

AGENDA ITEM NO. 194.04

**AMENDMENT IN HARYANA STATE
POLLUTION CONTROL BOARD
(GROUP A,B,C AND D) SERVICE
REGULATIONS, 2021.**

The Haryana State Pollution Control Board vide Resolution No. 179.8 in its 179th meeting held on 28.03.2018 approved a proposal to amend Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004 with regard to 26 cadres of service regarding their qualification, experience and mode of recruitment etc. There are total 35 cadres of service in the Board. After approval of the Board, the proposal for amendment in Service Regulations, 2004 was sent to the Government vide letter No. HSPCB/ Estt./ 2018/ 9019 dated 13.04.2018 (Annexure-A).

In consideration of the above agenda of the Board, the Government repealed the Service Regulations, 2004 and notified the Service Regulations, 2021 for the employees of the Board, vide Notification No. 2/2/2008-1Env. dated 15th January, 2021 (Annexure-B).

Section 12 (3) (3a) of the Water (Prevention and Control of Pollution) Act, 1974 provides that the method of recruitment and the terms and conditions of service of employees of the Board shall be such as may be determined by Regulations made by the State Board; provided that no Regulations made under this sub-section shall take effect unless it is approved by the State Government. As per this provision of the Act, the power to frame the Service Regulations of the employees of the HSPCB lies with the State Pollution Control Board, subject to the approval of the State Government.

Various provisions incorporated in the Service Regulations, 2021 are not approved by the Board. In the Service Regulations, 2021, the posts of Chief Environmental Engineer and Chief Scientific Officer were not included and hence, the Regulations of these posts are not notified. It is necessary to mention here that the Regulations of these posts have been approved by the Board vide agenda Item No. 192.7(5) in its 192nd meeting held on 22.06.2022 and sent to the Government for approval. The same are currently pending with the Government.

After issuance of the Notification dated 15th January, 2021, the Board as well as the Government received various representations from the employees of the Board for making amendment in the Service Regulations, 2021. The Government vide Memo No. 2/3/2021-1Env. Dated 03.08.2021 (Annexure-'C') forwarded the representations to the Board for consideration and suggested that their grievances should be deliberated before the Board at the first instance and Government will consider the same after that because in the recent Notification dated 15th January, 2021, Government has already notified the same. The representations were examined by the office in the context of the Service Regulations, 2021 and after consideration, a Committee of seven senior officers of the Board was constituted vide No. 4494-4502 dated 14.01.2021 to examine the Service Regulations, 2021 and to suggest the required amendments.

The Committee has perused the Service Regulations, 2004 which had been repealed by Service Regulations, 2021 and also examined the representations made by the officers/officials of the Board regarding the Service Regulations, 2021 and submitted its report on 15.04.2022 (Annexure-'D').

The report of the Committee was circulated to all the employees of the Board vide No. 2465-2497 dated 20.04.2022 (**Annexure-E**) for submission of claims and objections, if any. Forty-nine employees of the Board submitted their claims and objections and the same were forwarded to the Committee to examine the issues raised by them. The Committee has examined the claims and objections and submitted the observations / recommendations vide No. 479 dated 16.06.2022 (**Annexure-F**).

It is submitted that the Government has repealed the Service Regulations, 2004 and notified the Service Regulations, 2021 vide Notification No. 2/1/2008-1Env. dated 15th January, 2021, whereas the Board had not approved any proposal to repeal the Service Regulations, 2004 except for some amendments as proposed vide Resolution No. 179.08. Therefore, the Board may agree with the Service Regulations, 2021 subject to the amendments being submitted to the Board under this Agenda Item and further approve to amend the Service Regulations, 2021 in consideration of the report of the Committee and as suggested by the Government vide Memo No. 2/3/2021-1Env. Dated 03.08.2021 (**Annexure-'C'**).

In view of above, a proposal for amendments required in the Service Regulations, 2021 is submitted to the Board (**Annexure-G**) for consideration and approval.



HARYANA STATE POLLUTION CONTROL BOARD
C-11, SECTOR 6, PANCHKULA.
Ph. No. 0172-2577870-873

Annexure-A

04/3

No. HSPCB/Estt./2018/ 9019

Dated: 13/04/18

FTMS
16971

To

The Additional Chief Secretary to Government Haryana,
Environment Department, Chandigarh.

Subject: -

Proposed Amendments in Haryana State Pollution Control Board
(Group A, B, C and D) Service Regulations, 2004.

Kindly refer to the proposed amendments already sent through single file
on the subject noted above.

In this connection, it is intimated that the proposal for amendment in
Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations,
2004 was placed in the Board's meeting vide Agenda Item No. 179.8 and 179.10 (S) for
approval of Board of Directors. The above agenda items have been approved by the
Board of Directors in its meeting held on 28.03.2018.

However, during course of re-verification of the contents of agenda, it
has been observed that due to typographical mistake, the pay-scales of the posts
mentioned in Agenda Item No. 179.8 at Sr. No. 18, 22, 23, 24, 25 and 26 were depicted
incorrect, which has now been corrected.

In view of above, I have been directed to forward herewith the copy of
Agenda Item No. 179.8 (duly corrected) and 179.10 (S) alongwith minutes of the
meeting of the Board circulated vide no. HSPCB/Estt./2018/EG-36/3646-3659 dated
05.04.2018 for information and approval of proposed amendment in Haryana State
Pollution Control Board (Group A, B, C and D) Service Regulations, 2004. Further, it is
also requested that Agenda Item No. 179.10 (S) may be considered in place of Sr. No.
17 of Agenda Item No. 179.8 in context to the amendment proposed for the post of
Junior Environmental Engineer.
DA/As above.

Sunita
Superintendent (Estt.)
for Chairman

Agenda Item No. 179.8

Proposed Amendments in Haryana State Pollution Control Board (Group A, B, C & D) Service Regulations, 2004.

A meeting regarding proposed amendments in Haryana State Pollution Control Board (Group A, B, C & D) Service Regulations, 2004 was held on 12.03.2018 in O/o Principal Secretary to Govt. Haryana, Environment Department under the Chairmanship of Sh. Davender Singh, Principal Secretary to Govt. Haryana, Environment Department in which the following members were present:-

- i. Sh. Ashok Kheterpal, Chairman, HSPCB.
- ii. Sh. S. Narayanan, IFS, Member Secretary, HSPCB.
- iii. Sh. R.K. Chauhan, Joint Director.
- iv. Sh. S.P. Rath, E.E.-I (HQ)
- v. Sh. Satbir Singh, District Attorney, HSPCB.

The Haryana State Pollution Control Board (Group A, B, C & D) Service Regulations, 2004 were discussed and the following amendments were proposed to be made as per discussion in meeting dated 12.03.2018:-

1. Senior Environmental Engineer (02 no. new posts sanctioned by Government vide Memo No. 2/24/2010-1Env. dated 06.06.2017)=Total 02 no. posts.

Pay Scale: Rs. 37400-67000+8700 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	By Promotion (as approved by HBPE)	By Promotion	-
ii.	Academic Qualification	By Promotion 7 years experience ⁽¹⁾ in the Board as Environmental Engineer or total 14 years experience ⁽²⁾ as Environmental Engineer & Assistant Environmental Engineer subject to the condition that the candidate possesses Degree in Engineering. ⁽³⁾	By Promotion 7 years service ⁽⁴⁾ as Environmental Engineer or total 14 years service ⁽⁵⁾ as Environmental Engineer and Assistant Environmental Engineer with minimum 5 years service as Environmental Engineer. ⁽⁶⁾	(1) Dropped (2) Inserted (3) Dropped (4) Inserted (5) Dropped (6) Inserted

2. Senior Scientist (01 No. new post sanctioned by Government vide Memo No. 2/24/2010-1Env. dated 06.06.2017)=Total 01 no. posts.

Pay Scale: Rs. 37400-67000+8700 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	By Promotion (as approved by HBPE)	By Promotion	-
ii.	Academic Qualification	By Promotion 7 years experience ⁽¹⁾ in the Board as Scientist 'C' or total 14 years experience ⁽²⁾ as Scientist 'C' & Scientist 'B'	By Promotion 7 years service ⁽³⁾ as Scientist 'C' or total 14 years service ⁽⁴⁾ as Scientist 'C' and Scientist	(1) Dropped (2) Inserted (3) Dropped (4) Inserted

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	subject to the condition that the candidate possesses Post Graduate Degree in Science ²⁹	'B' with minimum 5 years service as Scientist 'C'. ³⁰	(5) Dropped (6) Inserted
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3. Environmental Engineer (16 No. posts already sanctioned at Sr. No. 1 of Group-A in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004 and 05 No. new posts sanctioned by Government vide Memo No. 2/24/2010-1Env. dated 08.08.2017)=
Total 21 No. posts

Pay Scale: Rs.15600-39100+5000 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
I	Mode of recruitment	I. 75% by promotion II. 25% by direct recruitment III. by transfer ³¹ IV. on deputation (As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004)	I. 75% by promotion II. 25% by direct recruitment III. On deputation (Transfer mode is proposed to be deleted).	(1) Dropped
i.	Academic Qualification	<u>By direct recruitment</u> Post Graduate Degree in Engineering in first division in Civil/ Mechanical/ ³² Chemical/ Environmental Engineering with at least 6 years' experience in the Central Pollution Control Board or any State Pollution Control Board or in Government or reputed institute / industry (Large and Medium) or the Central / State Government undertaking; OR Bachelor in Engineering in first division in Civil/ Mechanical/ ³³ Environmental/ Chemical Engineering or its equivalent with at least 8 years' experience in the Central Pollution Control Board or any State Pollution Control Board or in Government or reputed institute / industry (Large & Medium) or the Central / State Government undertaking.	<u>By direct recruitment</u> Post Graduate Degree in Engineering in first division in Civil/ Chemical/ ³⁴ Environmental Engineering with at least 6 years' experience in the Central Pollution Control Board or any State Pollution Control Board or in Government or reputed institute / industry (Large and Medium) or the Central / State Government undertaking; OR Bachelor in Engineering in first division in Civil/ Environmental/ ³⁵ Chemical Engineering or its equivalent with at least 8 years' experience in the Central Pollution Control Board or any State Pollution Control Board or in Government or reputed institute / industry (Large & Medium) or the Central / State Government undertaking.	Degree in Mechanical Engineering is proposed to be deleted which has been prescribed as one of the qualifications in the existing rules, being a subject not related to environment. (2) Dropped (3) Dropped

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	<p><u>By Promotion</u> At least⁽⁶⁾ 8 years' service as Assistant Environmental Engineer in the Board having qualifications of Bachelor in Engineering or its equivalent.</p>	<p><u>By Promotion</u> 8 years service as Assistant Environmental Engineer in the Board having qualification of Bachelor in Engineering or its equivalent in Civil / Chemical / Environmental Engineering.⁽⁶⁾ [Provided that the AEEs already recruited with degree in Mechanical Engineering or its equivalent shall be eligible for promotion].⁽⁶⁾</p>	<p>(4) Dropped</p> <p>(5) Inserted</p> <p>(6) Inserted (7) Dropped (8) Dropped</p>
	<p><u>By Transfer⁽⁷⁾ or Deputation</u> Masters in Engineering in first division in Civil / Mechanical⁽⁸⁾ / Chemical / Environmental Engineering with at least 6 years' experience in the Central Pollution Control Board or any State Pollution Control Board or any equivalent post in Government or the Central/ State Government undertaking;</p> <p>OR</p> <p>Bachelor in Engineering in first division in Civil / Mechanical⁽⁸⁾ / Environmental / Chemical Engineering with at least 8 years experience in the Central Pollution Control Board or any State Pollution Control Board or any equivalent post in Government or the Central/ State Government undertaking.</p>	<p><u>On Deputation</u> Masters degree in Engineering in first division in Civil / Chemical / Environmental Engineering with at least 6 years' experience in the Central Pollution Control Board or any State Pollution Control Board or any equivalent post in Government or the Central/ State Government undertaking;</p> <p>OR</p> <p>Bachelor in Engineering or its equivalent in first division in Civil / Environmental / Chemical Engineering with at least 8 years experience in the Central Pollution Control Board or any State Pollution Control Board or any equivalent post in Government or the Central/ State Government undertaking.</p>	<p>Degree in Mechanical Engineering may be deleted as one of the qualification as already prescribed in the existing rules.</p> <p>(9) Dropped</p>

Scientist 'C' (06 No. posts already sanctioned at Sr. No. 2 of Group-A in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004 and 01 No. new post sanctioned by Government vide Memo No. 2/24/2010-1Env. dated 06.06.2017)=Total 07 No. posts.

