



राजस्थान पुस्तकालयाध्यक्ष एवं शारीरिक प्रशिक्षण अनुदेशक सेवा (महाविद्यालय शाखा) नियम, 2023

(दिनांक 15.09.2023 तक संशोधित)

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

[<https://dop.rajasthan.gov.in>]

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

No. F. 1(1)DOP/A-II/2023

Jaipur, dated:- 25.05.2023

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 Librarian and Physical Training Instructor Service (Collegiate Branch), namely:-

**THE RAJASTHAN LIBRARIAN AND PHYSICAL TRAINING
INSTRUCTOR SERVICE (COLLEGIATE BRANCH) RULES, 2023**

**PART - I
GENERAL**

1. Short title and commencement.- (1) These rules may be called the Rajasthan Librarian and Physical Training Instructor Service (Collegiate Branch) Rules, 2023.

(2) They shall come into force with effect from 18.07.2018.

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

- (a) "**Appointing Authority**" means the Government of Rajasthan and any other officer to whom powers in this behalf may be delegated by the Government;
- (b) "**Commission**" means the Rajasthan Public Service Commission;
- (c) "**Committee**" means the Committee referred to in sub-rule (3) of rule 29;
- (d) "**Commissioner/Director**" means the Commissioner/Director of College Education, Rajasthan.
- (e) "**Direct recruitment**" means recruitment made according to the procedure prescribed in Part-IV of these rules;
- (f) "**Government**" means the Government of Rajasthan;
- (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to a post in the service on the basis of regular selection under the provisions of these rules or the rules or orders superseded by these rules;
- (h) "**Promotion**" means Promotion under Career Advancement Scheme;
- (i) "**Regulations**" means University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2018, as amended from time to time and as adopted by the State Government;

- (j) "**Schedule**" means the Schedule appended to these rules;
- (k) "**Service**" means the Rajasthan Librarian and Physical Training Instructor Service (Collegiate Branch);
- (l) "**Service**" or "**Experience**" wherever prescribed in these rules as a condition for promotion from one service to another or within the service from one category to another or to senior posts, in the case of a person holding a lower post eligible for promotion to higher post shall include the period for which the person has continuously worked on such lower post after regular selection in accordance with rules promulgated under proviso to Article 309 of the Constitution of India.

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

- (m) "**State**" means the State of Rajasthan; and
- (n) "**Substantive Appointment**" means an appointment made under the provisions of these rule to a substantive vacancy after due selection by any 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.

Note: Due selection by any the method of recruitment prescribed under these rules shall include recruitment either on initial constitution of service or in accordance with the provisions of any rules promulgated under the proviso to Article 309 of the constitution of the India, except urgent temporary appointment; and

- (o) "**Year**" means the financial year.

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

PART - II

CADRE

4. Composition and strength of the service.- (1) The nature of posts included in the service shall as specified in column 2 of the Schedule-I;

(2) The strength of the post 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 any such post in the like manner without thereby entitling any person to any compensation; and

- (b) leave unfilled or hold in abeyance or abolish or allow to lapse any post permanent or temporary, from time to time, without thereby entitling any person to any compensation.

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

- (a) all persons holding substantively the post specified in schedule-I on the date of commencement of these rules;
- (b) all persons recruited to the post included in the service before commencement of these rules; and
- (c) all person recruited to the service in accordance with the provisions of these rules, except urgent temporary appointment under rule 31.

PART-III RECRUITMENT

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

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

(2) Recruitment to the service by the aforesaid method shall be made in such a manner that the persons appointed to the service by each method do not at any time exceed the total cadre strength as sanctioned, from time to time.

(3) Notwithstanding anything contained in these rules, the recruitment, appointment, 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 and same shall be regulated mutatis mutandis according to the instructions issued on the subject by the Government of India.

7. Reservation of vacancies for the Scheduled Castes and the Schedules Tribes.- (1) Reservation of vacancies for the Scheduled Castes and the Scheduled Tribes shall be in accordance with the order of the Government for such reservation in force at the time of direct recruitment.

(2) Appointments shall be made strictly in accordance with the roster prescribed for direct recruitment.

