7(2)Karmik/A-II/88dated 22.01.1997.

11 Substituted for 0 "7C. Reservation of vacancies for economically weaker section:- 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 among economically weaker sections in a particular year, the vacancies so reserved for the 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 bonafied resident of Rajasthan and not covered under the existing scheme of reservations for the Scheduled Castes, the Schedule Tribe, the Backward Classes the more Backward Classes and whose family has gross annual income below Rs. 8.00 lakh. Family for the 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 shell 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 Owens or posses any of the following assets shall be excluded from being identified as, economically weaker section irrespective of the family income:- 5 acres of agriculture land and above; Residential flat of 1000 square feet and above; Residential plot of 100 square yards and above in notified Municipalities; or Residential plot of 200 square yards and above in areas other than the notified municipalities." vide Notification No. F. 7(1)DOP/A-II/2019, dated 20.10.2019.

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

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 Schedule Tribes, the Backward Classes the more Backward Classes and whose family has gross annual income below Rs 8.00 lakh. Family for the 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.

- 8. 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 1st January,1962 with the intention of permanently settling in India, or
 - (e) a person of Indian origin who has migrated from Pakistan, Burma, Ceylon 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 of 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 ¹² “Government in the Department of Home Affairs and Justice after proper verification.”

¹³Deleted.

- 9. 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.

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

¹² Substituted for “Government of India” vide Notification No. F. 7(2)DOP/A-II/2002 dated 17.02.2003.

¹³ Deleted “A candidate in whose case a Certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or other recruiting Authority and he may also provisionally be appointed subject to the necessary certificate being given to him by the Government.” vide Notification No. F. 7(2)DOP/A-II/2002 dated 17.02.2003.

¹⁴ Substituted for “10. Determination of vacancies:- (1) (a) Subject to the provisions of these rules, the Appointing Authority shall determine every year the number of existing vacancies and those anticipated during the following twelve months and the number of persons likely to be appointed to the service by each method. The next determination of vacancies shall be done just before the expiry of twelve months of the last determination of vacancies.

- (b) Where a post is to be filled in by a single method as prescribed in the rules or Schedule, the vacancies so determined shall be filled in by that method.
- (c) Where a post is to be filled in by more than method as prescribed in the rule or schedule, the apportionment of vacancies determined under clause (a) above, to each such method shall be done maintaining the prescribed proportion for the over-all 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.

(2) The Appointing Authority shall also determine the vacancies of earlier year, 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.

- 11. Age:-** (1) A candidate for direct recruitment to the post of Shift Engineer and Accounts Officer (Costing) Rajasthan State Chemical Works, Didwana must have attained the age of 21 years and must not have attained the age of ¹⁵“40 years” on the first day of January next following the last date fixed for receipt of applications.

(2) A candidate for direct recruitment to the post of Technical Adviser to the Commissioner, ¹⁶“Joint Advisor Financial, Bureau of Public Enterprises,” Mechanical Engineer, General Manager/Marketing Manager, Rajasthan State Chemical Works, Didwana must have attained the age of 30 years and must not have attained the age of 45 years on the first day of January next following the last date fixed for receipt of applications.

Provided:

¹⁷1. that 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) In calculating the actual number to be filled by each method on the basis of the percentage prescribed in the Schedule, the Appointing Authority shall adopt an appropriate continuous cyclic order to correspond with the proportion laid down in the schedule by giving precedence to promotion quota.

(2) The Appointing Authority shall determine every year the number of existing vacancies and those anticipated in next twelve months which are to be filled by promotion of persons already in the Service.

(3) The Appointing Authority shall also determine the corresponding vacancies of earlier, if any, 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 accordance with sub-rule (2).” vide Notification No. F. 7(2)DOP/A-II/81 dated 21.12.1981.

¹⁵ Substituted for “35 year” vide Notification No. F. 7(2)DOP/A-II/84 pt. Dated 06.03.2018.

¹⁶ Inserted vide Notification No. F. 1(7)DOP/AII/88 dated 11-12-1989.

¹⁷ Substituted for ^ψ“(1) that the upper age limit mentioned above shall be relaxed

(a) by 5 years in the case of male candidates belonging to the Scheduled Caste and Scheduled Tribes,

(b) by 5 years in the case of [%]“women candidates belonging to general category, Economically Backward Classes and Economically Weaker Section”,

(c) by 10 years in the case of women candidates belonging to Scheduled Castes, Scheduled Tribes and the [#](Backward Classes and Special Backward Classes).” vide Notification No. F. 7(1)DOP/AII/2019, dated 16.04.2021.

^ψ Substituted for “(1) that the upper age limit mentioned above shall be relaxed by 5 years in the case of women candidates and candidates belonging to the Scheduled Castes or the Scheduled Tribes” vide Notification No. F. 7(2)DOP/A-II/84/pt. Dated 30.04.2001.

[%] Substituted for [@]“women candidates belonging to general category, Economically Backward Classes” vide Notification No. F. 7(1)DOP/A-II/2019 dated 19.02.2019.

[@] Substituted for “women candidates belonging to general category” vide Notification No. F. 7(8)DOP/A-II/2008 dated 28.08.2009.

[#] Substituted for “Other Backward Classes” vide Notification No. F. 7(8)DOP/A-II/2008 dated 28.08.2009.

- (b) 5 years in the case of women candidates belonging to General Category; and
- (c) 10 years in the case of woman candidates belonging to the Scheduled Castes, Schedule Tribes, Backward Classes, More Backward Classes and Economically Weaker Sections.

2. that the upper age limit mentioned above shall not apply in the case of an Ex-prisoner who had served under the Government on a substantive basis on any post before conviction and was eligible for appointment under the rules;

3. that the upper age limit mentioned above, shall be relaxable by a period equal to the term of imprisonment served in the case of an ex-prisoner who was not over age before his conviction and was eligible for appointment under the rules;

4. that 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 may have crossed the age-limit when they appear finally before the Commission and shall be allowed up to two chances had they been eligible as such at the time of their initial appointment;

5. that the upper age-limit mentioned above shall be relaxable 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;

6. Notwithstanding: anything contained contrary in these rules in the case of person serving in connection with the affairs of the State in substantive capacity, the upper age limit shall be 40 years for direct recruitment to posts filled in by competitive examinations or in case of posts filled in through the Commission by interview. ¹⁸"Deleted"

¹⁹7. that there shall be no age limit in the case of widows and divorce women.

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

²⁰8. that the upper age limit mentioned above shall be relaxed five years for recruitment to the post of Joint Advisor (financial) in the case of candidates possessing higher qualifications and/or longer experience.

²¹9. that no upper age limit for persons serving in connection with the affairs of the Panchayat Samitis and Zila Parishads and in the State Public Sector Undertakings/Corporation in substantive capacity shall be 40 years.