Pay Scale: Rs.15600-39100-6000 GP (as per 6th pay commission)

Pay Scale: Rs.15600-39100-6000 GP (as per 6 th pay commission)				
Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
I.	Mode of recruitment	i. 75% by promotion ii. 25% by direct recruitment iii. by transfer ^{1%} iv. on Deputation (As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004)	I. 75% by promotion II. 25% by direct recruitment III. On deputation (Transfer mode is proposed to be deleted).	(1) Dropped
II.	Academic Qualification	<p><u>By direct recruitment</u></p> <p>Ph.D. in Chemistry/ Environmental Science with (Degree in Science)/ Microbiology/ Biochemistry/ Biotechnology with 6 years' experience in the Central Pollution Control Board or any equivalent post in Government or reputed Institute/ Industry (Large and Medium) or Central/ State Government undertaking.</p> <p style="text-align: center;">OR</p> <p>M.Sc. in Chemistry/ Environmental Science (Degree in Science)/ Microbiology/ Biochemistry/ Bio Science/ Bio Technology Engineering in first division with at least 8 years' experience in the Central Pollution Control Board or any State Pollution Control Board or in Government or reputed Institute/ Industry (Large and Medium) or Central / State Government undertaking.</p> <p style="text-align: center;"><u>By Promotion</u></p> <p>At least 8 years' service of the Board as Scientist B having minimum M.Sc.</p>	<p><u>By direct recruitment</u></p> <p>Ph.D. in Chemistry/ Environmental Science with (Degree in Science)/ Microbiology/ Biochemistry / Biotechnology with 6 years' experience in the Central Pollution Control Board or any equivalent post in Government or reputed Institute/ Industry (Large and Medium) or Central/ State Government undertaking.</p> <p style="text-align: center;">OR</p> <p>Masters in Chemistry/ Environmental Science (Degree in Science)/ Microbiology/ Biochemistry/ Bio Science/ Bio Technology Engineering in first division with at least 8 years' experience in the Central Pollution Control Board or any State Pollution Control Board or in Government or reputed Institute/ Industry (Large and Medium) or Central / State Government undertaking.</p> <p style="text-align: center;"><u>By Promotion</u></p> <p>At least 8 years' service of the Board as Scientist B having minimum</p>	<p>In the existing rules, the qualifications mentioned is 'M. Sc in Chemistry' which has been substituted with the words 'Masters in Chemistry'.</p> <p>In the existing rules, the qualifications</p>

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	qualification.	Masters degree in Science.	mentioned is 'M. Sc.' which has been substituted with the words 'Masters degree in Science'.
	<u>By Transfer⁽²⁾ or Deputation</u> Ph.D. in Chemistry/ Environmental Science (with Degree in Science) / Microbiology / Biochemistry / Chemical Engineering with 6 years' experience in the Central Pollution Control Board or any State Pollution Control Board or any equivalent post in Government or reputed Institute/industry or Central / State Government undertaking;	<u>On Deputation</u> Ph. D. in Chemistry / Environmental Science (with Degree in Science) / Microbiology / Biochemistry / Chemical Engineering with 6 years' experience in the Central Pollution Control Board or any State Pollution Control Board or any equivalent post in Government or reputed Institute/ industry or Central/ State Government undertaking;	(2) Dropped
	OR M. Sc. in Chemistry/ Environmental Science (with Degree in Science)/ Microbiology / Biochemistry / Bio Technology / Degree in Chemical Engineering in first division with at least 8 years' service in the Central Pollution Control Board or any State Pollution Control Board or in Government or reputed Institute/ industry or Central/State Government undertaking.	OR Masters in Chemistry / Environmental Science (with Degree in Science) / Microbiology/ Biochemistry / Bio Technology / Degree in Chemical Engineering in first division with at least 8 years' service in the Central Pollution Control Board or any State Pollution Control Board or in Government or reputed Institute/ industry or Central/ State Government undertaking.	In the existing rules, the qualifications mentioned is 'M. Sc. in Chemistry' which has been substituted with the words 'Masters in Chemistry'.

5. Development Team Leader (01 No. new post sanctioned by Government vide Memo No. 2/24/2010-1Env. dated 05.06.2017)=Total 01 No. post.
 Pay Scale: Rs.15600-39100+6600 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	By promotion or by transfer or deputation (as approved by HBPE)	i. By promotion ii. By transfer iii. On deputation	-

ii.	Academic Qualification	The prescribed qualifications/ experience and nature of duties of the post will be as per letter No. 2/15/Vol-IV/1439 dated 17.6.2014 issued by Secretariat for Information Technology, Government of Haryana.		
		<p>B.E/B. Tech. (IT / Computer Science / Electronics & Communications) or MCA or M.Sc. (IT / Computer Science / Applications / Electronics & Communications) from a recognized University or Institution with minimum 60% marks AND at least 10 years experience in the software development stream with at least 4 years experience in the capacity of a senior⁽¹⁾ software developer.</p>	<p>B.E/B. Tech. (IT / Computer Science / Electronics & Communications) or MCA or Masters degree in Science (IT / Computer Science / Applications / Electronics & Communications) from a recognized University or Institution with minimum 60% marks AND at least 10 years experience in the software development stream with at least 7 years⁽²⁾ experience in the capacity of a software developer.</p>	<p>In the existing rules, the qualifications mentioned is 'M. Sc.' which has been substituted with the words 'Masters degree in Science'.</p>
		<p>OR</p> <p>BCA, B.Sc. (IT/ Computer Science/ Applications / Electronics & Communications) from a recognized University or Institution with minimum 60% marks AND at least 14 years past experience out of which 4 years⁽³⁾ at the level of a Senior⁽²⁾ Software Developer or equivalent.</p>	<p>OR</p> <p>BCA, B.Sc. (IT / Computer Science/ Applications / Electronics & Communications) from a recognized University or Institution with minimum 60% marks AND at least 14 years past experience out of which 7 years⁽⁴⁾ at the level of a Software Developer or equivalent.</p>	<p>(1) Dropped</p> <p>(2) Inserted</p> <p>As there is no post of Senior Software Developer sanctioned for the Board, it is proposed that the 'Senior' word be deleted from the requisite qualification and the required experience be raised to 7 years.</p>
		<p>Knowledge of Hindi upto Matric standard. (Relaxation shall be given to incumbents being engaged on consulting basis).⁽⁵⁾</p> <p>Note:- As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to</p>	<p>Note:- As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be</p>	<p>(3) Dropped (4) Inserted (5) Dropped (6) Dropped</p>

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	those candidates who have higher qualifications and advance level certifications as mentioned in Annexure 'B'.	given to those candidates who have higher qualifications and advance level certifications as mentioned in Annexure 'A'.	Annexure 'A' added.
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6. Scientist 'B' (11 No. posts already sanctioned at Sr. No. 5 of Group-B in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004 and 09 No. new posts sanctioned by Government vide Memo No. 2/24/2010-1Env. dated 06.06.2017)=Total 20 No. posts.
Pay Scale: Rs.9300-34800+5400 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
I.	Mode of recruitment	I. 50% by promotion. II. 50% by direct recruitment. III. by transfer ⁽¹⁾ IV. On deputation. [As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004]	I. 50% by promotion. II. 50% by direct recruitment. III. On deputation. [Transfer mode is proposed to be deleted]	(1) Dropped
II.	Academic Qualification	<u>By direct recruitment</u> M. Sc. in first division in the Chemistry / Biotechnology / Micro-Biology / Bio-Chemistry/ Environmental Sciences (with Degree in Science) ⁽²⁾ <u>By Promotion</u> With at least 5 years' service as Senior Scientific Assistant in the Board. <u>By Transfer or Deputation</u> M. Sc. in first division in Chemistry/Environmental Sciences (with degree in	<u>By direct recruitment</u> Masters in first division in the Chemistry / Biotechnology/ Micro-Biology/ Bio-Chemistry / Environmental Sciences. <u>By Promotion</u> 5 years service as Senior Scientific Assistant (SSA) in the Board ; OR Total 10 years service as Senior Scientific Assistant and Junior Scientific Assistant with at least 3 years of service as SSA. ⁽³⁾ <u>On Deputation</u> Scientist 'B' in State / Central Pollution Control Board / State Govt. / Central Govt. /	In the existing rules, the qualifications mentioned is 'M. Sc. in first division in the Chemistry' which has been substituted with the words 'Masters in first division in the Chemistry'. (2) Dropped (3) Inserted

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	Science/ Botany / Micro-Biology/ Bio-Chemistry or degree in Chemical Engineering. ⁽⁶⁾	Public Sector Undertaking in the relevant field. ⁽⁶⁾	(4) Dropped (5) Inserted
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7. **Assistant Environmental Engineer** (33 No. posts already sanctioned at Sr. No. 6 of Group-B in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004 and 16 No. new posts sanctioned by Government vide Memo No. 2/24/2010-1Env. dated 08.06.2017)=Total 49 No. posts.

Pay Scale: Rs.9300-34900+5400 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	i. 75% by direct recruitment. ii. 25% by promotion. iii. by transfer ⁽⁶⁾ iv. on deputation [As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004]	i. 75% by direct recruitment. ii. 25% by promotion. iii. On deputation [Transfer mode is proposed to be deleted]	(1) Dropped
ii.	Academic Qualification	<u>By direct recruitment</u> Graduate in Engineering in first division in Civil / Mechanical ⁽²⁾ / Chemical / Environmental Engineering. <u>By Promotion</u> 8 years' service in the Board as Junior Environmental Engineer. <u>By Transfer or Deputation</u> Bachelor in Engineering or its equivalent in first division in Civil/ Mechanical/ Chemical / Environmental Engineering or any equivalent post in the Government. ⁽⁶⁾	<u>By direct recruitment</u> Graduate in Engineering in first division in Civil / Chemical / Environmental Engineering. <u>By Promotion</u> 8 years service as Junior Environmental Engineer in the Board with degree / diploma in Civil / Chemical / Environmental Engineering. ⁽²⁾ [Provided that the JEEs already recruited with degree / diploma in Mechanical Engineering shall be eligible for promotion to the post of A.E.E.] ⁽⁶⁾ <u>On Deputation</u> Assistant Environmental Engineer / Assistant Engineer with degree in first division in Civil / Chemical / Environmental Engineering in State / Central Pollution Control Board / State Govt. / Central Govt. / Public Sector Undertaking. ⁽⁶⁾	Degree in Mechanical Engineering is proposed to be deleted which has been prescribed as one of the qualifications in the existing rules, being a subject not related to environment. (2) Dropped (3) Inserted (4) Inserted (5) Dropped (6) Inserted

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8. Administrative Officer (01 No. new post sanctioned by Government vide Memo No. 2/24/2010-1 Env. dated 06.06.2017)=Total 01 No. post.
Pay Scale: Rs.9300-34800+5400 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	By selection ⁽¹⁾ or by transfer ⁽²⁾ or deputation (as approved by HBPE)	i. By promotion ⁽³⁾ ii. On deputation [Transfer mode is proposed to be deleted].	The Bureau has mentioned mode of recruitment as 'By Selection' whereas the words 'By Promotion' have been added. (1) Dropped (2) Dropped (3) Inserted
ii.	Academic Qualification	<u>By Selection</u> Superintendent/ Private Secretary with 3 years experience having qualification at least graduate ⁽⁴⁾ OR <u>On deputation</u> From the cadre of Haryana Secretariat Services equivalent to Superintendent with 3 years experience.	<u>By Promotion</u> 3 years experience as Superintendent/ Private Secretary with qualification of at least Graduate. ⁽⁵⁾ <u>On Deputation</u> 3 years experience as Superintendent from the cadre of Haryana Secretariat Services or any other Government Department with Graduation. ⁽⁶⁾	(4) Dropped (5) Inserted (6) Inserted

9. Superintendent (03 No. posts already sanctioned at Sr. No. 9 of Group-B in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004)=Total 03 No. posts.
Pay Scale: Rs.9300-34800+4200 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	i. By promotion ii. By transfer ⁽¹⁾ iii. On deputation (As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004)	i. By promotion ii. On deputation [Transfer mode is proposed to be deleted].	(1) Dropped
ii.	Academic Qualification	<u>By Promotion</u> 2 years' service as Deputy Superintendent in the Board or 9 years experience as Assistant/Accountant.	<u>By Promotion</u> 2 years service as Deputy Superintendent in the Board or total 9 years experience as Deputy Superintendent and Assistant/ Accountant /	There is only one post of Computer Operator in the Board in the pay-scales

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		<p>Assistant (Computer).⁽²⁾</p> <p>(Seniority among the above cadres will be counted from date of joining as Assistant/ Accountant/ Assistant (Computer).⁽²⁾</p> <p><u>By Transfer or Deputation</u> 2 years' experience as Deputy Superintendent or 9 years experience as Assistant/ Accountant.⁽²⁾</p> <p><u>On Deputation</u> Superintendent or Deputy Superintendent with 2 years of service.</p>	<p>equivalent to Assistant and the post is already in diminishing cadre. Hence the words Assistant (Computer) have been added as approved by the Government.</p> <p>(2) Inserted (3) Inserted (4) Dropped</p>
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10. Law Officer (01 No. new post sanctioned by Government vide Memo No. 2/24/2010-1Env. dated 06.06.2017)=Total 01 No. post.
Pay Scale: Rs.9300-34800+5400 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
I.	Mode of recruitment	By promotion ⁽¹⁾ or by transfer ⁽²⁾ or deputation (as approved by HBPE)	On deputation	(1) Dropped (2) Dropped
II.	Academic Qualification	<p><u>By promotion</u> Should have worked at least for 5 years in the Board as Assistant Law officer.</p> <p>OR</p> <p><u>On deputation</u> From Prosecution Department from the cadre of Deputy District Attorney.⁽²⁾</p>	<p><u>On deputation</u> (i) Degree of Bachelor of Law from a recognized University. (ii) Who has practiced as an advocate or pleader at the bar for a period of not less than five years.⁽²⁾</p>	(3) Dropped (4) Inserted