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

Provided that,-

- (i) if recruitment is not held in any recruitment year, such recruitment year shall not be counted for the purpose of this sub-rule:
- (ii) filling up of the vacancies in accordance with the normal procedure under this sub-rule shall not affect the reservation of posts as per the post based roster and vacancies on the reserved posts available in the roster may be filled in from amongst the persons belonging to the Scheduled Castes or Scheduled Tribes, as the case may be, for which such vacancy is available in subsequent years.

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

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

Explanation: For the purpose of this rule '**Economically Weaker Sections**' shall be the persons who are bonafide resident of Rajasthan and not covered under the existing scheme of reservation for the Scheduled Castes, Scheduled Tribes, the Backward Classes, the More Backward Classes and whose family has gross annual income below rupees 8.00 lakh. Family for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 year 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.

10. Reservation of vacancies for women.- Reservation of vacancies for women candidates shall be 30% category wise in direct recruitment out of which one third shall be for widows and divorced women candidates in the ratio of 80:20. In the event of non-availability of eligible and suitable candidates, either in widow or in divorcee, in a particular year, the vacancies may first be filled by interchange, i.e. vacancies reserved for widows to the divorcees or vice-versa. In the event of non-availability of sufficient widow and divorcee candidates, the unfilled vacancies, shall be filled by other women of the same category and in the event of non-availability of eligible and suitable women candidates, the vacancies so reserved for

them shall be filled up by male candidates of the category for which vacancy is reserved. The vacancies so reserved for women candidates shall not be carried forward to the subsequent year. The reservation for women including widows and divorcee women shall be treated as horizontal reservation, within the category, i.e. even the women selected in general merit of the category shall first be adjusted against the women quota.

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

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

- (a) a citizen of India; or
- (b) a subject of Nepal; or
- (c) a subject of Bhutan; or
- (d) a Tibetan refugee who came over to India before 1st January, 1962 with the intention of permanently settling in India; or
- (e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka 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 Government in the Department of Home Affairs and Justice after proper verification.

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

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

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

14. Age.- A candidate for direct recruitment to the posts enumerated in the Schedule-I must have attained the age of 21 years and must not have attained the age of 40 years on the first day of January next following the last date fixed for receipt of application:

Provided that,-

(i) the upper age limit mentioned above shall be relaxed by,-

(a) 5 years in the case of male candidate belonging to Scheduled Caste, Scheduled Tribes, Backward Classes, More Backward Classes and Economically Weaker Sections;

(b) 5 years in the case of woman candidate belonging to General category; and

(c) 10 years in the case of woman candidate belonging to Scheduled Castes, Scheduled Tribes, Backward Classes, More Backward Classes and Economically Weaker Sections.

(ii) 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 his/her conviction and was eligible for appointment under these rules.

(iii) the upper age limit mentioned above shall be relaxed by a period equal to the term of imprisonment served in the case of an ex-prisoner who was not overage before his/her conviction and was eligible for appointment under the rules.

(iv) the persons appointed temporarily to a post in the service shall be deemed to be within the age limit, had they been within the age limit when they were initially appointed even though they have crossed the age limit when they appear finally before the commission and shall be allowed up to two chances had they been eligible as such at the time of their initial appointment.

(v) the upper age limit mentioned above shall be relaxed by a period equal to the service rendered in the National Cadet Corps and in the case of cadet Instructors, if the resultant age does not exceed the prescribed maximum age limit by more than three years, they shall be deemed to be within the prescribed age limit.

(vi) the released Emergency Commissioned Officers and Short Service Commissioned Officers after release from the Army shall be deemed to be within the age limit even though they have crossed the age limit when they appear before the Commission had they been eligible as such at the time of their joining the Commission in the Army.

(vii) the upper age limit for persons serving in connection with the affairs of the State, Panchayat Samities and Zila Parisad and in the State Public Sector Undertaking/Corporation in substantive capacity shall be 40 years.

(viii) there shall be no upper age limit in the case of widows and divorced women.

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

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

(x) 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.