^β10. the upper age limit mentioned above shall be relaxed by 5 years in the case of candidates belonging to the ^{*}"Backward Classes and Special Backward Classes".

¹⁸ Deleted "this relaxation shall not apply to urgent temporary appointment." vide Notification No. F. 7(8)DOP/A-II/74 dated 26.06.1997

¹⁹ Added vide Notification No. F. 7(2)DOP/AII/84 dated 18.12.1987.

²⁰ Added vide Notification No. F. 1(7)DOP/AII/88 dated 11.12.1989.

²¹ Added vide Notification No. F. 7(1)DOP/A-II/78 dated 30.11.1998.

^β Added vide Notification No. F. 7(2)DOP/A-II/93 dated. 25.05.2000.

^{*} Substituted for "Other Backward Classes" vide Notification No. F. 7(8)DOP/A-II/2008 dated 28.08.2009.

²²11. 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 over age by more than 3 years.

²³12. the person who was within the age limit on 31-12-2020 shall be deemed to be within the age limit up to 31-12-2024.

12. Academic and Technical qualifications and experience:- A candidate for direct recruitment to the post enumerated in the Schedule shall in addition to such experience as is required possess:

(1) the qualifications and experience given in column 4 of the Schedule; and

²⁴(2) Working knowledge of Hindi written in Devanagiri Script and knowledge of Rajasthani culture.

²⁵Provided that the person who has appeared or on is appearing in the final year examination of the course which is the request educational qualification for the post as mentioned in the rules or schedule for direct recruitment shall be eligible to apply for the post but he/she shall have to submit of proof having acquired the requisite educational qualification to the appropriate selection agency:-

(i) Before appearing in the main examination, where selection is made two stages of written examination and interview;

(ii) Before appearing in interview selection is made is through written examination and interview

(iii) Before appearing in the written examination or interview where selection is made through only written examination or only interview as the case may be;

13. Character:- The character of a candidate for direct recruitment 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 his university or college 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 Government as by law established, the mere conviction need not be regarded as a disqualification.

Note:- (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 the previous conviction for purposes of employment in the service. Those who are convicted of offences not involving moral turpitude shall be deemed to have been completely reformed on the production of a report to that effect from the Superintendent,

²² Added vide Notification No. F. 7(6)DOP/A-II/2008 dated 23.09.2008.

²³ Added vide Notification No. F. 7(2)DOP/A-II/84 pt, dated 23.09.2022.

²⁴ Substituted for "(2) working knowledge of Hindi written in Devnagri Script and one of the Rajasthan culture." vide Notification No. F. 5(1)A-II/77/Part I dated 30.01.1984.

²⁵ Added vide Notification No. F. 8(7)DOP/A-II/97 dated 17-09-1999.

'After Care Home' or if there are no such homes in a particular district, from the Superintendent of Police of that district.

Those convicted of offences involving moral turpitude shall be required to produce a certificate 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 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 in prison and by their subsequent good conduct in an 'After Care Home'.

- 14. Physical Fitness:-** A candidate for direct recruitment to the Service, must be in good mental and bodily health and free from any mental and physical defect likely to interfere with the efficient performance of his duties as a member of Service and if selected must produce a certificate to that effect from a Medical Authority notified by the Government for the purpose. The Appointing Authority may dispense with production of such certificate in the case of candidate promoted in the regular line of promotion, or who is already serving in connection with the affairs of State if he has already been medically examined for the previous appointment and the essential standard of medical examination of the two posts held by him are held to be comparable for efficient performance of his duties of the new post and his age has not reduced his efficiency for the purpose.
- 15. 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 document or documents which have been tampered 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 means for obtaining admission to the examination or interview, may in addition to rendering himself liable to criminal prosecution, be debarred either permanently or for a 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, as the case may be, for selection of candidates; and
- (b) by the Government from employment under the Government.
- 16. Canvassing:-** No recommendation for recruitment either written or oral other than that required under the rules shall be taken into consideration. Any attempt on the part of a candidate to enlist support directly or indirectly for his candidature by other means may disqualify him for recruitment.

PART - IV – PROCEDURE FOR DIRECT RECRUITMENT

- 17. Inviting of applications:-** Applications for direct recruitment to posts in the service, shall be invited by the Commission, by advertising the vacancies to be filled in the official Gazette or in such other manner, as may be deemed²⁶ “fit.”

²⁶ Substituted for “fit:” vide Notification No. F. 7(2)DOP/A-II/2005 dated 20.01.2006.

[@]The advertisement shall contain a clause that a candidate who accepts the assignment on 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 scale of pay of the post as shown elsewhere in the Advisement shall be allowed only from the date of successful completion of the period of probation mentioned in the respective Recruitment Rules;

Provided that while selecting candidates for the vacancies so advertised, that commission may, if intimation of additional requirement not exceeding 50% of that advertised vacancies, is received by them before selection, also select suitable persons to meet such addition requirement.

²⁷**17(a). Frequency of direct recruitment:-** Direct recruitment to the post specified in the schedule shall be held at least once a year unless the Government decides that a direct recruitment for any of these posts shall not be held in any particular year.

18. Form of application:- The application shall be made in the form approved by the commission and obtainable from the Secretary to the Commission on payment of such fee, as the Commission, may, from time to time, fix.

19. Application fee:- A candidate for direct recruitment to a post in the service must pay the fee fixed by the Commission, in such manner as may be indicated by it.

²⁸**20. Scrutiny of applications and examinations:-** (1) The applications received by the Commission which are found to be incomplete shall be rejected by them. Before appearing in the examination, it should be ensured by the candidate himself/herself that he/she fulfills the conditions in regard to age, educational qualifications, experience, if any, etc. as provided in these rules. Being allowed to take the examination shall not entitle the candidate to presumption of eligibility. The candidates shall have to appear in the written examination. The Commission shall scrutinize later on the applications of such candidates only as qualify in the written examination.

(2) The Scheme and Syllabus of written examination shall be such as may be decided by the Commission, from time to time.

(3) The decision of the Commission regarding the eligibility or otherwise of a candidate shall be final.

21. Recommendations of the Commission:- The Commission shall prepare a list of the candidates whom it consider suitable for appointment to the posts concerned and shall arrange in the order of merit. The commission shall forward such list to the Government.

Provided that the Commission may to extent of 50% of the finally intimated vacancies, keep names of suitable candidates on the reserve list. The names of such candidates may, on receipt of requisition within six months from the date on which the original list is forwarded by the commission to the appointing authority in such manner as the commission may decide, be

[@] Added vide Notification No. F. 7(2)DOP/A-II/2005 dated 20.01.2006.

²⁷ Added vide Notification No. F. 7(6)DOP/A-II/08 dated 23.09.2008.