11. Software Developer (01 No. new post sanctioned by Government vide Memo No. 2/24/2010-1Env. dated 06.06.2017)=Total 01 no. post.
Pay Scale: Rs.9300-34800+5400 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
I.	Mode of recruitment	By direct recruitment or by promotion or on deputation (as approved by HBPE)	<p>i. By direct recruitment</p> <p>ii. By promotion</p> <p>iii. On deputation</p>	

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ii.	Academic Qualification	<p>The prescribed qualifications/ experience and nature of duties of the post will be as per Memo No. 2/15/Vol-IV/1439 dated 17.6.2014 issued by Secretariat for Information Technology, Government of Haryana.</p> <p>B.E/B.Tech. (IT / Computer Science / Electronics & Communications) or MCA or M.Sc. (IT / Computer Science / Applications / Electronics & Communications) from a recognized University or Institution with minimum 60% marks AND at least 3 years experience in the software development stream in the capacity of a Junior software developer.</p> <p>OR</p> <p>BCA, B.Sc. (IT / Computer Science/ Applications / Electronics & Communications) from a recognized University or Institution with minimum 60% marks AND at least 7 years past experience (external experience). Knowledge of Hindi upto Matric standard. (Relaxation shall be given to incumbents being engaged on consulting basis).⁽¹⁾</p> <p>Note:- As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidates who have higher qualifications and advance level certifications as mentioned in Annexure 'B'.</p>	<p>B.E/B.Tech. (IT / Computer Science / Electronics & Communications) or MCA or Masters in Science (IT / Computer Science / Applications / Electronics & Communications) from a recognized University or Institution with minimum 60% marks AND at least 3 years experience in the software development stream in the capacity of a Junior software developer.</p> <p>OR</p> <p>BCA, B.Sc. (IT / Computer Science / Applications / Electronics & Communications) from a recognized University or Institution with minimum 60% marks AND at least 7 years past experience (external experience).</p> <p>Note:- As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidates who have higher qualifications and advance level certifications as mentioned in Annexure 'A'.</p>	<p>In the existing rules, the qualifications mentioned is 'M. Sc.' which has been substituted with the words 'Masters in Science'.</p> <p>Same as per Secretariat for Information Technology Memo No. 2/15/Vol-IV/1439 dated 17.6.2014.</p> <p>(1) Dropped</p> <p>Annexure 'A' added.</p>
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- 04/15
12. Junior Software Developer (02 No. new posts sanctioned by Government vide Memo No. 2/24/2010-1 Env. dated 06.06.2017) = Total 02 No. posts. ✓
 Pay Scale: Rs.9300-34800+4600 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	By direct recruitment or by promotion or on deputation (as approved by HBPE)	i. By direct recruitment ii. By promotion iii. On deputation	-
ii.	Academic Qualification	<p>The prescribed qualifications/ experience and nature of duties of the post will be as per Memo No. 2/15/Vol-IV/1439 dated 17.6.2014. Issued by Secretariat for Information Technology, Government of Haryana.</p> <p>B.E/B.Tech. (IT / Computer Science / Electronics & Communications) or MCA or M. Sc. (IT / Computer Science / Applications / Electronics & Communications) from a recognized University or institution with minimum 60% marks AND</p> <p>Knowledge of Hindi upto Matric standard. (Relaxation shall be given to incumbents being engaged on consulting basis)^(a)</p> <p>Note:- As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidates who have higher qualifications and advance level certifications as mentioned in Annexure "B".</p>	<p>B.E/B.Tech. (IT / Computer Science / Electronics & Communications) or MCA or Masters degree in Science (IT / Computer Science / Applications / Electronics & Communications) from a recognized University or Institution with minimum 60% marks.</p> <p>Note:- As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidates who have higher qualifications and advance level certifications as mentioned in Annexure "A".</p>	<p>In the existing rules, the qualifications mentioned is 'M. Sc.' which has been substituted with the words 'Masters degree in Science'.</p> <p>(1) Dropped</p> <p>Annexure "A" added.</p>

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13. Accounts Officer (01 No. new post sanctioned by Government vide Memo No. 2/24/2010-1Env. dated 06.06.2017)=Total 01 No. post
Pay Scale: Rs.9300-34800+5400 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	By promotion or on deputation from Finance Department (as approved by HBPE)	I. By promotion II. On deputation from Finance Department	
ii.	Academic Qualification	As prescribed by the Finance Department. <u>By Promotion</u> Three years experience as Superintendent, Accountant, Section Officer/ Senior Auditor who have passed both parts of Haryana State Accounts Service Examination (Ordinary Branch) conducted by the Government or got conducted by it through any agency. <u>By transfer⁽¹⁾ / deputation</u> (i) Should be a Chartered Accountant; or M.Com from a recognized University with 60% marks; (ii) Three years experience as Superintendent/ Accountant/ Section Officer/ Senior Auditor.	<u>By Promotion</u> Three years experience as Superintendent, Accountant, Section Officer/ Senior Auditor in order of rank and seniority ⁽¹⁾ who have passed both parts of Haryana State Accounts Service Examination (Ordinary Branch) conducted by the Government or got conducted by it through any agency. <u>On deputation</u> (i) Should be a Chartered Accountant; or M.Com from a recognized University with 60% marks; (ii) Three years experience as Superintendent/ Accountant/ Section Officer/ Senior Auditor.	(1) Inserted (2) Dropped

14. Deputy Superintendent (01 No. new post sanctioned by Government vide Memo No. 2/24/2010-1Env. dated 06.06.2017)=Total 01 No. post
Pay Scale: Rs.9300-34800+4000 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	I. By promotion II. By transfer ⁽¹⁾ III. On deputation ⁽¹⁾ (As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004) HBPE has approved mode of recruitment by promotion only.	By promotion (The transfer and deputation mode are proposed to be deleted).	(1) Dropped (2) Dropped

ii.	Academic Qualification	<u>By Promotion</u> 5 years' experience as Accountant/Assistant/Assistant (Computer) in the Board. (As approved by HBPE)	<u>By Promotion</u> 5 years' experience as Assistant / Accountant / Assistant (Computer)	(3) Inserted
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		Haryana Subordinate Accounts Service Examination (Ordinary Branch) conducted by it through any agency ⁽⁴⁾	(4) Inserted
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16. Senior Scientific Assistant (04 No. posts already sanctioned at Sr. No. 15 of Group-C in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004 and 03 No. new posts sanctioned by Government vide Memo No. 2/24/2010-1Enr. dated 08.06.2017)=Total 07 No. posts.

Pay Scale: Rs. 9300-34800+4000 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
I.	Mode of recruitment	i. 75% by promotion ii. 25% by direct recruitment. iii. By transfer ⁽¹⁾ iv. On deputation (As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004)	i. 75% by promotion. ii. 25% by direct recruitment. [The transfer mode is proposed to be deleted].	(1) Dropped
II.	Academic Qualification	<u>By direct recruitment</u> M. Sc. in the Chemistry/ Environmental Sciences (with degree in Science)/ Micro-Biology/ Biochemistry/ Biotechnology Or B. Sc. in first division with one year experience in the lab engaged in Environmental Investigation, Testing or Analysis. ⁽²⁾ <u>By Promotion</u> 5 years' service in the Board as Junior Scientific Assistant. <u>By Transfer or Deputation</u> M. Sc. in the Chemistry/ Environmental Sciences (with degree in Science)/ Micro-Biology/ Biochemistry/ Biotechnology. Or B. Sc. in first division with one year experience in the lab engaged in Environmental Investigation, Testing or Analysis. ⁽³⁾	<u>By direct recruitment</u> Masters degree in the Chemistry / Environmental Sciences (with degree in Science) / Micro-Biology / Biochemistry / Biotechnology. <u>By Promotion</u> 5 years service in the Board as Junior Scientific Assistant. <u>On Deputation</u> Masters degree in Science with first division in Chemistry / Environmental Sciences/ Microbiology/ Biochemistry/ Biotechnology. ⁽⁴⁾	In the existing rules, the qualifications mentioned is 'M.Sc. in the Chemistry' which has been substituted with the words 'Masters degree in the Chemistry'. B.Sc. qualification with experience is proposed to be deleted. (2) Dropped (3) Dropped (4) Inserted

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17. Junior Environmental Engineer (11 No. posts already sanctioned at Sr. No. 16 of Group-C in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004 and 02 No. new posts sanctioned by Government vide Memo No. 2/24/2010-1Env. dated 06.06.2017)=Total 13 No. posts.

Pay Scale: Rs. 9300-34800+4000 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	i. By direct recruitment ii. By transfer ¹ iii. On deputation (As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004)	i. 100% by direct recruitment ii. On deputation [The transfer mode is proposed to be deleted.]	(1) Dropped
ii.	Academic Qualification	<u>By direct recruitment</u> 3 years Diploma in first division in Civil/ Mechanical ² / Chemical/ Environmental Engineering. <u>By Transfer³ or Deputation</u> 3 years' Diploma in first division in Civil/ Mechanical ⁴ / Environmental/ Chemical Engineering.	<u>By direct recruitment</u> 3 years Diploma in first division in Civil/ Chemical/ Environmental Engineering. <u>On Deputation</u> 3 years diploma/ graduation in Civil/ Chemical/ Environmental Engineering with first division.	Diploma in Mechanical Engineering may be deleted as one of the qualifications as already prescribed in the existing rules. (2) Dropped (3) Dropped (4) Dropped

18. Statistical Assistant (01 No. post already sanctioned at Sr. No. 17 of Group-C in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004)=Total 01 No. post.

Pay Scale: Rs. 9300-34800+4000 GP (as per 6th pay commission) 36 no

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	i. By direct recruitment ii. By transfer ¹ iii. On deputation (As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004)	i. By direct recruitment ii. On deputation [The transfer mode is proposed to be deleted.]	(1) Dropped
ii.	Academic Qualification	<u>By direct recruitment</u> Graduate in Economics or Agriculture Economics ² or Statistics or Mathematics or Commerce with Statistics as one of the elective subjects with 3 years experience in collection, compilation, analysis of statistical data in some Government offices/institute of repute.	<u>By direct recruitment</u> Graduate with 1 st Division ³ in Economics or Statistics or Mathematics or Commerce with Statistics as one of the elective subjects with 3 years experience in collection, compilation, analysis of statistical data in some Government	The words 'Agriculture Economics' may be deleted from the existing rules and qualification Graduation with 1 st division may be added.

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		By Transfer ^(a) or Deputation Graduate in Economics or Agriculture Economics ^(a) or Statistics or Mathematics or Commerce with Statistics as one of the elective subjects with 3 years' experience in collection, compilation, analysis of statistical data in some Government offices/ institute of repute.	offices/institute of repute. On Deputation Graduate with 1 st division ^(a) in Economics or Statistics or Mathematics or Commerce with Statistics as one of the elective subjects with 3 years experience in collection, compilation, analysis of statistical data in some Government offices/institute of repute.	(2) Dropped (3) Inserted (4) Dropped (5) Dropped (6) Inserted
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19. Junior Scientific Assistant (06 No. posts already sanctioned at Sr. No. 18 of Group-C in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004 and 04 No. new posts sanctioned by Government vide Memo No. 2/24/2010-1Env, dated 06.06.2017)=Total 10 No. posts.

Pay Scale: Rs. 9300-34800+3600 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
I.	Mode of recruitment	i. 100% by direct recruitment ii. By transfer ^(a) iii. On deputation (As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004)	100% by direct recruitment ii. On deputation [The transfer mode is proposed to be deleted]	(1) Dropped
I.	Academic Qualification	By direct recruitment B. Sc. first division with Chemistry as one of the subjects. By Transfer^(a) or Deputation B. Sc. in 1 st division with Chemistry as one of the subjects.	By direct recruitment B. Sc. first division with Chemistry as one of the subjects. On Deputation B. Sc. in 1 st division with Chemistry as one of the subjects.	(2) Dropped

20. Accountant (04 No. posts already sanctioned at Sr. No. 20 of Group-C in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004)=Total 04 No. posts.

Pay Scale: Rs. 9300-34800+3600 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
I.	Mode of recruitment	i. 75% ^(a) by promotion ii. 25% ^(a) by direct recruitment iii. by transfer ^(a) iv. on deputation (As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004)	i. 50% ^(a) by promotion ii. 50% ^(a) by direct recruitment iii. by transfer iv. on deputation	1) Dropped (2) Inserted (3) Dropped (4) Inserted (5) Dropped

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ii.	Academic Qualification	<u>By direct recruitment</u> M. Com. Second Division Or B. Com. first division with 2 years experience in Commercial Accounting. <u>By Promotion</u> B.Com. with 3 years experience in the Board as Accounts Clerk/Clerk. <u>By Transfer⁽ⁱ⁾ or Deputation</u> M. Com. second division or B.Com. first division with 2 years experience in the Commercial Accounting.	<u>By direct recruitment</u> M. Com. Second Division Or B. Com. first division with 2 years experience in Commercial Accounting. <u>By Promotion</u> B. Com. with 3 years experience in the Board as Accounts Clerk/ Clerk. <u>On Deputation</u> M. Com. second division or B. Com. first division with 2 years experience in the Commercial Accounting.	(6) Dropped
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21. Senior Scale Stenographer (03 No. posts already sanctioned at Sr. No. 21 of Group-C in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004)=Total 03 No. posts.