15. Academic and Technical qualifications and experience.- A candidate for direct recruitment to the post(s) specified in the Schedule-I shall possess;

- (i) the qualifications and experience as laid down in column 4 of the Schedule-I, and
- (ii) working knowledge of Hindi written in Devnagri Scripts, and knowledge of Rajasthani culture:

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

- (i) before appearing in the main examination, where selection is made through two stages of written examination and interview;
- (ii) before appearing in interview where selection is made through written examination and interview; and
- (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.

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

- Note:-
- (i) A conviction by a Court of law need not itself involve the refusal of a certificate of good character. The circumstances of the conviction would be taken into account and if they involve no moral turpitude or association with crimes of violence or with a movement which has as its object the overthrow by violent means of the Government as by law established, the mere conviction need not be regarded as a disqualification.
 - (ii) Ex-Prisoners, who by their disciplined life while in prison and by their subsequent good conduct have proved to be completely reformed, should not be discriminated against, on grounds of their previous conviction for the purpose of employment in the service. Those who are convicted of offences not involving moral turpitude shall be deemed to have been completely reformed on the production of a report to that effect from the Superintendent, 'After care Home' or if there are not such homes in a particular district from the Superintendent of Police of that District.

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

17. Physical Fitness and physical efficiency test.- (1) 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 of medical fitness 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 a candidate who is already serving in connection with the affairs of the State if he has already been medically examined for the previous appointment and the essential standards of medical examination of the two posts held by him are to be comparable for efficient performance of duties of the new post and his age has not reduced his efficiency for the purpose.

(2) A candidate for direct recruitment to the post of Physical Training Instructor must be required to qualify the following Physical Efficiency Test:-

- (a) Subject to the provisions of the UGC Regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- (b) On production of such certificate mentioned in sub-clause (a) above, the candidates would be required to undertake the Physical fitness test in accordance with the following norms:

Norms for men			
12 Minutes run/walk test			
Age up to 30 years	Age up to 40 years	Age up to 45 years	Age up to 50 years
1800 metres	1500 metres	1200 metres	800 metres
Norms for women			
8 Minutes run/walk test			
Age up to 30 years	Age up to 40 years	Age up to 45 years	Age up to 50 years
1000 metres	800 metres	600 metres	400 metres

18. Employment of irregular or improper means.- A candidate, who is or has been declared by the Commission 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 appearance at any interview, may in addition to rendering him liable to criminal prosecution, be debarred either permanently or for a specified period,-

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

19. Canvassing.- No recommendation for direct recruitment either written or oral, other than that the 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/her candidature by any means, may disqualify him/her for recruitment.

PART - IV PROCEDURE FOR DIRECT RECRUITMENT

20. Inviting of application.- 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 deemed fit. 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 pay in Academic level in pay matrix of the post as shown elsewhere in the advertisement shall be allowed only from the date of successful completion of the period of probation mentioned in these rules:

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

21. Frequency of direct recruitment.- Direct recruitment to the post specified in Schedule-I 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.

22. Form of Application.- The application shall be made in the form prescribed by the Commission and obtainable from the Secretary to the Commission on payment of such fee if any, as the Commission may fix, from time to time.

23. 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 them.

24. 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 Commission shall scrutinize later on the applications of such candidates only as qualify in the written examination and shall call only the eligible candidates for interview.

(2) The candidates shall have to appear in the written examination and the candidates who obtained such marks as may be fixed by the Commission in their discretion shall be summoned by the Commission for interview. The candidates summoned by the Commission for interview shall have to appear in interview. The allocation of marks for interview shall not be more than 10% of the total marks taken into account for the purpose of selection.

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

25. Scheme and Syllabus of examination.- (1) The written examination for direct recruitment to the post in the service shall be conducted by the Commission as per Scheme and Syllabus of examination specified in Schedule-II and III.

(2) The Commission shall not recommend a candidate who has failed to appear in any of the written paper and interview.

26. Recommendations of the Commission.- The Commission shall prepare a list of the candidates, on the basis of marks obtained in examination and interview suitable for appointment to the posts concerned and arrange in the order of merit and forward the same to the Appointing Authority:

Provided that the Commission may also to the extent to 50% of the advertised vacancies, keep names of suitable candidate on the reserve list. The Commission may, on requisition, recommend such names in order of merit to the Appointing Authority within six months from the date on which the original list is forwarded by the Commission to the Appointing Authority.