²⁸ Substituted for "20. Scrutiny of applications:- The Commission shall scrutinize the applications received by them and require as many candidates qualified for appointment under these rules as seem to them desirable to appear before them for interview." Provided that the decision of the Commission regarding the eligibility or otherwise of a candidate, shall be final." vide Notification No. F. 1(2)DOP/A-II/97 Pt., dated 23.05.2022.

recommended in order of merit to the Government for appointment against additional vacancies.

22. Disqualification for appointment:- (1) No male candidate who has more than one wife living shall be eligible for appointment to the Service unless Government after being satisfied that there are special grounds 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 Government after being satisfied that there are special grounds for doing so, exempt any female candidate from the operation of 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 adopted any dowry.

Explanation:- For the purpose of this rule 'dowry' has the same meaning as in the 'Dowry Prohibition Act, 1961' (Central Act 28 of 1961)

²⁹(4) No candidate shall be eligible for appointment to the service who has more than two children on or after 1.6.2002.

³⁰"Provided that,-

- (i) 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.
- (ii) where a candidate has only one child from 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 counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted.
- (iv) any candidate who performed remarriage which is not against any law and before such there marriage 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.
- (v) the provisions of this sub-rule shall not be applicable to the appointment of a widow and divorce women."

23. Selection by the Appointing Authority:- Subject to the provision of rule 7, The Appointing Authority shall select candidates who stand highest in the order of merit in the list prepared under rule 21:

Provided that the inclusion of a candidate's name in the list confers no right to appointment unless the Government is satisfied after such enquiry as may be considered necessary that such candidate is suitable in all other respects for appointment to the post concerned.

²⁹ Substituted for [#] "No candidate shall be eligible for appointment to the service who has more than two children on or after 1.6.2002.

Provided that where a candidate has only one child from 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." vide Notification No. F. 7(1)DOP/A-II/95 dated 08-04-2003.

[#] Added vide Notification No. F. 7(1)DOP/A-II/95 dated 20-06-2001.

³⁰ Substituted for "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 a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.

Provided also that the provision this sub rule shall not be applicable to the appointment to a widow to be made under The Rajasthan Compassionate Appointment on Dependents of Deceased Government Servants Rule 1996.

[%] 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.

^{\$} Provided also that while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted." vide Notification No. F. 7(1)DOP/A-II/95/Pt. Dated: 16.03.2023.

[%] Added vide Notification No. F. 7(1)DOP/A-II/1995 pt.-II Dated 20.11.2015. w.e.f. 01.04.2015

^{\$} Added vide Notification No. F. 7(1)DOP/A-II/95 pt.-II Dated 24.02.2011.

PART - V - PROCEDURE FOR APPOINTMENT BY PROMOTION

24. Criteria, Eligibility and Procedure for Promotion:– (1) As soon as the Appointing Authority determines the number of vacancies under rule regarding

^β Substituted for “24. Criteria, Eligibility and Procedure for Promotion to the posts encadred in the service:-
(1) As soon as the Appointing Authority determines the number of vacancies under rule regarding determination of vacancies of these rules and decides that a certain number of posts are required to be filled in by promotion, it shall, subject to provisions of sub-rule (9), 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.

[§] (1A) No person shall be considered for promotion for 5 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 the person 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”.

Provided further that 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”

[§] Added vide Notification No. F. 7(1)DOP/A-II/95 dated 20-06-2001 and vide corrigendum dated 21.11.2015.

(2) The persons enumerated in ^ψ“Column 4” or the relevant Column regarding "post from which promotion is to be made", as the case may be, of the relevant Schedule shall be eligible for promotion to posts specified against them in Column 2 thereof to the extent indicated in Column 3 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 Column 6 or in the relevant Column regarding "minimum qualification and experience for promotion", as the case may be.

^ψ Substituted for “Column 5” vide Notification No. F. 1(16)DOP/A-II/82 dated 25.08.1982.

(3) No person shall be considered for first promotion in the Service unless he is substantively appointed and confirmed on lowest post in the Service. After first promotion in the Service for subsequent promotions to higher posts in the Service, a person shall be eligible if he has been appointed to such post from which promotion is to be made after selection in accordance with one of the methods of recruitment under any Service Rules promulgated under proviso to Article 309 of the Constitution of India.

[@] Provided that for first promotion in the Service if number of persons substantively appointed and confirmed on the lowest post, equal to the number of vacancies, are not available then persons who have been appointed to the lowest post in the Service after selection in accordance with one of the methods of recruitment prescribed under these rules, shall also be eligible if they fulfill other conditions of eligibility.

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.

[@] Added vide Notification No. F. 7(8)DOP/A-II/78 dated 13.05.1980.

(4) Selection for promotion in the regular line of promotion from the post/posts not included in Service to the lowest post category of post in the service shall be made strictly on the basis of merit and on the basis of seniority-cum-merit in the proportion of 50 : 50:

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

(5) Subject to the provisions of sub-rule (7), selection for promotion from the lowest post or category of post in the State Service to the next higher post or category of post in the State Service and for all posts in the Subordinate Services and in the Ministerial Services shall be made strictly on the basis of seniority-cum-merit from amongst the persons who have passed the qualifying examination, if any, prescribed under these rules, and have put in at least five years’ service, unless a different period is prescribed elsewhere in these rules, on the first day of the month of April of the year of selection on the post or category of post from which selection is to be made:

⁰ Deleted proviso.

(6) Selection for Provided that promotion to all other higher posts or higher categories of posts in the state service shall be made on the basis of merit and on the basis of seniority-cum-merit in the proportion of 50: 50:

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

Explanation:- If in the service, in any category of post, number of posts available for promotion is an odd number then for purpose of determining the vacancies for selection by promotion on the basis of seniority-cum-merit and merit in the proportion of 50:50, the following cyclic order shall be followed:

The first vacancy by seniority-cum-merit;

The subsequent vacancy by merit;

The cycle to be repeated.

⁰ Deleted “Provided that in the event of non-availability of the persons with the requisite period of service of five years, the Committee may consider the persons having less than the prescribed period of service, if they fulfill the qualification and other conditions for promotion prescribed elsewhere in these rules, and are found otherwise suitable for promotion on the basis of seniority-cum-merit.” vide Notification No. F. 7(3)DOP/A-II/95 Dated 18.02.1998.

determination of vacancies of these rules and decides that a certain number of posts are required to be filled in by promotion, it shall subject to the provisions

(7) Selection for promotion to the highest post/posts in the State Service shall always be made on the basis of merit alone;

Provided that-

(a) In a Service or Groups or Sections there under, where there are only two scales e.g. junior scale or senior scale and there is only one promotion then promotion shall be made on the basis of senior cum merit alone;

(b) In a Service or Groups or Sections there under, where there three scales e.g. junior scale, senior scale and selection scale and there are two promotion then promotion shall be as under:-

(i) First promotion on the basis of seniority cum merit;

(ii) Second promotion on the basis of seniority cum merit and merit in the proportion of 50:50.