Pay Scale: Rs. 9300-34800+3600 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	i. 100% by promotion ii. By transfer ⁽ⁱ⁾ iii. On deputation [As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004]	i. By promotion ii. On deputation [The transfer mode is proposed to be deleted].	(1) Dropped
ii.	Academic Qualification	<u>By Promotion</u> 3 years' experience as Junior Scale Stenographer having minimum speed of 100 words per minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively. ⁽ⁱⁱ⁾ <u>By Transfer or Deputation</u> Graduate or 10+2/10+2 (Vocational) with least 2 nd division with minimum speed of 100 words per	<u>By Promotion</u> 3 years service in the Board as Junior Scale Stenographer with English Shorthand at a speed of 100 words per minute and transcription at a speed of 20 words per minute and mistakes should not exceed 4% and Hindi Shorthand at a speed of 80 words per minute and transcription at a speed of 15 words per minute and mistakes should not exceed 4%. ⁽ⁱⁱ⁾ <u>On Deputation</u> (i) Graduate in any discipline from a recognized university. (ii) English Shorthand	The qualification prescribed in the existing rules i.e. '3 years' experience as Junior Scale Stenographer having minimum speed of 100 words per minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in

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	minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively. ⁽⁴⁾	at a speed of 100 words per minute and transcription at a speed of 20 words per minute and mistakes should not exceed 4% and Hindi Shorthand at a speed of 80 words per minute and transcription at a speed of 15 words per minute and mistakes should not exceed 4%. ⁽⁵⁾	English and 25 words per minute in Hindi respectively" is higher than the Government, hence it may be equivalent to the Government as mentioned in Column 4. (2) Dropped (3) Inserted (4) Dropped (5) Inserted
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22. Junior Scale Stenographer (02 No. posts already sanctioned at Sr. No. 24 of Group-C in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004)-Total 02 No. posts. **5200-20200**
Pay Scale: Rs. 5300-24000-2400 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
I.	Mode of recruitment	i. 75% by promotion ii. 25% by direct recruitment iii. By transfer ⁽¹⁾ iv. On deputation (As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004]	i. 75% by promotion ii. 25% by direct recruitment iii. On deputation [The transfer mode is proposed to be deleted.	(1) Dropped
II.	Academic Qualification	<u>By direct recruitment</u> Graduate with minimum speed of 100 words per minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively and Computer Knowledge upto Data Entry Operator. ⁽²⁾	<u>By direct recruitment</u> i. Graduate ii. English Shorthand at a speed of 100 words per minute and transcription at a speed of 20 words per minute and mistakes should not exceed 4% and Hindi Shorthand at a speed of 80 words per minute and transcription at a speed of 15 words per minute and mistakes should not exceed 4%. ⁽³⁾ Provided that the provisions regarding SETC contained in Haryana Government	The prescribed qualification in the existing rules i.e. 'Graduate with minimum speed of 100 words per minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively' is higher than the

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			<p>Gazette Notification No. HSPCB/Est/L/2013 dated 8th November, 2013 as amended from time to time shall apply.⁽⁴⁾</p> <p><u>By Promotion</u> 3 years' service in the Board as Steno-typist having minimum speed of 100 words per minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively.⁽⁵⁾</p> <p><u>By Transfer or Deputation</u> Graduate or 10+2/10+2 Vocational) with atleast 2nd division with minimum speed of 100 words per minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively.⁽⁶⁾</p>	<p>Govt. Hencos, it may be equivalent to the Govt. as mentioned in Column no. 4</p> <p>(2) Dropped (3) Inserted (4) Inserted</p> <p>(5) Dropped</p> <p>(6) Inserted</p> <p>(7) Dropped</p> <p>(8) Inserted</p>
			<p><u>By Promotion</u> 3 years service in the Board as Steno-typist with English Shorthand at a speed of 100 words per minute and transcription at a speed of 20 words per minute and mistakes should not exceed 4% and Hindi Shorthand at a speed of 80 words per minute and transcription at a speed of 15 words per minute and mistakes should not exceed 4%.⁽⁸⁾</p> <p><u>On deputation</u> 1. Graduate in any discipline from a recognized university. 2. English Shorthand at a speed of 100 words per minute and transcription at a speed of 20 words per minute and mistakes should not exceed 4% and Hindi Shorthand at a speed of 80 words per minute and transcription at a speed of 15 words per minute and mistakes should not exceed 4%.⁽⁹⁾</p> <p>Provided that the provisions regarding SETC contained in Haryana Government Gazette Notification No. HSPCB/Est/L/2013</p>	

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			dated 8 th November, 2013 as amended from time to time shall apply. ⁽⁹⁾	(9) Inserted
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23. Accounts Clerk (02 No. posts already sanctioned at Sr. No. 25 of Group-C in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004)=Total 02 No. posts.
Pay Scale: Rs. ~~5500-9400~~ 2400 GP (as per 6th pay commission)

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Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	i. By promotion ⁽¹⁾ ii. By transfer ⁽²⁾ iii. On deputation (As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004)	i. 50% by promotion ⁽³⁾ ii. 50% by direct recruitment ⁽⁴⁾ iii. On deputation [The transfer mode is proposed to be deleted].	(1) Dropped (2) Inserted (3) Inserted (4) Dropped
ii.	Academic Qualification		<u>By direct recruitment</u> B. Com. First Division. ⁽⁵⁾ Provided that the provisions regarding SETC contained in Haryana Government Gazette Notification No. HSPCB/Estt./2013 dated 8 th November, 2013 as amended from time to time shall apply. ⁽⁶⁾ <u>By Promotion</u> B. Com. with 3 years' service in the Board as Clerk. Provided that the provisions regarding SETC contained in Haryana Government Gazette Notification No. HSPCB/Estt./2013 dated 8 th November, 2013 as amended from time to time shall apply. ⁽⁷⁾ <u>On Deputation</u> B. Com. first division. ⁽⁸⁾ Provided that the provisions regarding SETC contained in Haryana Government Gazette Notification No. HSPCB/Estt./2013 dated 8 th November, 2013 as amended from time to time shall apply. ⁽¹⁰⁾	(5) Inserted (6) Inserted (7) Inserted (8) Dropped (9) Inserted (10) Inserted
		<u>By Promotion</u> B. Com. with 3 years' service in the Board as Clerk.		
		<u>By Transfer or Deputation</u> B. Com. with second division. ⁽⁹⁾		

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24. Steno-typist (13 No. posts were sanctioned at Sr. No. 26 of Group-C in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004, out of which 05 No. posts were placed in diminishing cadre by the Government vide Memo No. 224/2010-1Env. dated 06.06.2017)
 =Total 08 No. posts. $5 + 3 = 8$
 Pay Scale: Rs. 4200-5400-1900 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	i. 75% by direct recruitment ii. 25% by promotion iii. By transfer ⁽¹⁾ iv. On deputation [As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004]	i. 75% by direct recruitment ii. 25% by promotion iii. On deputation [The transfer mode is proposed to be deleted].	(1) Dropped
ii.	Academic Qualification	<u>By direct recruitment</u> Graduate second division with minimum speed of 80 words per minute in English and 64 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively and Computer Knowledge upto Data Entry Operator. ⁽²⁾ <u>By Promotion</u> One year experience as Clerk with minimum speed of 80 words Per minute in English and 64 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively. ⁽³⁾	<u>By direct recruitment</u> i. Graduate in first division ii. English Shorthand at a speed of 80 words per minute and transcription at a speed of 15 words per minute and mistakes should not exceed 8% and Hindi Shorthand at a speed of 80 words per minute and transcription at a speed of 11 words per minute and mistakes should not exceed 8%. ⁽⁴⁾ Provided that the provisions regarding SETC contained in Haryana Government Gazette Notification No. HSPCB/Estt./2013 dated 8 th November, 2013 as amended from time to time shall apply. ⁽⁵⁾ <u>By Promotion</u> i. Graduate in any discipline from a recognized University. ii. English Shorthand at a speed of 80 wpm and transcription at a speed of 15 words per minute and mistakes should not exceed 8% and Hindi Shorthand at a speed of 64 wpm and transcription	The prescribed qualification in the existing rules i.e. 'Graduate second division with minimum speed of 80 words per minute in English and 64 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively' is higher than the Govt. Hence, it may be equivalent to the Govt. as mentioned in Column no. 4 (2) Dropped (3) Inserted (4) Inserted (5) Dropped

[illegible]

25. Clerk [40 No. posts were sanctioned at Sr. No. 27 of Group-C in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004, out of which 10 No. posts were placed in diminishing cadre by the Government vide Memo No. 2/98/2003-Env-1 dated 15.03.2004 and 08 No. posts were placed in diminishing cadre vide Government Memo No. 2/24/2010-1Env. dated 06.06.2017]=Total 22 No. posts. **3200-202-0**
Pay Scale: Rs. 4600-34800+1900 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
I.	Mode of recruitment	i. 80% by direct recruitment ii. 20% by promotion iii. By transfer⁽¹⁾ iv. On deputation (As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004)	i. 80% by direct recruitment ii. 20% by promotion iii. On deputation [The transfer mode is proposed to be deleted.]	(1) Dropped

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S. No.	Academic Qualification	By direct recruitment	By direct recruitment	In the existing rules, the prescribed qualification is Graduation with knowledge of computer. After the applicability of SETC test, the knowledge of computer is not required.
		Graduate with knowledge of Computer minimum level of Data Entry Operator. ⁽²⁾	Graduate. Provided, that the provisions regarding SETC contained in Haryana Government Gazette Notification No. HSPCB/Estt./2013 dated 8 th November, 2013 as amended from time to time shall apply. ⁽²⁾	
		By Promotion (i) 10+2 with five years' service as Group C having lesser scale or Group D employees ⁽²⁾ ; (ii) Omitted in view of rule 9A).	By Promotion 10+2 with five years' service in the Board ⁽²⁾ as Group C having lesser scale or Peon ⁽²⁾ . Provided that the provisions regarding SETC contained in Haryana Government Gazette Notification No. HSPCB/Estt./2013 dated 8 th November, 2013 as amended from time to time shall apply. ⁽²⁾	(2) Dropped (3) Inserted (4) Inserted (5) Dropped (6) Inserted
		By Transfer or Deputation (i) 10+2/Graduate with five years' service as Group C employees; (ii) Hindi upto Metric Standard; and (iii) Omitted in view of rule 9A). ⁽²⁾	On Deputation Graduate with five years' service as Clerk. ⁽²⁾ Provided that the provisions regarding SETC contained in Haryana Government Gazette Notification No. HSPCB/Estt./2013 dated 8 th November, 2013 as amended from time to time shall apply. ⁽²⁾	(7) Inserted (8) Dropped (9) Inserted
				(10) Inserted

26. Laboratory Attendant 07 No. posts were sanctioned at Sr. No.29 of Group-C in Appendix-A of the HSPCB (Group A, B, C & D) Service Regulations, 2004, out of which 03 No. posts were placed in diminishing cadre by the Government vide Memo No. 2/98/2003-Env-1 dated 15.03.2004 and 06 No. new posts have been sanctioned by Government vide Memo No. 2/24/2010-1Env. dated 06.08.2017]=Total 10 No. posts. 5240-20200
Pay Scale: Rs. 4300,34600+1900 GP (as per 6th pay commission)

Sr. No.	Particulars	Existing	Proposed	Remarks
1	2	3	4	5
i.	Mode of recruitment	i. 80% ⁽¹⁾ by promotion ii. 20% ⁽²⁾ by direct	i. 20% ⁽²⁾ by promotion ii. 80% ⁽²⁾ by direct	(1) Dropped (2) Inserted

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		recruitment iii. By transfer ⁽ⁱ⁾ iv. On deputation [As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004]	recruitment ii. On deputation [The transfer mode is proposed to be deleted.]	(3) Dropped (4) Inserted (5) Dropped
ii.	Academic Qualification	<u>By direct recruitment</u> Matric ⁽ⁱⁱ⁾ with Science (Physics and Chemistry) having knowledge of Hindi upto Matric Standard. <u>By Promotion</u> Three years' experience as Group D employee of the Board ⁽ⁱⁱⁱ⁾ possessing Matric standard qualification with Science and Hindi. <u>By Transfer or Deputation</u> Matric with Science (Physics and Chemistry) having knowledge of Hindi upto Matric standard. ⁽ⁱⁱⁱ⁾	<u>By direct recruitment</u> 10+2 ^(iv) with Science (Physics and Chemistry). <u>By Promotion</u> Three years' experience as Field Attendant ^(v) possessing Matric standard qualification with Science and Hindi. <u>On Deputation</u> 10+2 with Science (Physics & Chemistry). ^(vi)	In the Public Health Engineering Department, the nomenclature of the post is 'Laboratory Assistant (Group-C)' and the post of 'Laboratory Attendant' is Group-D'. The qualification in the existing rules is 'Matric with Science' and it is proposed '10+2 with Science (Physics & Chemistry)'. The nomen- clature of the post should be changed to Laboratory Assistant. ⁽¹²⁾ (6) Dropped (7) Inserted (8) Dropped (9) Inserted (10) Dropped (11) Inserted (12) Inserted

- Note:-
- (i) The Group-A & B posts meant for direct recruitment be filled after conducting written examination.
 - (ii) The experience prescribed for various posts in these regulations will be counted only after acquiring essential qualification for respective post.
 - (iii) Knowledge of Hindi upto matric standard is compulsory for all the posts.

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Annexure - A

The certifications at various levels shall be reviewed and modified from time to time as required.