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

(2) No candidate who is married to a person having already a spouse living shall be eligible for appointment to the service unless the Government, after being satisfied that there are special grounds for doing so, exempt any 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 accepted dowry.

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

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

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 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.

28. Selection by Appointing Authority.- Subject to the provisions of rule 7, 8, 9 and 10 the Appointing Authority shall select candidates, in the order of merit in the list prepared by the Commission under rule 26:

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

PART - V

ELIGIBILITY AND PROCEDURE FOR PROMOTION TO THE POST OF LIBRARIANS AND PHYSICAL TRAINING INSTRUCTORS

29. Criteria, Eligibility and procedure for promotion.- (1) Eligibility and Procedure for Promotion.- (i) For every year, a list for assessment of eligible candidates who fulfil the Promotion criteria as laid down in the Regulations is prepared by the Director/Commissioner College Education. The Assessment shall be made by the Committee constituted under sub-rule (3) below.

(ii) The Assessment criteria and methodology for Career Advancement Scheme as specified in the Regulations, as amended from time to time, shall apply.

(iii) The Annual Performance Appraisal Reports and norms as prescribed by the Department of Personnel regarding promotions, as amended from time to time, shall also be applicable for assessment by the Committee.

(iv) No person shall be considered for Promotion unless he/she is regularly selected under these rules.

(v) To avoid any hardship to those members of the service, who are already qualified under the UGC Regulation, 2010, as adopted by the State Government, up to 30-09-2021, an option may be given, for being considered for promotions to the next higher Academic Level under the UGC Regulation, 2010, as adopted by the State Government. The option may be exercised within three months from the date of issue of these rules.

(2) The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system on the prescribed Proforma.

(3) **Assessment.**- No Librarian and Physical Training Instructors shall be allowed to cross the stage of assessment in the prescribed pay scale unless an assessment has been done by a Committee consisting of,-

- (i) Chairman of the Commission or a Member thereof - Chairman nominated by him.
- (ii) Additional Chief Secretary/Principal Secretary/Secretary to the Government in the Department of Higher Education. - Member
- (iii) Principal Secretary/Secretary to the Government in the Department of Personnel or his nominee not below the rank of Deputy Secretary to the Government - Member
- (iv) Two subject experts nominated by the Higher Education Department - Member
- (v) An academicians belonging to the SC/ ST/ MBC/ BC/ Minority/women/person with benchmark disability categories nominated by the Higher Education Department, if required as per regulations - Member
- (vi) Commissioner/Director of the College Education, Rajasthan - Member Secretary

(4) The lists prepared by the Committee shall be sent to the Appointing Authority together with details of all the candidates included in the lists as also of those not selected, if any.

(5) No person shall be considered for promotion for three recruitment years from the date on which his/her Promotion becomes due, if he/she has more than two children on or after 1st June, 2002:

Provided that, -

- (i) 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.
- (ii) where a person has only one child from the earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.
- (iii) while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted.
- (iv) any person who performed remarriage which is not against any law and before such remarriage he is not disqualified for promotion under this sub-rule, he shall not be disqualified, if any child is born out of single delivery from such remarriage.

(6) The Internal Quality Assurance Cell (IQAC) shall be established in all Colleges as per the UGC/National Assessment Accreditation Council (NAAC) guideline with the Principal, as Chairman. The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma.

(7) A candidate who wishes to be considered for promotion under the CAS may submit in writing to the college, within three months in advance of the due date, that he/she fulfills all the requirements under the CAS and submit to the college the Assessment Criteria and Methodology in the requisite Proforma.

(8) The Government may issue instructions for provisionally dealing with the promotions, in an equitable and fair manner of persons who may be under suspension, or against whom departmental proceedings is under progress, at the time of 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.

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

PART - VI

APPOINTMENT, PROBATION AND CONFIRMATION

30. Appointment to the service.- Appointment to the posts in the service,-

- (a) by direct recruitment, as probationer trainee on fixed remuneration, shall be made by the Appointing Authority on occurrence of substantive vacancies from the candidates selected under rules 26 in the order of merit; and
- (b) by promotion from the persons selected under rule 29.