(c) In Services or Groups or Sections there under, where there are more than two promotions then first promotion shall be made on the basis of seniority cum merit alone and promotions to subsequent higher post shall be made on the basis of seniority cum merit and merit in the proportion of 50:50 except to the highest post:

£ provided further that if the committee is satisfied that suitable persons are not available for selection by promotion to highest post/posts strictly on the basis of merit in a particular year, selection by promotion to highest post/posts on the basis of seniority cum merit may be made in the same manner as specified in these rules.” vide Notification No. F. 5(3)DOP/A-II/77 dated 18.08.1982.

£ Added vide Notification No. F. 7(10)DOP/A-2/77 Dated 31.03.1980.

⁷(7A) the Government or the Appointing Authority may order for review of the proceeding of the D.P.C. held earlier on account of some mistake or error apparent on the basis of record, on account of a factual error subsequently effecting the decision of the D.P.C. or for any other sufficient reason e.g. change the seniority wrong determination or vacancies, judgment/direction of any court or tribunal, or were 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 obtain before holding the meeting of the review D.P.C.

⁷ Added vide Notification No. F. 7(1)DOP/A-II/86 dated 14.06.1988.

^π(8) Deleted

Explanation:-If any doubt arises about the categorization of the post as the lowest, next higher or highest post in the Service, the matter shall be referred to the Government in the Department of Personnel and Administrative Reforms whose decision thereon shall be final.

^π Deleted “(8) The persons having been selected and appointed by promotion to a post or category of post on the basis of merit, shall be eligible for promotion to the next higher post or category of post, which is to be filled in by merit, only when they have put in after regular selection, at least five years’ service, unless a higher period of service is prescribed elsewhere in these rules, on the first day of the month of April of the year of selection on the post or category of post from which selection to be made:

Provided that the condition of five years’ Service shall not be applicable to a person if any person junior to him is eligible for consideration for promotion on the basis of merit:

Provided further that in the event of non-availability of persons, equal to the number of vacancies to be filled in, eligible for promotion in the category of posts next lower from which promotion is made, the Committee may consider the persons having less than five years’ service if they are found otherwise suitable for promotion on the basis of merit alone.” vide Notification No. F. 7(6)DOP/A-II/75,dated 15.07.1992

@ (9) The zone of consideration of persons eligible for promotion shall be as under:-

(i) Number of Vacancies -	Number of eligible persons to be considered.
(a) for one vacancy	Five eligible persons.
(b) for two vacancies	Eight eligible persons.
(c) for three vacancies	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) Where, adequate number of the candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the cases may be, are not available within the zone of consideration specified above, the zone of consideration may be extended to ^x“seven” times the number of vacancies and the candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the case may be (and not any other) coming within the extended zone of consideration shall also be considered against the vacancies reserved for them.

(iv) For the highest post in a State Service:-

of sub-rule (6), prepare a correct and complete list of the senior most persons who

- (a) If promotion is from one category of post, eligible persons up to five in number shall be considered for promotion;
- (b) If promotion is from different categories of the post in the same pay scale, eligible persons up to the in number from each category of posts in the same pay scale shall be considered for promotion;
- (c) If promotion is from different categories of posts carrying different pay scales, eligible persons in the higher pay scale shall be for promotion first considered and if no suitable persons is available for promotion on the basis of merit 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.

^x Substituted for "five" vide Notification No. F. 7(1)DOP/A-II/81 dated 07.04.2003.

[@] Substituted for "(9) The zone of consideration of persons eligible for promotion shall be as under:-

⁸"(i) the zone of eligibility for promotion shall be five times the number of vacancy to be filled on the basis of seniority cum merit or merit or by both, as the case may be."

(ii) For the highest post in State Service;

(a) if the promotion is from one category of post, eligible persons upto five in number shall be consider for promotion,

(b) if promotion is from different categories of posts in a same pay scale, eligible person upto two in number from each category of posts in the same pay scale shall be consider for promotion;

(c) if promotion is from different category of posts carrying different pay scale, eligible person in the higher pay scale shall be consider for promotion first and if no suitable person is available for promotion on the basis of merit in the higher pay scale then only the eligible persons of other categories of posts in lower pay scale shall be consider for promotion and so and on so forth. The zone of consideration for eligibility in the case shall be limited to five senior most eligible persons in all." vide Notification No. F. 7(1)DOP/A-II/81, dated 6.07.1983 and effect from 1.04.1984 vide even No. Notification dated 10.05.1984.

⁸ Substituted for Clause (i)

- | | | |
|-----|---------------------|--|
| (i) | Number of Vacancies | Number of eligible persons to be considered |
| (a) | 1 to 5 vacancies | 4 times of the number of vacancies. |
| (b) | 6 to 10 vacancies | 3 times, but at least 20 eligible persons to be considered. |
| (c) | Above 10 vacancies | 2 times, but at least 30 eligible persons to be considered." |

vide Notification No. F. 7(1)DOP/A-II/81 dated 29.01.1981.

(10) The Committee consisting of the Chairman of the Commission or a Member thereof nominated by Chairman, the Commissioner, State Enterprises Department, the Special Secretary to the Government in the Department of Personnel and Administrative Reforms or his representative not below the rank of the Deputy Secretary and the General Manager consider the cases of all the Senior most persons who are eligible and qualified for promotion to the class of posts concerned under these rules, #⁴ "interviewing such of them as they may deem necessary" and shall prepare a list containing names of the suitable persons equal to the number of existing vacancies and the vacancies anticipated to occur during the next twelve months after the determination of vacancies. The Committee shall also prepare a separate list containing the names of persons equal to 50% of the persons selected in the aforesaid list or select one more persons if the number of vacancies is one only, who may be considered suitable to fill temporary or permanent vacancies, which may occur till the next meeting of the Committee, on a temporary or officiating basis and the list so prepared shall be reviewed and revised every year and shall remain in force until it is so reviewed and revised. The lists so prepared on the basis of merit and on the basis of seniority-cum-merit shall be arranged in the order of seniority on the category of post from which selection is to be made. Such lists shall be sent to the concerned Appointing Authority together with the Annual Confidential Rolls and Personal Files of all the candidates included in them as also those not-selected, if any.

Provided that in case any Member or Member-Secretary, as the case may be, constituting the committee has not been appointed to the post concerned, the officer holding charge of the post for the time being shall be the Member of Member-Secretary, as the case may be, of the Committee.