Table 1: Certification for various levels

Sr. No.	Level	Software Solutions and Technology stream	IT Operations and Management Stream	Quality Assurance or Quality Management Stream
1.	Basic	Oracle or Sun Certified Java Associate or Microsoft Certified Technologist Specialist	DOECC CHM A Level /Cisco Certified Network Associates/ Cisco Certified Design Associate/ Redhat Certified Engineer/ITIL Foundation course	Six Sigma Yellow Belt / Certified Associate in Software Testing / Certified Associate in Software Quality
2.	Intermediate	a. Oracle / Sun Certified Java Programmer / Microsoft Certified Professional Developer b. Certified Associate in Project Management / Prince 2 Foundation	Cisco certified Network Professional / Cisco certified / Cisco Certified Design Professional/ Cisco Certified Security Professional/ Cisco Certified Internetwork Professional/ Redhat Certified Datacenter Specialist/ Redhat Certified Security Specialist/ Redhat Certified Virtualization Administrator/ Boss certified Applications Administrator/ ITIL Intermediate	Six Sigma Green Belt / Certified Software Quality Analyst / Certified Software Test Engineer
3.	Advanced	a. Oracle / Sun Certified Java Master, Microsoft Certified Master, Microsoft Certified Architect, b. Project Management Professional/Prince 2 Practitioner	Cisco Certified Internetwork Expert / Cisco Certified Design Professional / Cisco Certified Architect / Redhat Certified Architect / ITIL Expert	Six Sigma Black Belt / Certified Manager at Software Testing / Certified Manager in Software Quality

Table - 2 Certificate Issuing Agencies

Sr. No.	Type of Certificate	Issuing Authority
1.	Sun or Oracle Certificates	Sun Microsystems - a subsidiary of Oracle Corporation. Or Oracle Corporation.
2.	Microsoft Certificates	Microsoft Incorporation.
3.	Cisco Certificates	Cisco Systems.
4.	Redhat Certificates JBoss Certificates	Redhat Incorporated.
5.	Project Management Certificates (PMP, CAPM)	Project Management Institute
6.	PRINCE 2 Certificates	APM Group - Accredited by UK Office of Government Council
7.	ITIL Certificates	APM Group - Accredited by ITIL Certification Management Board
8.	Six Sigma Certificates	American Society for Quality, QAI Or any other Institute accredited with any Quality Certification Body.
9.	DOEACC Certificates	DOEACC Society, Ministry of Communications & IT, GOI
10.	Software Testing Certificates Software Quality Certificates	Through Software Certifications, Administered by QAI

Submitted for consideration and approval of the Board please.

[Authorised English Translation]

HARYANA STATE POLLUTION CONTROL BOARD

Notification

The 5th October, 2004

No.S.O. 154/CA 6/1974/S.12/2004.— In exercise of the powers conferred by sub-section (3) and (3A) of section 12 of the Water (Prevention and Control of Pollution) Act, 1974 (Act No. 6 of 1974), the Haryana State Pollution Control Board with the approval of the State Government hereby makes the following regulations governing the recruitment and conditions of service of persons appointed to the Haryana State Pollution Control Board (Group A,B,C and D) Service, namely:—

PART I — GENERAL

1. (1) These regulations may be called the Haryana State Pollution Control Board (Group A,B,C and D) Service Regulations, 2004.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. In these regulations, unless the context otherwise requires,—

(a) "Board" means the Haryana State Pollution Control Board constituted under the Water (Prevention and Control of Pollution) Act, 1974 (Act No. 6 of 1974);

(b) "Chairman" means the Chairman of the Board;

(c) "Commission" means the Haryana Public Service Commission or the Haryana Staff Service Selection Commission, as the case may be;

(d) "direct recruitment" means an appointment made, otherwise than by promotion from within the Service or by transfer of an officer/official already in the service of the Government of India or any State Government;

(e) "Government" means the Haryana Government in the Administrative Department;

(f) "institution" means,—

(i) any institution established by law in force in the State of Haryana; or

(ii) any other institution recognized by the Government for the purpose of these regulations;

(g) "recognized university" means,—

(i) any university incorporated by law in India; or

- (ii) in the case of a degree, diploma or certificate obtained as a result of an examination held before the 15th August, 1947, the Punjab, Sind or Dacca University; or
- (iii) any other university which is declared by the Government to be recognized university for the purpose of these regulations;
- (h) "Secretary" means the Secretary to Government, Haryana, Environment Department;
- (i) "Service" means the Haryana State Pollution Control Board (Group A, B, C and D) Service.

PART II—RECRUITMENT TO SERVICE

3. The Service shall comprise the posts shown in Appendix A to these regulations:

Provided that nothing in these regulations shall affect the inherent right of the Board to make additions to, or reductions in, the number of such posts or to create new posts with different designations and scales of pay, either permanently or temporarily.

4. (1) No person shall be appointed to any post in the Service unless he is,—

- (a) a citizen of India; or
- (b) a subject of Nepal; or
- (c) a subject of Bhutan; or
- (d) a Tibetan refugee who came over to India, before the 1st day of 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, or any of the East African Countries of Kenya, Uganda, 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 person belonging to any of the categories (b), (c), (d) or (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government.

(2) A person in whose case a certificate of eligibility is necessary, may be admitted to an examination or interview conducted by the Commission but the offer of appointment shall be given only after the necessary eligibility certificate has been issued to him by the Board/Chairman.

Number and
Character of
posts.

Nationality,
domestic and
character of
candidates
appointed to
Service.

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(3) No person shall be appointed to any post in the Service by direct recruitment unless he produces a certificate of character from the Principal, Academic Officer of the university, college, school or institution last attended, if any, and similar certificate from two other responsible persons, not being his relatives, who are well acquainted with him in his private life and are unconnected with his university, college, school or institution.

5. No person shall be appointed to any post in the Service by direct recruitment, who is less than 17 years or more than 40 years of age on or before the first day of the month next preceding the last date of submission of application to the Commission/Chairman:

Provided that,—

- (a) in case of a person belonging to Scheduled Caste, Scheduled Tribe, Backward Class, Ex-Serviceman, Physically Handicapped, the upper age limit shall be such as prescribed by the Government from time to time; and
- (b) in case of candidates possessing the requisite qualifications who are already in the service of Government/Board/Corporation, the upper age limit shall be such as prescribed by the Government from time to time.

6. Appointment to the posts in the Service shall be made by the authorities as specified in column 3 of Appendix C to these regulations.

7. No person shall be appointed to any post in the Service, unless he is in possession of qualifications and experience specified in column 3 of Appendix B to these regulations in the case of direct recruitment and those specified in column 4 of the aforesaid Appendix in the case of appointment other than by direct recruitment:

Provided that in the case of direct recruitment the qualifications regarding experience shall be relaxable to the extent of 50% at the discretion of the Commission or any other recruiting authority in case sufficient number of candidates belonging to Scheduled Castes/ Backward Classes/Ex-servicemen and Physically Handicapped categories possessing the requisite experience, are not available to fill up the vacancies reserved for them, after recording reasons for so doing in writing.

8. No person,—

- (a) who has entered into or contracted a marriage with a person having a spouse living; or
- (b) who having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to any post in the Service:

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Provided that the Government may, if satisfied, that such marriage is permissible under the Personal Law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this regulation.

9. (1) Recruitment to the Service shall be made,—

Method of recruitment.

Group A

(a) in the case of Environmental Engineer,—

- (i) 75% by promotion from amongst Assistant Environmental Engineer; and
- (ii) 25% by direct recruitment; or
- (iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;

(b) in the case of Scientist C,—

- (i) 75% by promotion from amongst Scientist B; and
- (ii) 25% by direct recruitment; or
- (iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;

(c) in the case of District Attorney,—

on deputation from Prosecution Department of Haryana;

Group B

(d) in the case of Senior Accounts Officer,—

on deputation from Finance Department of Haryana;

(e) in the case of Scientist B,—

- (i) 50% by promotion from amongst Senior Scientific Assistants; and
- (ii) 50% by direct recruitment; or
- (iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;

(f) in the case of Assistant Environmental Engineer,—

- (i) 75% by direct recruitment; and
- (ii) 25% by promotion from amongst Junior Environmental Engineer; or

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(iii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;

(g) in the case of Tehsildar,—

on deputation from Revenue Department of Haryana;

(h) in the case of Registrar,—

(i) by promotion from amongst Private Secretary/ Superintendent; or

(ii) by transfer or deputation of an officer already in the service of any State Government or the Government of India;

(i) in the case of Superintendent,—

(i) by promotion from amongst Deputy Superintendent; or

(ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(j) in the case of Private Secretary,—

(i) by promotion from amongst Personal Assistants; or

(ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(k) in case of Assistant District Attorney,—

(i) on deputation from Prosecution Department of Haryana;

Group C

(l) in the case of Section Officer (Accounts).—

(i) on deputation from Finance Department of Haryana;

(m) in the case of Deputy Superintendent,—

(i) by promotion from amongst Assistants/ Accountants/ Computer Operators; or

(ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(n) in the case of Personal Assistant,—

(i) by promotion from amongst Senior Scale Stenographers; or

(ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(o) in the case of Senior Scientific Assistant,—

(i) 75% by promotion from amongst Junior Scientific Assistants; and

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- (ii) 25% by direct recruitment; or
- (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (p) in the case of Junior Environmental Engineer,—
 - (i) by direct recruitment; or
 - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (q) in the case of Statistical Assistant,—
 - (i) by direct recruitment; or
 - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (r) in the case of Junior Scientific Assistant,—
 - (i) 100% by direct recruitment; and
 - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (s) in the case of Assistant,—
 - (i) by promotion from amongst the Clerks/Steno-typists/Accounts Clerks; or
 - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (t) in the case of Accountant,—
 - (i) 75% by promotion from amongst the Accounts Clerks/Clerks; and
 - (ii) 25% by direct recruitment; or
 - (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (u) in the case of Senior Scale Stenographer,—
 - (i) 100% by promotion from amongst Junior Scale Stenographers; or
 - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (v) in the case of Computer Operator,—
 - (i) 50% by promotion from amongst the Clerks/Steno Typists/Accounts Clerk; and

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- (ii) 50% by direct recruitment; or
 - (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (w) in the case of Driver,—
- (i) by direct recruitment; or
 - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (x) in the case of Junior Scale Stenographer,—
- (i) 75% by promotion from amongst the Steno-typists; and
 - (ii) 25% by direct recruitment; or
 - (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (y) in the case of Accounts Clerk,—
- (i) by promotion from amongst Clerks; or
 - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (z) in the case of Steno-typist,—
- (i) 75% by direct recruitment; and
 - (ii) 25% by promotion from amongst the Clerks; or
 - (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (za) in the case of Clerk,—
- (i) 80% by direct recruitment; and
 - (ii) 20% by promotion from amongst Group C or Group D employees whose scale of pay is less and whose responsibility is less than that of a Clerk; or
 - (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;
- (zb) in the case of Machine Operator,—
- (i) by promotion from amongst the Group D employees; or
 - (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

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(xc) in the case of ~~Laboratory Attendant~~,—

- (i) 80% by promotion from amongst Group D employees; and
- (ii) 20% by direct recruitment; or
- (iii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

Group D

(xd) in the case of ~~Senior Peon~~,—

- (i) by promotion amongst Peons; or
- (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(xe) in the case of ~~Daftri~~,—

- (i) by promotion from amongst Peons/Mali-cum-Chowkidar; or
- (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(zf) in the case of ~~Peon~~,—

- (i) by direct recruitment; or
- (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(zg) in the case of ~~Field Attendant~~,—

- (i) by direct recruitment; or
- (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(zh) in the case of ~~Mali-cum-Chowkidar~~,—

- (i) by direct recruitment; or
- (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(zi) in the case of ~~Sweeper~~,—

- (i) by direct recruitment; or
- (ii) by transfer or deputation of an official already in the service of any State Government or the Government of India;

(2) All Promotions unless otherwise provided, shall be made on ~~seniority-cum-merit basis and seniority alone shall not confer any right to such promotions.~~

(3) Unless otherwise provided, when any vacancy occurs or is about to occur in the Service, appointing authority shall determine in what manner such vacancy shall be filled in.

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probation.

10. (1) Persons appointed to any post in the Service shall remain on probation for a period of two years, if appointed by direct recruitment and one year, if appointed otherwise:

Provided that,—

- (a) any period after such appointment spent on deputation on a corresponding or a higher post shall count towards the period of probation;
 - (b) any period of work in equivalent or higher rank, prior to appointment to any post in the Service, may, in the case of an appointment by transfer, at the discretion of the appointing authority, be allowed to count towards the period of probation fixed under this regulation; and
 - (c) any period of officiating appointment shall be reckoned as period spent on probation, but no person who has so officiated shall, on the completion of the prescribed period of probation, be entitled to be confirmed, unless he is appointed against permanent vacancy.
- (2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory, it may,—
- (a) if such person is appointed by direct recruitment, dispense with his services; and
 - (b) if such person is appointed otherwise than by direct recruitment,—
 - (i) revert him to his former post; or
 - (ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.
- (3) On the completion of the period of probation of a person, the appointing authority may,—
- (a) if his work or conduct has, in its opinion, been satisfactory,—
 - (i) confirm such person from the date of his appointment, if appointed against a permanent vacancy; or
 - (ii) confirm such person from the date from which a permanent vacancy occurs, if appointed against a temporary vacancy; or
 - (iii) declare that he has completed his probation period satisfactorily, if there is no permanent vacancy; or

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

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

(ii) extend his period of probation and thereafter pass such orders, as it could have passed on the expiry of the first period of probation:

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

11. Seniority. *Inter se* of the members of the Service shall be determined by the length of continuous service on any post in the Service:

Seniority.