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

Provided that,-

- (i) such an appointment shall not be continued beyond a period of one year without referring the case to the Commission for concurrence and shall be terminated immediately on its refusal to concur.
- (ii) In respect of a post in service for which both the methods of recruitment have been prescribed, the Authority competent to make appointment, shall not, save with the specific permission of the Government in the Department of Personnel, fill the temporary vacancy against the direct recruitment quota by a whole-time appointment for a period exceeding three months otherwise than out of person eligible for direct recruitment and after a short-term advertisement.

(2) In the event of non-availability of suitable persons fulfilling the requirements of eligibility for promotion, Government may, notwithstanding the condition of eligibility for promotions 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 condition and restrictions regarding pay and other allowances as it may direct. Such appointments shall, however, be subject to concurrence of the Commission as required under the sub-rule (1) above.

32. 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 that,-

- (i) the seniority inter se of member of the service appointed before the commencement of these rules shall be such as has already been determined or may, after the commencement of these rules be determined, amended or modified by the Government in accordance with rules or orders in force; and
- (ii) the inter-se-seniority of persons appointed to a 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 a post is offered to them within a period of six weeks from the date of issue of order or longer, if extended by the Appointing Authority, shall follow the order in which their names have been placed in the list prepared under rule 26.

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

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 may be required to pass such Departmental Examination and to undergo such training as the Government may, from time to time, specify.

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

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

(2) If an employee referred to in sub-rule (1) above fails to fulfill the conditions mentioned in the said sub-rule, the period mentioned in the sub-rule (1) above, may be extended as prescribed for a 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 condition mentioned in sub-rule (1) above, he shall 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 service in accordance with the rules made under the proviso to Article 309 of the Constitution of India;
- (b) appointment to the posts for which no Service Rules exist, 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; and
- (d) persons who have been made eligible for substantive appointment to a post under these rules shall be treated as having been regularly recruited:

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

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

35. 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 a specified period not exceeding one year.

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

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

PART - VII

PAY

37. Scale of pay.- The pay (Academic Level in pay matrix or as amended from time to time) of a person appointed to a post in the service shall be such as may be admissible under the rules referred to in rule 39 or as may be sanctioned by the Government, from time to time.

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

Provided that an employee having been regularly selected as per provisions of recruitment rules in the Government service may be allowed emoluments in his/her own Pay Matrix in the existing level in pay matrix of the post during service as probationer trainee or fixed remuneration of the new post, as per provisions the rule 24 of Rajasthan Service Rules, 1951.

39. Regulation of pay, leave, allowances, pension etc.- Except as provided in these rules, the pay allowances, pension, leave and other conditions of service of the members of the service, shall be regulated by-

- (i) the Rajasthan Service Rules, 1951, as amended from time to time;
- (ii) the Rajasthan Civil Service (Classification, Control and Appeal) Rules, 1958, as amended from time to time;
- (iii) the Rajasthan Travelling Allowance Rule, 1971, as amended from time to time;
- (iv) the Rajasthan Civil Service (Conduct) Rule, 1971, as amended from time to time;
- (v) the Rajasthan Civil Services (Pension) Rule, 1996, as amended from time to time;
- (vi) the Rajasthan Civil Services (Revised Pay Scale) Rules, 1998, as amended from time to time;
- (vii) the Rajasthan Civil Services (Contributory Pension) Rules, 2005, as amended from time to time;

- (viii) the Rajasthan Civil Services (Revised Pay) Rules, 2008, as amended from time to time;
- (ix) the Rajasthan Civil Services (Revised Pay for Government College Teachers including Librarians and PTIs) Rules, 2009, as amended from time to time;
- (x) the Rajasthan Civil Services (Revised Pay for Government College Teachers including Librarians and PTIs) Rules, 2018, as amended from time to time;
- (xi) 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.

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

41. Repeal and savings.- The Rajasthan Librarians and Physical Training Instructors Service (Collegiate Branch) Rules, 1980 and all orders issued in relation to matters covered by these rules in force immediately before the commencement of these rules are hereby repealed:

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

42. Power to relax rules.- In exceptional cases where the Administrative Department of the Government is satisfied that operation of the rules relating to age 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 of any person, it may with the concurrence of the Department of Personnel 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 favourable than the provisions already contained in these rules. Such cases of relaxation shall be referred to the Commission by the Administrative Department concerned.