Explanation:- For the purpose of selection for promotion on the basis of merit, officers with "Outstanding" or consistently 'Very-Good' record shall only be selected and their names arranged in the order of seniority."

⁵“(11)(a) The Committee shall consider the cases of all the senior most persons who are eligible and qualified for promotion to the class of posts concerned under these rules and shall prepare a list containing names of the persons found suitable on the basis of seniority-cum-merit and/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 rule relating to "Determination of vacancies" of 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 on the category of posts from which selection is made.

(b) The committee shall also prepare a separate list on the basis of seniority-cum-merit and/or on the basis of merit, as the case may be, as per the criteria for promotion laid down in the rules, containing names of persons equal to the number of persons selected in the list prepared under (a) above to fill temporary or permanent vacancies, which may occur subsequently. The list so prepared on the basis of seniority-cum-merit and/or on the basis of merit shall be arranged in the order of the 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 ⁶“and that such list shall remain in force till the end of the last day of the next year or till the Departmental Promotion Committee meets, whichever is earlier.”

are eligible and qualified under these rules for promotion on the basis of seniority cum merit or on the basis of merit of the class of posts concerned.

(2) The persons enumerated in the relevant column regarding post from which promotion is to be made, of the relevant schedule shall be eligible for promotion to posts specified against them in column 2 thereof to the extent indicated in column 3 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.

-
- (c) Such lists shall be sent to the Appointing Authority together with Annual Confidential Reports/Annual Performance Appraisal Reports and other Service Record of all the Candidates included in the lists as also of those not selected, if any."
- % Substituted for "And that such list shall remain in force till the end of the last day of the next year or till the Departmental Promotion Committee meets, whichever is earlier." vide Notification No. F. 7(10)DOP/A-II/77 dated 28.04.1999.
- # Inserted vide Notification No. F. 11(1)DOP/A-II/77 dated 20.03.1980.
- 5 Substituted for "(11) If in any subsequent year, after promulgation of these rules, vacancies relating to any earlier year are determined under sub-rule (3) of rule 10, which are required to be filled by promotion, the Departmental Promotion Committee shall consider the case of all such persons who would have been eligible in the year to which the vacancies relate irrespective of the year in which the meeting of the Departmental Promotion Committee is held and such promotions shall be governed by the rules in force at the time, the meeting of the Departmental Promotion Committee is held. The person who has been so promoted shall not be entitled to claim any arrears of pay or re-fixation of his pay or to count his service/experience for promotion to highest post for any period during which he has not actually performed the duties or the post to which he has been promoted." vide Notification No. F. 7(2)DOP/A-II/81 dated 19-02-1982 w.e.f. 01-04-1981
- (12) 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 of all the persons whose names have been considered by the Committee.
- (13) 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 consider it necessary to make any change in the lists received from the Appointing Authority, it shall inform the Appointing Authority of the changes proposed 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 its 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.
- (14) Appointments shall be made by the Appointing Authority taking persons out of the lists finally approved under the preceding sub-rule (13) in the order in which they have been placed in the lists, till such lists are exhausted of reviewed and revised, as the case may be.
- (15) The Government may issue instructions for provisionally dealing with promotions, appointments or other ancillary matters in an equitable and fair manner of persons who may be under suspension, or against whom departmental proceeding 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." vide Notification No. F. 7(5)DOP/A-II/2002 dated 23.07.2003.

³¹“(4) The person who had not been considered for promotion up to the year 2019-20 because he/she had more than two children on or after 1st June, 2002 shall be considered for promotion from the date on which his/her promotion was due and on such promotion his/her pay shall be re-fixed at the pay which he/she would have drawn but no arrear shall be paid and if any person who has more than two children on or after 1st June, 2002 and his/her promotion becomes due in the year 2020-21 or there after shall be considered for promotion from the date on which his/her promotion becomes due and his/her pay shall be fixed for the promotion post, but he/she shall be entitled for annual increments notionally for three subsequent year and after such three year he/she shall be allowed actual benefits of such increments, however no arrears shall be paid for such Notional increments. There shall be no consequential effect on subsequent promotions of the person promoted as per provisions of this sub-rule. The person already promoted shall not be reverted due to implementation of this sub-rule.”

Provided that –

- (i) the persons 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 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.
- ³²(iii) while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted.
- ³³(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 1-06-2002, 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 promotions on the highest post in the state service if it is at least third promotion shall be made on the basis of merit alone.

Provided further that if the 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.

³¹ Substituted for "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: " vide Notification No. F. 7(1)DOP/A-II/95/Pt. Dated: 16.03.2023.

[@] Substituted for "five recruitment years" vide Notification. No. F. 7(1)DOP/A-II/ 95, Dated 19.09.2017.

³² Substituted for ^b“Provided also that while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted.” vide Notification No. F. 7(1)DOP/A-II/95/Pt.-III dated 03.07.2019 (w.e.f. 01.06.2002)

^b Added vide Notification No. F. 7(1)DOP/A-11/95/Pt.-II dated 24.02.2011.

³³ 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.

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

- | | |
|--------------------------------|---|
| (i) Number of vacancies | Number of eligible persons to be considered |
| (a) for one vacancy | five eligible persons |
| (b) for two vacancies | eight eligible persons |
| (c) for three vacancies | 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) where, adequate number of the candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the case may be, are not available within the zone of consideration specified above, the zone of consideration may be extended up to seven times the number of vacancies and the candidates belonging to the Schedules Casts or the Schedules Tribes, as the case may (and not any other) coming within the extended zone of consideration shall also be considered against the vacancies reserved for them.
- (iv) For any post in the Service:
- (a) If Promotion is from more than one categories of posts in the pay scale, eligible persons upto two in number from each category of posts in the same pay scale shall be considered for promotion;
- (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 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 committee may also prepare a 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 not exceeding the number 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 in the order of seniority in the category of posts from which selection shall be made. Such a list shall be reviewed and revised by the 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 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 which were required to be filled in by promotion, the 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 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 has not actually performed the duties of the post to which he would have been promoted, 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 may order for the review of the proceedings of the committee held earlier on account of some mistake or error apparent on the face of record, or on account of a factual error substantially affecting the decision of the 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 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 proposed 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 its 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 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.

³⁴**24A. Restriction of promotion of persons foregoing promotions:-** 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 recommendation 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 from consideration for promotion (both on the basis of urgent, temporary appointment or on regular basis) for subsequent two recruitment years for which the Departmental Promotion Committee is held and the name of such a person 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, PROBATION AND CONFIRMATION

25. Appointment to the service:- Appointment to the posts in the Service by direct recruitment or by promotion, as the case may be, shall be made by the Appointing Authority on occurrence or substantive vacancies by selection of persons in the manner indicated in rule 23 in the order of merit and by promotion from the persons selected under rule 24.