Provided that where there are different cadres in the Service, the seniority shall be determined separately for each cadre:

Provided further that in the case of a member appointed by direct recruitment, the order of merit determined by the Commission shall not be disturbed in fixing the seniority:

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

(a) a member appointed by direct recruitment shall be senior to a member appointed by promotion or by transfer;

(b) a member appointed by promotion shall be senior to a member appointed by transfer;

(c) in the case of member appointed by promotion or by transfer, seniority shall be determined according to the seniority of such members in the appointments from which they were promoted or transferred; and

(d) in the case of members appointed by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a member, who was drawing a higher rate of pay in his previous appointment, and if the rates of pay drawn are also the same, then by the length of their service in the appointments, and if the length of such service is also the same, the older member shall be senior to the younger member.

12. (1) A member of the Service shall be liable to serve at any place, whether within or outside the State of Haryana, on being ordered so to do by the appointing authority.

Liability to Serve.

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(2) A member of Service may also be deputed to serve under—

- (i) a company, an association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the State Government, a Municipal Corporation, or a local authority, or University within the State of Haryana;
- (ii) the Central Government or a company, an association or a body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Central Government; or
- (iii) another State Government, an international organization, an autonomous body not controlled by the Government or a private body;

Provided that no member of the Service shall be deputed to serve the Central or any State Government or any organization or body referred to in Clause (ii) or Clause (iii) except with his consent.

Pay, leave,
pension and other
matters.

13. In respect of pay, leave, pension and all other matters not expressly provided for in these regulations, the members of the Service shall be governed by such rules and regulations as may have been, or may hereafter be, adopted or made by the competent authority under the Constitution of India or under any law for the time being in force made by the State Legislature.

Discipline,
Penalties and
appeal.

14. (1) In matters relating to discipline, penalties and appeals, members of the Service shall be governed by the Haryana Civil Services (Punishment and Appeal) Rules, 1987, as amended from time to time.

Provided that the nature of penalties which may be imposed, the authority empowered to impose such penalties and appellate authority shall, subject to the provisions of any law or rules made under article 309 of the Constitution of India, be such as are specified in Appendix C to these regulations.

(2) The authority competent to pass an order under clause (c) or clause (d) of sub-rule (1) of the rule 9 of the Haryana Civil Services (Punishment and Appeal) Rules, 1987 and appellate authority shall be as specified in Appendix C to these regulations.

Vaccination.

15. Every member of the Service, shall get himself vaccinated or revaccinated as and when the Government so directs by a special or general order.

Oath of
allegiance.

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

Power of
relaxation.

17. Where the Board is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these regulations with respect to any class or category of persons.

18. Notwithstanding anything contained in these regulations, the appointing authority may impose special terms and conditions in the order of appointment, if it is deemed expedient to do so.

Special provisions.

19. Nothing contained in these regulations shall affect reservations and other concessions required to be provided for Scheduled Castes, Backward Classes, Ex-Servicemen, Physically Handicapped persons or any other class or category of persons in accordance with the orders issued by the Government in this regard from time to time.

Reservations.

Provided that the total percentage of reservations so made shall not exceed 50%, at any time.

20. Any regulation applicable to the Service and corresponding to any of these regulations, which is in force immediately before the commencement of these regulations, is hereby repealed.

Repeal and savings.

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

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APPENDIX A

(See regulation 3)

Serial No.	Designation of posts	Number of posts			Scale of pay
		Permanent	Temporary	Total	
1	2	3	4	5	6
GROUP A					
1.	Environmental Engineer	16	0	16 ✓	Rs. 10000-325-13900
2.	Scientist C	06	0	06 ✓	Rs. 10000-325-13900
3.	District Attorney	01	0	01	Rs. 10000-325-15200
GROUP B					
4.	Senior Accounts Officer	01	0	01	Rs. 8000-275-10200-EB-275-13500
5.	Scientist B	11	0	11 ✓	Rs. 8000-275-10200-EB-275-13500
6.	Assistant Environmental Engineer	33	0	33 ✓	Rs. 8000-275-10200-EB-275-13500
7.	Tehsildar	01	0	01	Rs. 8000-275-10200-EB-275-13500
8.	Registrar	01	0	01	Rs. 8500-200-8500-EB-200-10500
9.	Superintendent	03	0	03 ✓	Rs. 6500-200-8500-EB-200-10500
10.	Private Secretary	01	0	01	Rs. 6500-200-8500-EB-200-10500
11.	Assistant District Attorney	03	0	03	Rs. 6500-200-8500-EB-200-10500
GROUP C					
12.	Section Officer (Accounts)	01	0	01 ✓	Rs. 6500-200-8500-EB-200-9000
13.	Deputy Superintendent	01	0	01 *Diminishing Cadre	Rs. 5500-175-8300-EB-175-9000
14.	Personal Assistant	01	0	01	Rs. 5500-175-8300-EB-175-9000

1	2	3	4	5	6
✓ 15. Senior Scientific Assistant		05	0	05 01 post in Diminishing Cadre	Rs. 3500-175-8300-EB-175-9000
✓ 16. Junior Environmental Engineer		11	0	11 ✓	Rs. 5500-175-8300-EB-175-9000
✓ 17. Statistical Assistant		02	0	02 ✓	Rs. 5450-150-6950-EB-150-8000
✓ 18. Junior Scientific Assistant		06	0	06 ✓	Rs. 5000-150-7100-EB-150-7850
19. Assistant		19	0	19	Rs. 5000-150-7100-EB-150-7850
20. Accountant		04	0	04	Rs. 5000-150-7100-EB-150-7850
✓ 21. Senior Scale Stenographer		03	0	03 ✓	Rs. 5000-150-7100-EB-150-7850
22. Computer Operator		02	0	02 02 posts in Diminishing Cadre	Rs. 5000-150-7100-EB-150-7850
23. Driver		17	0	17	Rs. 4000-100-4800-EB-100-6000
✓ 24. Junior Scale Stenographer		02	0	02 ✓	Rs. 4000-100-4800-EB-100-6000
✓ 25. Accounts Clerk		02	0	02 ✓	Rs. 4000-100-4800-EB-100-6000
✓ 26. Steno-typist		13	0	13 ✓	Rs. 3050-75-3950-EB-80-4590
✓ 27. Clerk		40	0	40 10 posts in Diminishing Cadre	Rs. 3050-75-3950-EB-80-4590
28. Machine Operator		01	0	01 Diminishing Cadre	Rs. 3050-75-3950-EB-80-4590
✓ 29. Laboratory Attendant		07	0	07 3 posts in Diminishing Cadre	Rs. 3050-75-3950-EB-80-4590

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1	2	3	4	5	6
GROUP D					
30. Senior Peon		02	0	02	Rs. 2650-03-3200-EB-70-4000
31. Daftri		01	0	01	Rs. 2650-65-3300-EB-70-4000
32. Peon		30	0	30	Rs. 2550-55-2660-EB-60-3200
33. Field Attendant		10	0	10	Rs. 2550-55-2660-EB-60-3200
34. Mali-cum-Chowkidar		09	0	09	Rs. 2550-55-2660-EB-60-3200
35. Sweeper		01	0	01	Rs. 2550-55-2660-EB-60-3200

*Note :—Diminishing-cadre means that as and when the post(s) fall/falls vacant due to any reason i.e. promotion, transfer, retirement, resignation, death or adjustment elsewhere etc. the post(s) shall stand abolished forthwith.

APPENDIX B
(See regulation 7)

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
GROUP A			
1.	Environmental Engineer	<p>Post Graduate Degree in Engineering in first division in Civil/Mechanical/Chemical / Environmental Engineering with at least 6 years' experience in the Central Pollution Control Board or in any State Pollution Control Board or in Government or reputed Institute/Industry (Large and Medium) or the Central/State Government undertaking.</p> <p>OR</p> <p>Bachelor in Engineering in first division in Civil/ Mechanical/Environmental/Chemical Engineering or its equivalent with at least 8 years' experience in the Central Pollution Control Board or any State Pollution Control Board or in Government or reputed Institute/ Industry (Large and Medium) or the Central/State Government undertaking.</p>	<p>By Promotion</p> <p>At least 8 years' service as Assistant Environmental Engineer in the Board having qualifications of Bachelor in Engineering or its equivalent.</p> <p>Provided that the Government may waive the requirement of qualifications for appointment to the post of Environmental Engineer by promotion from Group B Service in exceptional cases by recording reasons for doing so in writing.</p> <p>By Transfer or Deputation</p> <p>Masters in Engineering in first division in Civil/ Mechanical/Chemical/Environmental Engineering with at least 6 years' experience in the Central Pollution Control Board or any State Pollution Control Board or any equivalent post in Government or the Central/State Government undertaking.</p> <p>OR</p> <p>Bachelor in Engineering in first division in Civil/ Mechanical/Environmental/Chemical Engineering with at least 8 years experience in the Central Pollution Control Board or any State Pollution</p>

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1	2	3	4
			Control Board or any equivalent post in Government or the Central/State Government undertaking.
2. Scientist C	Ph.D. in Chemistry/Environmental Science with (Degree in Science /Microbiology/ Biochemistry/ Biotechnology with 6 years' experience in the Central Pollution Control Board or any equivalent post in Government or reputed institute/industry (Large and Medium) or Central/State Government undertaking.	By Promotion At least 8 years' service of the Board as Scientist B having minimum M.Sc. qualification. By Transfer or Deputation Ph.D. in Chemistry/Environmental Science (with Degree in Science/Microbiology/Biochemistry/ Chemical Engineering with 6 years' experience in the Central Pollution Control Board or any State Pollution Control Board or any equivalent post in Government or reputed institute/industry or Central/State Government undertaking; OR M.Sc. in Chemistry/Environmental Science (with Degree in Science/Microbiology/Biochemistry/ Bio Technology/Degree in Chemical Engineering in first division with at least 8 years' service in the Central Pollution Control Board or any State Pollution Control Board or in Government or reputed institute/industry or Central/State Government undertaking. As applicable in the parent department.	As applicable in the parent department.
3. District Attorney	As applicable in the parent department.	GROUP B	
4. Senior Accounts Officer	As applicable in the parent department.		

1	2	3	4
5. Scientist B	M.Sc. in first division in the Chemistry/ Biotechnology/Micro-Biology/Bio- Chemistry/Environmental Sciences (with Degree in Science).	By Promotion With at least 5 years' service as Senior Scientific Assistant in the Board; By Transfer or Deputation M.Sc. in first division in Chemistry/Environmental Sciences (with degree in Science)/Botany/Micro-Biology/Bio-Chemistry or degree in Chemical Engineering.	
6. Assistant Environmental Engineer	Graduate in Engineering in first division in Civil/Mechanical/Chemical/Environmental Engineering.	By Promotion 8 years' service in the Board as Junior Environmental Engineer. By Transfer or Deputation Bachelor in Engineering or its equivalent in first division in Civil/Mechanical/Chemical/Environmental Engineering or any equivalent post in the Government. As applicable in the parent department.	
7. Tehsildar	As applicable in the parent department.	By Promotion 5 years' experience as Private Secretary/Superintendent in the Board.	
8. Registrar	—	By Transfer or Deputation 5 years' experience as Private Secretary/Superintendent. By Promotion 2 years' service as Deputy Superintendent in the Board. By Transfer or Deputation 2 years' experience as Deputy Superintendent.	
9. Superintendent	—		

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1	2	3	4
10. Private Secretary			By Promotion 2 years' experience as Personal Assistant. By Transfer or Deputation 2 years' experience as Personal Assistant. As applicable in the parent department.
11. Assistant District Attorney	As applicable in the parent department.		
GROUP C			
12. Section Officer/As applicable in the parent department. (Accounts)			As applicable in the parent department.
13. Deputy Superintendent			By Promotion 7 years' experience as Assistant/Accountant/Computer Operator in the Board (provided Computer Operator has undertaken 1/3rd ministerial work). By Transfer or Deputation 7 years' experience as Assistant/Accountant. By Promotion 5 years' experience as Senior Scale Stenographer. By Transfer or Deputation 5 years' experience as Senior Scale Stenographer. By Promotion 5 years' service in the Board as Junior Scientific Assistant.
14. Personal Assistant			
15. Senior Scientific Assistant	M.Sc. in the Chemistry/Environmental Sciences (with degree in Science)/Micro-Biology/Biochemistry/Biotechnology		

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1	2	3	4
		or	By Transfer or Deputation
	B.Sc. in first division with one year experience in the lab engaged in Environmental Investigation, Testing or Analysis.		M.Sc. in the Chemistry/Environmental Sciences (with degree in Science/Micro-Biology/Bio-Chemistry/Bio-Technology).
		or	B.Sc. in first division with one year experience in the lab engaged in Environmental Investigation, Testing or Analysis.
16. Junior Environmental Engineer	3 years Diploma in first division in Civil/Mechanical/Chemical/Environmental Engineering.		By Transfer or Deputation 3 years' Diploma in first division in Civil/Mechanical/Environmental/Chemical Engineering.
17. Statistical Assistant	Graduate in Economics or Agriculture Economics or Statistics or Mathematics or Commerce with Statistics as one of the elective subjects with 3 years experience in collection, compilation, analysis of statistical data in some Government offices/institute of repute.		By Transfer or Deputation Graduate in Economics or Agriculture Economics or Statistics or Mathematics or Commerce with Statistics as one of the elective subjects with 3 years' experience in collection, compilation, analysis of statistical data in some Government offices/institute of repute.
18. Junior Scientific Assistant	B.Sc. first division with Chemistry as one of the subjects.		By Transfer or Deputation B.Sc. in 1st division with Chemistry as one of the subjects.
19. Assistant			By Promotion 5 years' experience as Clerk/Steno-typist/Accounts Clerk in the Board.
			By Transfer or Deputation 5 years' experience as Clerk..