43. Special provision for recruitment on vacant post and work load.- (1) Any vacancy in the cadre due to superannuation, death, creation of posts in new colleges or any other reason, shall be filled in by direct recruitment on the post of Librarian/Physical Training Instructor only and the post which fall vacant after promotion shall not be filled by direct recruitment.

(2) Workload of Librarian/ Physical Training Instructor shall be according to the norms as prescribed by the Government, from time to time.

SCHEDULE-I

Librarian wing						
S. No.	Name of Post	Method of recruitment with percentage	Minimum qualification and experience for direct recruitment	Post from which promotion/selection is to be made	Minimum qualification and experience for promotion	Remarks
1	2	3	4	5	6	7
1.	Librarian (Academic Level 13A)	100% by promotion under CAS	–	Librarian (Academic Level 12)	<p>1. He/she has completed three years of service on the post mentioned in column number 5.</p> <p>2. He/she has done any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalization, (ii) Maintenance and related activities as specified in Table I of Appendix of Schedule-I of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course /programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course; and</p> <p>He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Table I of Appendix of Schedule-I.</p>	-

1	2	3	4	5	6	7
2.	Librarian (Academic Level 12)	100% by promotion under CAS	-	Librarian (Academic Level 11)	<p>1. He/she has completed five years of service on the post mentioned in column number 5.</p> <p>2. He/she has done any two of the following in the last five years:</p> <p>(i) Training/Seminar/Workshop/Course on automation and digitalisation, (ii) Maintenance and other activities as specified in Table I of Appendix of Schedule-I of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/ programme of at least two weeks (ten days) duration), (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification), or (iv) Library up-gradation course; and</p> <p>He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Table I of Appendix of Schedule-I.</p>	-
3.	Librarian (Academic Level 11)	100% by promotion under CAS		Librarian (Academic Level 10)	<p>An Librarian ordinary scale who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil.degree, or six years of service for those without a M.Phil or a Ph.D. degree.</p> <p>(i) He/she has attended at least one Orientation course of 21 days' duration; and</p> <p>(ii) Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as specified in Table I of Appendix of Schedule-I; and</p> <p>He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Table I of Appendix of Schedule-I.</p>	-

1	2	3	4	5	6	7
4.	Librarian (Academic Level 10)	100% by direct recruitment	<p>(i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)</p> <p>(ii) A consistently good academic record, with knowledge of computerization of a library.</p> <p>(iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be:</p> <p>Provided that the, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree, and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities /Colleges/Institutions subject to the fulfillment of the following conditions:-</p> <p>(a) The Ph.D. degree of the candidate has been awarded in the regular mode</p> <p>(b) The Ph.D. thesis has been evaluated by at least two external examiners;</p> <p>(c) Open Ph.D. viva voce of the candidate has been conducted;</p> <p>(d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;</p> <p>(e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded /supported by the UGC/ICSSR/CSIR or any similar agency.</p> <p>Note: (i) The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</p> <p>(ii) NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.</p>	-	-	<p>A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Castes/ Scheduled Tribes/Backward Classes (BC) (Non-creamy Layer)/ More Backward Classes (MBC) (Non-creamy Layer)/Differently abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.</p>

Physical Education and Sports wing						
1	2	3	4	5	6	7
1.	Physical Training Instructor. (Academic Level 13A)	100% by promotion under CAS	-	Physical Training Instructor. (Academic Level 12)	<p>1. He/she has completed three years of service on the post mentioned in column number 5.</p> <p>2. He/she has done any one of the following during last three years: (i) Completed one course/ programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes/Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken/developed one MOOCs course in relevant subject (with e-certification); and</p> <p>He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Table II of Appendix of Schedule-I.</p>	-
2.	Physical Training Instructor. (Academic Level 12)	100% by promotion under CAS	-	Physical Training Instructor. (Academic Level 11)	<p>1. He/she has completed five years of service on the post mentioned in column number 5.</p> <p>2. He/she has done any two of the following in the last five years: (i) Completed one course/programme from among the categories of refresher courses, research methodology workshops, (ii) Teaching-Learning-Evaluation Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification); and</p> <p>He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment period as specified in Table II of Appendix of Schedule I.</p>	-