26. 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 appointments, as the case may be, by appointing in an officiating capacity 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 provision of these rules;

³⁴ Substituted for ~~§~~24A. Restriction of promotion of persons foregoing promotions:- 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, he shall be considered again for appointment by promotion only after a period of one year (both on the basis of urgent temporary appointment or on regular basis, on the recommendations of the Departmental Promotion Committee” vide Notification No. F. 7(1)DOP/A-II/98, dated 05.08.1998.

§ Added vide Notification No. F. 15(16)DOP/A-II/80, dated 30.11.1981.

Provided that 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:

Provided further that in respect of a post in the 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 and Administrative Reforms, fill the temporary vacancy against the direct recruitment quota by a whole time appointment for a period exceeding three months, otherwise than out of persons eligible for direct recruitment and after a short term advertisement,

(2) In the event of non-availability of suitable persons fulfilling the requirement of eligibility for promotion, Government may notwithstanding the conditions 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 appointment shall, however, be subject to concurrence of the Commission as required under the sub-rule (1).

³⁵“**27. 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. Appointment on ad hoc or urgent temporary basis shall not be deemed to be appointment after regular selection.”

Provided-

- (i) that the seniority inter se of the persons appointed to the service before the commencement of these rules and/or in the process of integration of the service of the pre-reorganization State of Rajasthan or the service of the new State of Rajasthan established by the State Reorganization Act, 1956 shall be determined, modified or altered by the Appointing authority on an ad-hoc basis.
- (ii) that if two or more persons are appointed to posts in the same category in the same year, a person appointed by promotion shall rank senior to a person appointed by direct recruitment;
- (iii) that the seniority inter se persons appointed to post in a particular category by direct recruitment on the basis of one and the same selection except those who do not join service when post is offered to them within a period of six weeks from the date of order of appointment unless extended by the appointing authority shall follow the order in which their name have been placed in the list prepared by the commission under rule 21;

³⁵ Substituted for “27. Seniority of persons appointed to the lowest post of the Service or lowest categories of posts in each of the Group /Section of the Service, as the case may be, shall be determined from the date of confirmation of such persons to the said post but in respect of persons appointed by promotion to other higher posts in the Service or other higher categories of posts in each of the Group/Section in the Service, as the case may be, shall be determined from the date of their regular selection to such posts.” vide Notification No. F. 7(1)DOP/A-II/96 dated 10.10. 2002.

- (iv) 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.

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 the same as in the next below grade.

³⁶(v) Deleted.

[#](vi) Withdrawn.

- ³⁷(vii) that reservation for Scheduled Castes and Scheduled Tribes employees, with consequential seniority, shall continue till the roster points are exhausted; and adequacy of promotion is achieved.

Once the roster points are complete the theory of replacement shall thereafter be exercised in promotion whenever vacancies earmarked for Scheduled Castes/Scheduled Tribes employees occur.

If on the application of these provisions the Scheduled Castes/Scheduled Tribes employees who had been promoted earlier and are found in excess of the adequacy level shall not be reverted and shall continue on ad-hoc basis, and also any employee who had been promoted in pursuance to Notification No. F.7(1)DOP/A-II/96 dated 1-4-1997 shall not be reverted.

Notification No. F. 7(1)DOP/A-II/96 dated 1-4-1997 shall be deemed to have been repealed w.e.f. 1-4-1997

Explanation:- Adequate representation means 16% representation of the Scheduled Tribes in accordance with the roster point.

- ³⁸**28. Period of Probation:-** (1) A Person entering the service by direct recruitment against clear vacancy shall be placed as Probationer-trainee for a period of 2 years.

³⁶ Deleted ⁰“That if a candidate belonging to the Scheduled Caste/Scheduled Tribe is promoted to an immediate higher post/grade against a reserved vacancy earlier than his senior general/OBC candidate who is promoted later to the said immediate higher post/grade, the general/OBC candidates will regain his seniority over such earlier promoted candidate of the Schedule Caste/Schedule Tribe in the immediate higher post /grade.” vide Notification No. F. 7(1)DOP/A-II/2002 dated 28.12.2002. (w.e.f. 1.4.1997)

⁰ Added vide Notification No. F. 7(1)DOP/A-2/96 dated 1.4.1997

[#] Withdrawn “*(Notifications No. F. 7(1)DOP/A-II/2002 dated 28.12.2002) and ⁺(F. 7(3)DOP/A-II/2008 dated 25.04.2008) from the date they were issued” vide Notification No. F. 7(3)DOP/A-II/2008 dated 11.09.2011.

⁺ Deleted ^{*}“Provided that a candidate who has got the benefit of proviso inserted vide Notification No. F.7(1)DOP/ A-II/96, dated 1.4.1997 on promotion to an immediate higher post shall not be reverted and his seniority shall remain unaffected. This proviso is subject to final decision of the Hon'ble Supreme Court of India in Writ Petition (Civil) No.234/2002 All India Equality Forum v/s Union of India and Others.” vide Notification No. F. 7(3)DOP/A-II/08 dated 25.04.2008.

^{*} Inserted vide Notification No. F. 7(1)DOP/A-II/02 dated 28.12.2002.

³⁷ Inserted vide Notification No. F. 7(3)DOP/A-II/2008 dated: 11.09.2011.

³⁸ Substituted for “28. Period of Probation:- (1) All persons appointed to the Service by direct recruitment against a substantive vacancy shall be placed on probation for a period of two years and those appointed to the Service by promotion/special selection against a substantive vacancy shall be placed on probation for a period of one year:
Provided that-

(i) such of them as have, previous to their appointment by promotion/special selection or by direct recruitment against a substantive vacancy, officiated temporarily on the post which is followed by regular selection may be permitted by the Appointing Authority to count such officiating or temporary service towards the period of probation. This shall, however, not amount to involve supersession of any senior person or disturb the order of their preference in respective quota or reservation in recruitment;

Provided that any period after such appointment during which a person has been on deputation on a corresponding or higher post shall count 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 Department Examination and to undergo such training as the Government may, from time to time specify.

³⁹(3) Deleted.

4029. **Confirmation in certain cases:-** &“(1) Notwithstanding anything to the contrary contained in the preceding rule, a person appointed to a post in the

(ii) any period after such appointment during which a person has been on deputation on a corresponding or higher post shall count towards the period of probation.

(2) During the period of probation specified in sub-rule (1), each probationer may be required to pass such Departmental Examination and to undergo such training as the Government may, from time to time, specify. Explanation:- In case of a person who dies or is due to retire on attaining the age of superannuation, the period of probation shall be reduced so as to end one day earlier on the date immediately preceding the date of his death or retirement from Government service. The condition of passing the Departmental Examination in the rule regarding confirmation shall be deemed to have been waived in case of death or retirement.” vide Notification No. F. 7(2)DOP/A-II/2005 dated 20.01.2006.

