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PART III

HARYANA GOVERNMENT

GENERAL ADMINISTRATION DEPARTMENT

Notification

The 9th August, 1974

No. G. S. R. 101/Const/Art. 309/74.—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling him in this behalf, and with the previous approval of the Government of India, received under sub-section (6) of section 82 of Punjab Reorganisation Act, 1966, the Governor of Haryana hereby makes the following rules regulating the recruitment by promotion to posts in the Civil Services of the State, namely :—

1. *Short Title* These rules may be called the Haryana Services (Appointment by Promotion) Rules, 1974.

2. In these rules, unless the context otherwise requires :—

- (a) "appointment by promotion" means an appointment made otherwise than by direct recruitment or by transfer of an employee in a service;
- (b) "fitness" means the capability of the Government employee to discharge efficiently the duties and the responsibilities of the concerned post;
- (c) "service rules" means the rules made or deemed to have been made under Article 309 of the Constitution of India;
- (d) "selection on merit" means selection for the purpose of promotion to a higher post in the service, made on the basis of service record of three senior most persons in accordance with the criteria laid down in the appendix to these rules.

3. *Appointment by promotion to class I and class II posts.* Where appointment to any Class I or Class II post is required, under the service rules, to be made by promotion, then notwithstanding anything to the contrary contained in such rules the appointment by promotion to such posts shall be made by selection on merit with due regard to seniority and no person shall be entitled to claim as of right, promotion to such post on the basis of seniority alone.

4. *Appointment by promotion to class III and class IV posts.* Where appointment to any class III or class IV posts is required, under the service rules, to be made by promotion, then, notwithstanding anything to the contrary contained in such rules, the appointment by promotion to such post shall be made on the basis of seniority and fitness to the post, and no person shall be entitled to claim as of right, promotion to such post on the basis of seniority alone.

5. *Repeal and saving.* The Punjab Services (Appointment by Promotion) Rules, 1962, in their application to the state of Haryana, are hereby repealed; provided that any action taken or any thing done under the rules so repealed shall be deemed to have been taken or done under the provision of these rules.

APPENDIX

[See rule 2 (d)]

Criteria for the purpose of promotion to a higher post in the service on the basis of record.

Only such official or officers who have obtained atleast fifty percent 'good' or 'better than average' reports on the posts from which they are being considered for further promotion, and whose overall assessment can be classified as better than 'average' should be placed in the slab of suitable officials or officers. If in any particular case, the total number of reports earned on the post from which the official or officer is being considered for further promotion are far less than ten years, then the reports earned on the lower post or posts should also be considered so that the reports for a period of ten years are kept in view for determine suitability. However, in such a case, greater weightage shall be given to the reports earned on the higher posts from which further promotion is being considered.