1	2	3	4	5	6	7
3.	Physical Training Instructor. (Academic Level 11)	100% by promotion under CAS	-	Physical Training Instructor. (Academic Level 10)	<p>1. He/she has completed four years of service on the post mentioned in column number 5 with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M. Phil or Ph.D. degree.</p> <p>2. He/she has attended one Orientation course of 21 days' duration; and</p> <p>3. He/she has done any one of the following: (a) Completed Refresher/Research Methodology Course/workshop, (b) Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification); and</p> <p>He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Table II of Appendix of Schedule I.</p>	-

1	2	3	4	5	6	7
4.	Physical Training Instructor. (Academic Level 10)	100% by direct recruitment	<p>(i) A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)</p> <p>(ii) Record of having represented the university/college at the inter-university/inter-collegiate competitions or the State and/or national championships.</p> <p>(iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/SET, or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time, as the case may be:</p> <p>Provided that, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ Bye-laws/Regulations of the Institutions awarding the degree and such Ph.D. degree holders shall be exempted from the requirement of NET/SLET /SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/Institutions, subject to the fulfilment of the following conditions:-</p> <p>(a) The Ph.D. degree of the candidate has been awarded in regular mode;</p> <p>(b) The Ph.D. thesis has been evaluated by at least two external examiners;</p> <p>(c) Open Ph.D. viva voce of the candidate has been conducted;</p> <p>(d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;</p> <p>(e) The candidate has presented at least two research papers in conference /seminar, based on his/her Ph.D work.</p> <p>Note: The fulfilment of these conditions (a) to (e) is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</p> <p>(iv)NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.</p> <p>(v)Passed the physical fitness test conducted in accordance with these Regulations.</p> <p style="text-align: center;">OR</p> <p>An Asian game or commonwealth games medal winner who has a degree at least at post-Graduation level.</p>	-	-	A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/ Backward Classes (BC) (Non-creamy Layer)/ More Backward Classes (MBC) (Non-creamy Layer)/ Differently abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

Appendix of Schedule-I

Table I
Assessment Criteria and Methodology for Librarians

S. No.	Activity	Grading Criteria
1.	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website 	<p>90% and above - Good</p> <p>below 90% but 80% and above-- Satisfactory</p> <p>Less than 80% - Not satisfactory</p>
2.	<p>Conduct of seminars/workshops related to library activity or on specific books or genre of books.</p>	<p>Good – 1 National level seminar/workshop + 1 State/institution level workshop/ Seminar</p> <p>Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory – Not falling in above two categories</p>
3.	<p>If library has a computerized database then</p> <p style="text-align: center;">Or</p> <p>If library does not have a computerized database</p>	<p>Good – 100% of physical books and journals in computerized database.</p> <p>Satisfactory – At least 99% of physical books and journals in computerized database.</p> <p>Unsatisfactory – Not falling under good or satisfactory.</p> <p style="text-align: center;">Or</p> <p>Good – 100% Catalogue database made up to date</p> <p>Satisfactory- 90% catalogue database made up to date</p> <p>Unsatisfactory - Catalogue database not upto mark.</p> <p>(To be verified in random by the CAS Promotion Committee)</p>

4.	Checking inventory and extent of missing books	<p>Good : Checked inventory and missing book less than 0.5%</p> <p>Satisfactory - Checked inventory and missing book less than 1%</p> <p>Unsatisfactory - Did not check inventory</p> <p style="text-align: center;">Or</p> <p>Checked inventory and missing books 1% or more.</p>
5.	<p>(i) Digitisation of books database in institution having no computerized database.</p> <p>(ii) Promotion of library network.</p> <p>(iii) Systems in place for dissemination of information relating to books and other resources.</p> <p>(iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities.</p> <p>(v) Design and offer short-term courses for users.</p> <p>(vi) Publications of at least one research paper in UGC approved journals.</p>	<p>Good : Involved in any two activities</p> <p>Satisfactory : At least one activity</p> <p>Not Satisfactory: Not involved/undertaken any of the activities.</p>
Overall Grading	<p>Good : Good in Item 1 and satisfactory/good in any two other items including Item 4.</p> <p>Satisfactory : Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4.</p> <p>Not satisfactory : If neither good nor satisfactory in overall grading.</p>	
<p>Note : (1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.</p> <p>(2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion.</p> <p>(3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.</p>		