³⁹ Deleted *“(The period spent as probationer trainee shall not be counted for experience and eligibility for promotion.” vide Notification No. F. 7(2)DOP/A-II/2005 dated 26.04.2011.

* Added vide Notification No. F. 7(2)DOP/A-II/2005 dated 13.06.2008.

& 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 or within a period of one year service in case he is appointed by promotion, 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 fulfills 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.

⁴⁰ Substituted for "29. (a) Notwithstanding anything contained in the rule if no order of confirmation is issued by the Appointing Authority within a period of six months, an employee appointed on temporary or officiating basis who has, after the date of his regular recruitment by either method of recruitment completed a period of two years service, or less in the case of those appointed by promotion where the period of promotion prescribed in less, on the post or a higher post under the same Appointing Authority or would have so worked but for his deputation or training, shall on the concurrence of permanent vacancies be entitled to be treated as confirmed if the same conditions as are prescribed under the Rules for the confirmation of a probationer are fulfilled subject to the quota prescribed under the Rules and in accordance with his seniority.

Provided that if the employee has failed to give satisfaction or has not fulfilled any of the conditions prescribed for confirmation, such as passing of Departmental Examination, training or promotion cadre course etc. the aforesaid period may be extended as prescribed for the probation or under the Rajasthan Civil Services Departmental Examination Rules, 1959 and any other rules, or by one year, whichever is longer. If the employee still fails to fulfill the prescribed conditions or fails to give satisfaction, he will be liable to be discharged from such post in the same manner as a probationer or reverted to his substantive or lower posts, if any, to which he may be entitled.

Provided further that no person shall 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.

(b) The reasons for not confirming an employee referred to in the second proviso to clause (a) shall, in the case of a non-gazetted employee, be also immediately recorded by the Appointing Authority in his Service Book and C.R. file and in the case of Gazetted Officer communicated to the Accountant General Rajasthan and in his Confidential Report file. A written acknowledgment shall be kept on record in all these cases.

Explanation:- (i) "Regular recruitment for the purpose of this rule shall mean appointment after either of the methods of recruitment or on initial construction of service in accordance with any of the Service Rules promulgated under proviso to Article 309 of the constitution of India, or for posts for which no Service Rules exists, if the post are within the purview of Rajasthan Public Service Commission recruitment in consultation with them but it shall not include an urgent temporary appointment ad hoc appointment or officiating promotion against temporary or lien vacancies which are liable to review and revision from year

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 above, may be extended as prescribed for 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.

Explanation-

- (i) Regular recruitment for the purpose of this rule shall mean:-
 - (a) appointment by either method of recruitment or on initial constitution of services 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 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 app into nitro officiating promotion which is subject to review and revision.

to year. In case where the Service Rules Specifically permits appointment by transfer such appointment shall be treated regular recruitment if the appointment to the post from which the official was transferred was after regular recruitment. Persons who have been made eligible for substantive appointment to a post under the rules shall be treated as having been regularly recruited.

(ii) Persons who hold lien 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 exercise option in favour of confirmation under this rule and their lien on the previous post shall ceases.” vide Notification No. F. 7(4)DOP/A-II/1979 Dated 22.11.1984.

(ii) Persons who hold lien in 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 favour of confirmation under this rule and their lien on the previous post shall cease.

⁴¹**30. Unsatisfactory progress during probation:-** 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 respect:

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 specified period not exceeding one year.

31. Confirmation:- A probationer shall be confirmed in his appointment at the end of his period of probation,

- (a) he has passed the departmental examination and has successfully undergone such training, as the Government may, from time to time, specify;
- (b) he has passed a 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

32. Scale of pay:- The scale of monthly 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 35 or as may be sanctioned by Government, from time to time.

⁴¹ Substituted for “30. 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 a member of the Service has not made sufficient use of his opportunities or that he has failed to give satisfaction, the Appointing Authority may revert him to the post held substantively by him immediately preceding his appointment provided he holds a lien thereon or in other cases may discharge or terminate him from service:

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 member of Service by a specified period not exceeding two years in case of person appointed to a post in the Service by direct recruitment and one year in the case of persons appointed by promotion /special selection to such post.

“Provided further that the Appointing Authority may, if it so thinks fit in case of persons belonging to the Scheduled Caste or Scheduled Tribes, as the case may be extend the period of probation by a period not exceeding one year at a time and a total extension not exceeding three years.”

(2) Notwithstanding anything contained in the above proviso, during the period of probation, if a probationer is placed under suspension, or disciplinary proceedings are contemplated or started against him the period of his probation may be extended till such period the Appointing Authority thinks fit in the circumstances.

(3) A probationer reverted or discharged from service during or at the end of the period probation under sub-rule(1), shall not be entitled to any compensation." vide Notification No. F. 7(2)DOP/A-II/2005 dated 13.06.2008.

⁴²33. Deleted.

34. Criteria for crossing an efficiency bar:- No member of the Service shall be allowed to cross an efficiency bar unless in the opinion of the Appointing Authority he has worked satisfactorily and his integrity is unquestionable.

35. Regulations of pay, leave, allowance, pension etc.:- Except as provided in these rules, the pay, allowance, pension, leave and other conditions of service of the members of the service shall be regulated by:

1. The Rajasthan Civil Services (Unification of Pay Scales) Rules, 1950, as amended from time to time;
2. The Rajasthan Civil Services (Nationalization of Pay Scale) Rules, 1956, as amended from time to time;
3. The Rajasthan Civil Services (Classification Control and Appeal) Rules, 1958, as amended from time to time;
4. The Rajasthan Service Rules, 1951, as amended from time to time;
5. The Rajasthan Civil Services (Revised Pay Scales) Rules, 1961, as amended from time to time;
6. The Rajasthan Civil Services (New Pay Scales) Rules, 1969, as amended from time to time;
7. The Rajasthan Travelling Allowances Rules, 1971 as amended from time to time;
8. Any other rules prescribing general conditions of Service made by the appropriate authority under the proviso to Article 309 of the Constitution of India, and for the time being in force.

36. Removal of doubts:- If any doubt arises relating to the application and scope of these rules, it shall be referred to Government in the Department of Personnel and Administrative Reforms whose decision thereon shall be final.

37. Repeal and savings:- All rules and orders in relation to matter 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 80 superseded shall be deemed to have been taken under the provisions of these rules,

38. Power to relax rules:- In exceptional case 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 persons, it may with the concurrence of the Department of Personnel -A-Group-II in consultation with the Commission by orders 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 referred than the provisions already contained in these rules. Such

⁴² Deleted for "33. Increments during probation:- A probationer shall draw 'increments in the scale of pay admissible to him in accordance with the provisions of the Rajasthan Service Rules, 1951" vide Notification No. F. 7(2)DOP/A-II/2005 dated 20.01.2006.

cases of relaxation shall be referred to the Rajasthan Public Service Commission by the by the ⁴³“Administrative Department concerned”.