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1	2	3	4
20. Accountant	M. Com. Second Division		<p>By Promotion</p> <p>B.Com. with 3 years experience in the Board as Accounts Clerk/Clerk.</p> <p>By Transfer or Deputation</p> <p>M.Com. second division or B.Com. first division with 2 years experience in Commercial Accounting.</p> <p>By Promotion</p> <p>3 years' experience as Junior Scale Stenographer having minimum speed of 100 words per minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively.</p> <p>By Transfer or Deputation</p> <p>Graduate or 10+2/10+2 (Vocational) with at least 2nd division with minimum speed of 100 words per minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively.</p> <p>By Promotion</p> <p>1 year experience as Clerk/Steno-typist/Accounts Clerk having experience in Computer Applications, Diploma in Desk Top publishing in the field of Computer.</p> <p>By Transfer or Deputation</p> <p>(i) Graduate in any discipline with one year Diploma Certificate Course in Computer Science from the recognized institution; and</p> <p>(ii) One year experience in Computer Operation</p>
21. Senior Scale Stenographer	B. Com. first division with 2 years experience in Commercial Accounting.		
22. Computer Operator	(i) Graduate in any discipline with one year diploma/certificate course in computer science from a recognized institution; and	(ii) One year experience in Computer Operation.	

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1	2	3	4
23. Driver	Matric with Hindi having driving licence of light transport vehicle/heavy transport vehicle with 5 years' experience.	By Transfer or Deputation Matric with Hindi having Driving Licence of light transport vehicle/heavy transport vehicle with 5 years' experience.	By Promotion 3 years' service in the Board as Steno-typist having minimum speed of 100 words per minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively.
24. Junior Scale Stenographer	Graduate with minimum speed of 100 words per minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively and Computer knowledge upto Data Entry Operator.	By Transfer or Deputation Graduate or 10+2/10+2 (Vocational) with at least 2nd division with minimum speed of 100 words per minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively.	By Promotion B.Com. with 3 years' service in the Board as Clerk. By Transfer or Deputation B.Com. with second division.
25. Accounts Clerk	—	By Promotion One year experience as Clerk with minimum speed of 80 words per minute in English and 64 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively and Computer knowledge upto Data Entry Operator.	By Promotion One year experience as Clerk with minimum speed of 80 words per minute in English and 64 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively.
26. Steno-typist	Graduate second division with minimum speed of 80 words per minute in English and 64 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively and Computer knowledge upto Data Entry Operator.	By Promotion One year experience as Clerk with minimum speed of 80 words per minute in English and 64 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively.	By Promotion One year experience as Clerk with minimum speed of 80 words per minute in English and 64 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively.

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1	2	3	4
			By Transfer or Deputation
			Graduate or 10+2/10+2(Vocational) with at least second division with minimum speed of 80 words per minute in English and 64 words per minute in Hindi Shorthand and transcription thereof @ 30 words per minute in English and 25 words per minute in Hindi respectively.
27. Clerk	Graduate with knowledge of Computer minimum level of Data Entry Operator		By Promotion
			(i) Matric with five years' service as Group C having lesser scale or Group D employees,
			(ii) Departmental type test of Hindi or English at the speed of 25 or 30 words per minute respectively within a period of one year from the date of appointment will have to be passed, failing which no annual increment will be allowed.
			By Transfer or Deputation
			(i) Matric first division/Intermediate/10+2 second division/10+2(Vocational)/Graduate with five years' service as Group C employee;
			(ii) Hindi upto Matric Standard; and
			(iii) Typing speed Hindi or English 25 or 30 words per minute respectively.
			By Promotion
			1 year service as Group D and having knowledge of Machine Operation.
			By Transfer or Deputation
			At least Matric with Hindi.
28. Machine Operator			

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1	2	3	4
29. Laboratory Attendant	Matric with Science (Physics and Chemistry) having knowledge of Hindi upto Matric Standard.	By Promotion	Three years' experience as Group D employee of the Board possessing Matric standard qualification with Science and Hindi.
GROUP D			
30. Senior Peon		By Promotion	5 years' experience as Peon.
		By Transfer or Deputation	Middle pass certificate from the Board of School Education recognised by Haryana Government.
31. Daftri		By Promotion	5 years' experience as Peon/Mail-ein-Chowkidar.
		By Transfer or Deputation	Middle pass certificate from the Board of School Education recognised by Haryana Government.
32. Peon	Middle pass certificate from the Board of School Education recognised by Haryana Government.	By Transfer or Deputation	Middle pass certificate from the Board of School Education recognised by Haryana Government.
33. Field Attendant	Middle pass certificate from the Board of School Education recognised by Haryana Government.	By Transfer or Deputation	Middle pass certificate from the Board of School Education recognised by Haryana Government.

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1	2	3	4
34. Mali-cum-Chowkidar	Middle pass certificate from the Board of School Education recognised by Haryana Government and having knowledge of gardening.	By Transfer or Deputation	Middle pass certificate from the Board of School Education recognised by Haryana Government and having knowledge of gardening.
35. Sweeper	Literate	By Transfer or Deputation	Literate

Note :— (i) Matriculation with Hindi is essential for all the above mentioned posts except for the posts mentioned at serial no. 31 to 35.

(ii) The experience prescribed for various posts in these regulations will be counted only after acquiring essential qualifications for respective post.

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APPENDIX C

[See regulation 14 (f)]

[See regulation 14 (1) (i)]

Sr. No.	Designation of posts	Appointing authority	Nature of penalty	Authority empowered to impose penalty	Appellate authority
1	2	3	4	5	6
GROUP A					
1. Minor Penalties :—					
1. Environmental Engineer	Board	(i) Warning with a copy on the personal file(character roll);	Chairman	Board	
2. Scientist C		(ii) censure;			
3. District Attorney	—	(iii) withholding of promotion;			
		(iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders to the Central Government or a State Government or to a company and association or a body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or university set up by an Act of Parliament or of the Legislature of a State;			
		(v) withholding of increments of pay without cumulative effect;			
2. Major Penalties :—					
		(vi) withholding of increments of pay with cumulative effect;		Board	Government

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1	2	3	4	5	6
			(vii) reduction to a lower stage in the scale of pay for a specified period with further directions as to whether or not the Government employee will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;		
			(viii) reduction to a lower scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of Government employee to the time scale of pay, grade, post of service from which he was reduced, with or without further directions regarding conditions of restoration to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service;		
			(ix) compulsory retirement;		
			(x) removal from service which shall not be a disqualification for future employment under the Government;		
			(xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.		
			1. Minor Penalties :—		
			(i) Warning with a copy on the personal file (character roll);		
GROUP B				Chairman	Board
4. Senior Accounts Officer					
5. Scientist B					

1	2	3	4	5	6
6.	Assistant Environmental Engineer	Board	(ii) censure;		
7.	Tehsildar	—	(iii) withholding of promotion;	Chairman	Board
8.	Registrar	Chairman	(iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders to the Central Government or a State Government or to a company and association or a body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or university set up by an Act of Parliament or of the Legislature of a State;	—	—
9.	Superintendent				
10.	Private Secretary				
11.	Assistant District Attorney	—		—	—
<p>(v) withholding of increments of pay without cumulative effect;</p> <p>2. Major Penalties :—</p> <p>(vi) withholding of increments of pay with cumulative effect;</p> <p>(vii) reduction to a lower stage in the time scale of pay for a specified period with further directions as to whether or not the Government employee will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay.</p>					

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1	2	3	4	5	6
			(viii) reduction to a lower scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of Government employee to the time scale of pay, grade, post of service from which he was reduced, with or without further directions regarding conditions of restoration to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service;		
			(ix) compulsory retirement;		
			(x) removal from service which shall not be a disqualification for future employment under the Government;		
			(xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.		

Note :— For posts mentioned at serial no. 5 and 6, the authority empowered to impose ^{such} penalties and appellate authority, shall be the Board and the Government respectively.

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1	2	3	4	5	6
GROUP C					
12. Section Officer (Accounts)	—	Chairman	1. Minor Penalties :— (i) Warning with a copy on the personal file (character roll); (ii) censure; (iii) withholding of promotion; (iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders to the Central Government or a State Government or to a company and association or a body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or university set up by an Act of Parliament or of the Legislature of a State; (v) withholding of increments of pay without cumulative effect;	Chairman	Board
13. Deputy Superintendent	—	Chairman			
14. Personal Assistant					
15. Senior Scientific Assistant					
16. Junior Environmental Engineer					
17. Statistical Assistant					
18. Junior Scientific Assistant					
19. Assistant					
20. Accountant					
21. Senior Scale Stenographer					
22. Computer Operator					
23. Driver					
24. Junior Scale Stenographer					
25. Accounts Clerk					
26. Steno-typist					
27. Clerk					
28. Machine Operator					
29. Laboratory Attendant					

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1	2	3	4	5	6
			<p>service from which he was reduced, with or without further directions regarding conditions of restoration to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service;</p> <p>(ix) compulsory retirement;</p> <p>(x) removal from service which shall not be a disqualification for future employment under the Government;</p> <p>(xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.</p>	Chairman	Board
GROUP D					
30. Senior Petrol		Chairman			
31. Daftri					
32. Peon					
33. Field Attendant					
34. Mali-cum-Chowkidar					
35. Sweeper					
			<p>1. Minor Penalties:—</p> <p>(i) Warning with a copy on the personal file (character roll);</p> <p>(ii) censure;</p> <p>(iii) withholding of promotion;</p> <p>(iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders to the Central Government or a State Government or to a company and association or a body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or university set up by an Act of Parliament or of the Legislature of a State;</p> <p>(v) withholding of increments of pay without cumulative effect.</p>		

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1	2	3	4	5	6
					Board
				Chairman	
2. Major Penalties :—					
(vi) withholding of increments of pay with cumulative effect;					
(vii) reduction to a lower stage in the time scale of pay for a specified period with further directions as to whether or not the Government employee will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;					
(viii) reduction to a lower scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of Government employee to the time scale of pay, grade, post of service from which he was reduced, with or without further directions regarding conditions of restoration to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service;					
(ix) compulsory retirement;					
(x) removal from service which shall not be a disqualification for future employment under the Government;					
(xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.					

Note :— The posts mentioned at serial No. 3,4,7,11 and 12 shall be governed by the rules as applicable in their respective parent Departments.

APPENDIX D

(See regulation 14 (2))

Sr. No.	Designation of posts	Appointing authority	Nature of penalty	Authority empowered to impose penalty	Appellate authority
1.	2	3	4	5	6
GROUP A					
1.	Environmental Engineer	Board	1. reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension;	Board	Government
2.	Scientist C	—	2. terminating the appointment of a member of the Service otherwise than on his attaining the age fixed for superannuation.	—	—
3.	District Attorney	—	—	—	—
GROUP B					
4.	Senior Accounts Officer	—	—	—	—
5.	Scientist B	Board	1. reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension;	Board	Government
6.	Assistant Environmental Engineer	—	2. terminating the appointment of a member of the Service otherwise than on his attaining the age fixed for superannuation.	—	—
7.	Tehsildar	—	—	—	—
8.	Registrar	Chairman	1. reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension;	Chairman	Board
9.	Superintendent	—	2. terminating the appointment of a member of the Service otherwise than on his attaining the age fixed for superannuation.	—	—
10.	Private Secretary	—	—	—	—
11.	Assistant District Attorney	—	—	—	—

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1	2	3	4	5	6
GROUP C					
12.	Section Officer (Accounts)	—	—	—	—
13.	Deputy Superintendent Chairman	1.	reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension;	Chairman	Board
14.	Personal Assistant	2.	terminating the appointment of a member of the Service otherwise than on his attaining the age fixed for superannuation.		
15.	Senior Scientific Assistant				
16.	Junior Environmental Engineer				
17.	Statistical Assistant				
18.	Junior Scientific Assistant				
19.	Assistant				
20.	Accountant				
21.	Senior Scale Stenographer				
22.	Computer Operator				
23.	Driver				
24.	Junior Scale Stenographer				
25.	Accounts Clerk				
26.	Steno-typist				
27.	Clerk				
28.	Machine Operator				
29.	Laboratory Attendant				

1	2	3	4	5	6
GROUP D					
30. Senior Peon	Chairman	1. reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension;	Chairman	Board	
31. Daftri		2. terminating the appointment of a member of the Service otherwise than on his attaining the age fixed for superannuation.			
32. Peon					
33. Field Attendant					
34. Mali-cum-Chowkidar					
35. Sweeper					

Note:— The posts mentioned at serial numbers 3, 4, 7, 11 and 12 shall be governed by the rules as applicable in their respective parent Departments.