Table II
Assessment Criteria and Methodology for Physical Training Instructors

S. No.	Activity	Grading Criteria
1.	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good below 90% but 80% and above- Satisfactory Less than 80 - Not satisfactory
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory - Neither good nor satisfactory
3.	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 disciplines. Unsatisfactory - Neither good nor satisfactory.
4.	Up-gradation of sports and physical training infrastructure with scientific and technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5.	(i) At least one student of the institution participating in national/ state/university (for college levels only) teams. Organizing state/ national/inter university/inter college level competition. (ii) Being invited for coaching at state/ national level. (iii) Organizing at least three workshops in a year. (iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.	Good: Involved in any two activities. Satisfactory: 1 activity Not Satisfactory : Not involved/ undertaken any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.	
<p>Note: (1) It is recommended to use ICT technology to monitor the attendance of physical education and sports and compute the criteria of assessment.</p> <p>(2) The institution must obtain student feedback. The feed-backs must be shared with the concerned Physical Training Instructor and also the CAS Promotion Committee.</p> <p>(3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.</p>		

SCHEDULE-II

(See rule 25)

Scheme of Examination for direct recruitment of Librarians

Scheme and Syllabus of examination.- (1) The written examination for direct recruitment to the post in the service shall be conducted by the Commission as per scheme specified as below:-

Scheme of competitive examination for the post of Librarian

The Scheme of competitive examination shall consist of, -

- (i) Written examination; and
- (ii) Interview.

A. Written examination:

The written examination shall consist of the following papers carrying the marks and time allowed, as shown against them:-

Paper	Subjects	Marks	Time
I	Subject concerned with the post	75	3 hours.
II	Subject concerned with the post	75	3 hours.
III	General Studies of Rajasthan	50	2 hours.
Total marks		200	

B. Interview:

- (i) The interview shall carry 20 marks.
- (ii) To the extent of three times of total number of vacancies (category wise), the candidates who obtained such minimum qualifying marks in written examination as may be fixed by the Commission, shall be summoned for interview.

C. Syllabus:

The syllabus shall be such as specified by the Commission, from time to time and will be intimated to the candidates with in the stipulated time in the manner as the Commission deems fit.

SCHEDULE-III
(See rule 17 & 25)

Scheme and Syllabus of examination for direct recruitment of Physical Training Instructor

(1) The written examination for direct recruitment to the post in the service shall be conducted by the Commission as per scheme specified as below:-

Scheme of competitive examination for the post of Physical Training Instructor

The Scheme of competitive examination shall consist of, -

- (i) Written examination;
- (ii) Interview; and
- (iii) Physical fitness Test

A. Written Examination:

The written examination shall consist of the following papers carrying the marks and time allowed, as shown against them:-

Paper	Subjects	Marks	Time
I	Subject concerned with the post	75	3 hours.
II	Subject concerned with the post	75	3 hours.
III	General Studies of Rajasthan	50	2 hours.
Total marks		200	

B. Interview:

- (i) The interview shall carry 20 marks.
- (ii) To the extent of three times of total number of vacancies (category wise), the candidates who obtained such minimum qualifying marks in written examination as may be fixed by the Commission, shall be summoned for interview.

C. Syllabus:

The syllabus shall be such as specified by the Commission, from time to time and will be intimated to the candidates with in the stipulated time in the manner as the Commission deems fit.

D. Physical Fitness Test:

Physical fitness Test norms as prescribed in sub-rule 2 of rule 17. Such of the candidates who qualify in the written test shall be required to appear for the physical efficiency test/physical fitness test which shall be of qualifying nature.

By Order and in the name of the
Governor,

(Ram Niwas Mehta)
Joint Secretary to the Government