⁴⁴Provided 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.

⁴⁵Provided further that where the prescribed period of experience for promotion to any post is less than 6 years, a committee headed by the Chief Secretary comprising of Principal Secretary Finance, Principal Secretary /Secretary Department of Personnel and Principal Secretary /Secretary of the Administrative Department, may consider the cases where forty five percent or more posts are vacant. The committee is empowered to suggest the quantum of relaxation in experience which may be granted in such cases to address the issue of large number of vacancies in promotional posts subject to condition that such relaxation in experience shall not be more than two years.

[§]Provide also that in case vacant post cannot be filled by promotion for want of prescribed experience on the lower post or experience of service or both, as the case may be, for the year 2023-24, a relaxation upto two years in experience of the lower post or experience or service or both, as the case may be, shall be given to fill vacant post. However where the experience prescribed for promotion is two years, relaxation shall be given for one year only. No one shall be promoted during the period of probation.

⁴³ Substituted for “Department of Personnel and Administrative Reforms (Department of Personnel-A-Group-II)” vide Notification No. F. 11(2)DOP/A-II/75 dated 18-08-1982.

⁴⁴ Added vide Notification No. F. 7(3)DOP/AII/95 dated 18-02-1998.

⁴⁵ Added vide Notification No. F. 7(3)DOP/A-II/95 Pt. dated 18-07-2017.

[§] Added vide Notification No. F.7(4)DOP/A-II/2023-04341Dated 15.05.2023

SCHEDULE

S.No.	Name of the post	Method of recruitment with percentage	Qualification and experience for direct recruitment	post from which promotion is to be made	Qualifications and experience for promotion	Remarks
1	2	3	4	5	6	7
OFFICE OF THE COMMISSIONER, STATE ENTERPRISES DEPARTMENT, RAJSTHAN, JAIPUR						
[@] 1A.	Joint Advisor (Finance)	100% by direct recruitment	A Chartered Accountant direct preferably holding an additional professional Qualification link Associate of cost & works accountants (ICWA), associate member of institute of company secretaries of India (ACS), master of business administration (M.B.A.) Etc. And having a minimum of 7 years post qualification experience in areas of financial analysis, investment appraisal performance evaluation, costing budgeting, etc. In reputed public sector organizations /financial institutions.	-	-	

[@] Added vide Notification No. F. 1(7)DOP/AMI/88 dated 11.12.1989.

1	2	3	4	5	6	7
* abolished						

* Abolished all other post except post of Joint Adviser (Finance) vide Notification No. F. 27(1)Cab./2020 dated 21.08.2020

SCHEDULE

1	2	3	4	5	6	7
OFFICE OF THE COMMISSIONER, STATE ENTERPRISES DEPARTMENT, RAJSTHAN, JAIPUR						
1	Technical Adviser to the Commissioner	100% by direct recruitment	Degree in Mechanical/Chemical/ Industrial Engineering with 10 years experience of running or setting up of Industries or Projects.	-	-	Post Abolished
2	Mechanical Engineer (Maintenance Wing) (Assistant Engineer). State Woolen Mills, Bikaner	100% by direct recruitment	Degree in Mechanical Engineering of a University established by Law in India or Degree or Diploma in Mechanical Engineering of a recognized University/Institution declared by the Government as equivalent to a Degree in Mechanical Engineering.	-	-	Post Abolished
RAJSTHAN STATE CHEMICAL WORKS, DIDWANA						
1	General Manager	100% by direct recruitment	A Degree in Mechanical Engineering or Chemical Engineering from a recognized University established by Law in India or abroad. At least 8 years experience in an Industrial concern of repute or worked in a responsible post in Government Department independently in a Chemical plant and Boiler House. Experience of having worked in Chemical Industries will be given preference.			Post Abolished
2	Shift Engineer	50% by direct recruitment. & 50% by Promotion	Degree in Mechanical/Chemical Engineering of a University established Law in India or a Degree or Diploma of a University of Institution declared by the Government as equivalent to degree in Mechanical/Chemical Engineering.	(i) Jr. Engineering (ii) Foreman		

1	2	3	4	5	6	7
2	Shift Engineer	50% by direct recruitment. & 50% by Promotion	Degree in Mechanical/Chemical Engineering of a University established Law in India or a Degree or Diploma of a University of Institution declared by the Government as equivalent to degree in Mechanical/Chemical Engineering.	(i) Jr. Engineering (ii) Foreman	Degree in Mechanical/Chemical /Electrical Engineering or qualification declared equivalent to a Degree in Mechanical/Chemical/ electrical Engineering with 3 years' Service or ⁴⁶ “Diploma in Mechanical/Chemical/Electrical Engineering” with 4 years' service or Matriculate with 15 years' service on the posts mentioned in Column No. 5.	Post Abolished
3	Accounts Officer (Costing)	100% by direct recruitment	Degree in Arts/Science/ Commerce /Engineering or a University established by Law in India with Diploma in Cost & Works Accountancy from a recognized University or Institution with two years experience in Statistical or Accounting work of any Government Department Institution/ Undertaking.	-	-	Post Abolished
RAJASTHAN GOVERNMENT SALT SOURCES						
1	General Manager (Salt Sources)	100% by Promotion	-	Manager, Salt Works	5 Years' experience on the post mentioned in column 5.	Post Abolished
2	Manager	100% by Promotion	-	Assistant Manager	5 Years' experience on the post mentioned in column 5.	Post Abolished

⁴⁶ Substituted for Diploma in Chemical/Electrical Engineering” vide Notification No. F. 1(21)Karmik/ka-II/74 dated 20-1-1981

SCHEDULE OF TEMPORARY POSTS						
S. No.	Name of the post	Method of recruitment with percentage	Qualification and experience for direct recruitment	post from which promotion is to be made	Qualifications and experience for promotion	Remarks
1	2	3	4	5	6	7
RAJASTHAN STATE CHEMICAL WORKS, DIDWANA						
1	Marketing Manager	100% by direct recruitment	Master's Degree in Chemistry from a recognized University established by law in India having experience sales of Chemical for about 3 to 5 years from a reputed concern or Government or Semi Government, Preference will be given to persons holding Diploma in Business Management.	-	-	Post Abolished
2	Production Manager	100% by Promotion		Shift Engineer	5 Years' experience on the post mentioned in column 5.	Post Abolished

By Order and in the name of the Governor,

sd/-

(Arun Kumar)

Special Secretary to the Government.