H.S. BAINS,

Chairman, Haryana State Pollution Control Board,
Panchkula.

D. S. DHESL,

Commissioner and Secretary to Government, Haryana,
Environment Department.

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[Extract from Haryana Government Gazette, dated the 22nd March, 2005]

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**HARYANA GOVERNMENT
ENVIRONMENT DEPARTMENT**

Notification

The 25th February, 2005

No. 2/4/2004-Env. I.—In exercise of the powers conferred by Sub-section (3) and (3A) of section 14 of the Water (Prevention and Control of Pollution) Act, 1974 (6 of 1974), the Haryana State Pollution Control Board with the approval of the State Government hereby makes the following regulations further to amend the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004, namely :—

1. (1) These regulations may be called the Haryana State Pollution Control Board (Group A, B, C and D) Service (Amendment) Regulations, 2005.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. In the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004 (hereinafter referred to as the said regulations), in regulation 17, after the words "class or category of persons", the words "with the prior approval of the Government" shall be added.

3. In the said regulations, in Appendix B, under heading "Group A", against serial No. 1, under Column 4, under heading "By Promotion",—

(i) for sign ":", the sign "." shall be substituted;

(ii) proviso shall be omitted.

H. S. BAINS,

Chairman, Haryana State Pollution Control Board,
Panchkula.

D. S. DHESI,

Commissioner and Secretary to Government Haryana,
Environment Department.

[Extract from Haryana Government Gazette (Extra.), dated the 5th August, 2011]

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HARYANA GOVERNMENT
HARYANA STATE POLLUTION CONTROL BOARD

Notification

The 5th August, 2011

No. HSPCB/SR/2011.—In exercise of the powers conferred by Sub-section (3) and (3A) of Section 12 of the Water (Prevention and Control of Pollution) Act, 1974 (6 of 1974), the Haryana State Pollution Control Board with the approval of the State Government hereby makes the following regulations further to amend the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004, namely :—

- I. (1) These regulations may be called the Haryana State Pollution Control Board (Group A, B, C and D) Service (Amendment) Regulations, 2011.
- (2) They shall come into force on the date of their publication in the Official Gazette.
2. In the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004 (hereinafter referred to as the said regulations), in appendix-B of regulation 7, under heading Group-B, against serial No. 9, under column No. 4, under heading "By Promotion" after the words "2 years service as Deputy Superintendent" the words "or 9 years experience as Assistant/Accountant" shall be added. Further under heading "By transfer or deputation" after the words "2 years service as Deputy Superintendent" the words "or 9 years' experience as Assistant/Accountant" shall be added.
3. In the said regulations, in regulation 9, under heading Method of recruitment, Sub-heading Group-B, serial No. (i) Clause (i) after the words "By Promotion from amongst Deputy Superintendent" the words "Assistant/Accountant" shall be added.

DR. A. S. CHAHAL,
Chairman, Haryana State Pollution Control Board,
Panchkula.

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[Authorised English Translation]

HARYANA GOVERNMENT
ENVIRONMENT DEPARTMENT

Notification

The 9th February, 2012

No. S.O. 12/CA. 6/1974/S. 54/2012.—In exercise of the powers conferred by section 54 of the Water (Prevention and Control of Pollution) Act, 1974 (Central Act 6 of 1974), the Governor of Haryana, after consulting the Haryana State Pollution Control Board, hereby makes the following rules further to amend the Haryana (Prevention and Control of Pollution) Rules, 1978, namely :—

1. These rules may be called the Haryana (Prevention and Control of Water Pollution) Amendment Rules, 2012.
2. In the Haryana (Prevention and Control of Water Pollution) Rules, 1978, after rule 4, the following rule shall be inserted, namely :—

"4A Tenure and age limit section 5(3).—The Chairman, Haryana State Pollution Control Board shall hold office for a term of three years from the date on which he assumes charge or until he attains the age of 70 years, whichever is earlier. He shall be eligible for reappointment for a second term subject to the age limit of 70 years."

R. R. JOWEL

Financial Commissioner and Principal Secretary to
Government Haryana, Environment Department.

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[Authorised English Translation]

HARYANA GOVERNMENT
ENVIRONMENT DEPARTMENT

Notification

The 17th April, 2012

No. S.O. 34/C.A. 6/1974/S. 12/2012.—In exercise of the powers conferred by sub-section (3) and (3A) of section 12 of the Water (prevention and Control of Pollution) Act, 1974 (Act No. 6 of 1974), the Haryana State Pollution Control Board with the approval of the State Government hereby makes the following regulations further to amend the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004, namely:—

1. These regulations may be called the Haryana State Pollution Control Board (Group A, B, C and D) Service (Amendment) Regulations, 2012.
2. In the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004 (hereinafter called the said regulations), in Appendix C,—
 - (i) under heading GROUP A, under column 6, for the word "Board", the word "Government" shall be substituted; and
 - (ii) under heading GROUP B, under column 6, for the word "Board" wherever occurring, the word "Government" shall be substituted.
3. In the said regulations, in Appendix D, under heading GROUP B, under column 6, for the word "Board", the word "Government" shall be substituted.

R. R. JOWEL,
Chairman, Haryana State Pollution Control Board,
Panchkula.

R. R. JOWEL,
Financial Commissioner and Principal Secretary
to Government Haryana, Environment Department.

HARYANA GOVERNMENT
HARYANA STATE POLLUTION CONTROL BOARD

Notification

The 8th November, 2013

No. HSPCB/Est./2013.—In exercise of the powers conferred by Sub-section (3) and (3A) of Section 12 of the Water (Prevention and Control of Pollution) Act, 1974 (Act No. 6 of 1974), the Haryana State Pollution Control Board with the approval of the State Government hereby makes the following regulations further to amend the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004, namely:—

1. These regulations may be called the Haryana State Pollution Control Board (Group A, B, C and D) Service (Amendment) Regulations, 2013.
2. In the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004 (hereinafter called the said regulations), after rule 9, the following rule shall be inserted, namely:—

"9A. (1) Typing test is substituted with the State Eligibility Test in Computer Appreciation and Applications (SETC) as a part of service requirement for Clerks, Steno-typists, Junior Scale Stenographers and Senior Scale Stenographers. The State Eligibility Test in Computer Appreciation and Applications (SETC) shall be a post requisite condition/qualification which all the newly recruited/appointed Clerks, Steno-typists, Junior Scale Stenographers and Senior Scale Stenographers in the Government Departments/Organizations shall have to qualify. The existing Clerks, who have been promoted from Group-D and Restorer etc. who have not passed the typing test till date as required under the Service Rules shall have an option either to pass the typing test or the State Eligibility Test in Computer Appreciation and Applications (SETC). The Steno-typists, Junior Scale Stenographers and Senior Scale Stenographers shall also have to qualify stenography test as prescribed in the Service Rules.

(2) The candidate shall have to qualify the State Eligibility Test in Computer Appreciation and Applications (SETC) within the probation period of two years, extendable by one year in case of direct recruit. The candidate appointed against the aforesaid categories of posts in Group C shall not be entitled to earn any increment in his/her pay scale till he/she qualifies the said test, failing which the services of such employees shall be dispensed with. The persons who are promoted to the post of Clerk and Steno-typist shall also qualify the State Eligibility Test in Computer Appreciation and Applications (SETC) within the period of probation of one year extendable by one year, failing which he/she will be reverted back.

(3) The Government of Haryana hereby authorizes the Haryana State Electronic Development Corporation Limited (HARTRON) or any other agency as prescribed by the Government, as the authorized Agency for conducting the State Eligibility Test in Computer Appreciation and Applications (SETC), along with a test in typing speed in accordance with the syllabus as the State Government may specify in this regard from time to time, besides the syllabus already provided in sub-rule (4) of this rule. The 'pass' certificate issued by HARTRON or any other agency, as approved by the Government, would be accepted as an evidence of the fulfilment of the prescribed condition in the Service Rules.

(4) The syllabus for the State Eligibility Test in Computer Appreciation and Applications (SETC) would contain Word processing, Internet Browsing and E-mail management only.

(5) In the case of Clerks, typing speed of 30 words per minute in English and 25 words per minute in Hindi converted with equivalent key depressions in both cases as the typing speed, would be tested on computers.

(6) The employees possessing the following qualifications are exempted from taking the State Eligibility Test in Computer Appreciation and Applications (SETC) :—

(i) M. Tech./B.Tech. (Computers), M.C.A./B.C.A. or Diploma in Computers from the recognized Institutions e.g. Polytechnics;

(ii) Basic Computer Literacy Certificate from any recognized centre established under the National Institute of Electronics and Information Technology (NIELIT) (erstwhile DOEACC Society);

(iii) Haryana State - Certificate in Information Technology (HS-CIT) from the Authorised Learning Centres (ALCs) of the HKCL;

(iv) Candidates/employees who have already passed the SETC and the same is valid at the time of joining the service. The State Eligibility Test in Computer Appreciation and Applications (SETC) passed by any candidate earlier shall be considered valid for a period of five years from the date of issue of such certificate by HARTRON or any other agency authorized by the Government; and

(v) Physically disabled candidates i.e. amputation of hand (Left and Right) Amputation of upper limbs, Paralysis of Radial Nerve (Radial Nerve Palsy) of either upper limb, Degeneration degenerative disorder effecting the nervous system which may cause paralysis and atrophy of the hand and its muscles and Visually Handicapped.

However, these employees, with the exception of those mentioned under sub-para (v) above, shall be required to clear the 'typing test' being part of the State Eligibility Test in Computer Appreciation and Applications (SETC).

3. In the said regulations, in Appendix B, against serial number 27, under column :—

(a) under heading 4, "By promotion" for the existing items, the following items shall be substituted, namely :—

(i) 10+2 with five years service as Group C having lesser scale or Group D employees;

(ii) Omitted in view of rule 9A;

(b) under heading "By transfer or deputation" for the existing items, the following items shall be substituted, namely :—

(i) 10+2/Graduate with five years service as Group C employees;

(ii) Hindi upto Metric standard; and

(iii) Omitted in view of rule 9A.

DR. MAHAVIR SINGH, IAS,

Chairman,

Haryana State Pollution Control Board, Panchkula.

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**HARYANA GOVERNMENT
ENVIRONMENT DEPARTMENT**

[Authorized English Translation]

Notification

The 10th March, 2016

No.S.O.B/C.A.6/1974/S.12/2016.— In exercise of the powers conferred by sub-section (3) and (3A) of section 12 of the Water (Prevention and Control of Pollution) Act, 1974 (Central Act No. 6 of 1974), the Haryana State Pollution Control Board with the approval of the State Government hereby makes the following regulations further to amend the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004, namely:-

1. These regulations may be called the Haryana State Pollution Control Board (Group A, B, C & D) Service (Amendment) Regulations, 2016.
2. In the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004, (hereinafter called the said regulations), in regulation 5, for the figures and words "40 years" the words "forty two years" shall be substituted.
3. In the said regulations, in Appendix B, under columns 1, 2, 3 and 4, for serial number 23 and entries thereagainst, the following serial number and entries thereagainst shall be substituted, namely:-

1	2	3	4
"23"	Driver	(i) Matric; (ii) should have a light/heavy transport vehicle valid driving license, at least three years old; (iii) should have passed the driving test conducted by the Haryana Staff Selection Commission; (iv) should not be colour blind; (v) Hindi/Sanskrit upto matric standard or higher education;	By transfer/deputation— (i) Matric; (ii) should have a light/ heavy transport vehicle valid driving license, at least three years old; (iii) Three years experience of driving light/ heavy transport vehicle; (iv) should not be a colour blind; (v) Hindi/Sanskrit upto matric standard or higher education; (vi) if not already working on the post of driver then should not be more than fifty years of age."

ANURAG RASTOGI,
Chairman, Haryana State Pollution Control Board,
Panchkula.

ANURAG RASTOGI,
Principal Secretary to Government, Haryana,
Environment Department.

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Haryana
Dy. Secy
Environ.

Annexure A-1
1510

15 MAR 2004

The Commissioner & Secretary to Govt. Haryana,
Environment Department.

The Chairman,
Haryana State Pollution Control Board,
Sector-6, Chandigarh.

Subject: No. 2/91/2003-Env-1
Dated: 15-3-2004

Creation of New posts of various categories in the
H.P.C.B.

Reference to the subject is for above.

Decision of the Government of Haryana is hereby accorded

creation of new posts of various categories in accordance with

the proceedings of the meeting of standing committee on public

administration held on 24.9.2003 (copy enclosed) as mentioned at

annexure 'A' & 'B'.
This is in pursuance of H.B.P.S.(PD) conveyed

vide their letter No. 2016/2003/Asstt/HSE(PD) dated 17.2.2004.

Under Secy, Environment
For Commissioner & Secy to Govt. Haryana
Environment Department.
Dated

No. 2/91/2003-Env-1/

A copy is forwarded to the Accountant General (A&E),
Haryana, Chandigarh. for information and necessary action.

Under Secy, Environment
For Commissioner & Secy to Govt Haryana
Environment Department.

A copy with a copy of the proceedings duly signed by the
Member, H.P.C.B. and Commissioner Secy, Environment Department is

being forwarded to the Member Secretary, Haryana Bureau of Public

Contd.....

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2

Enterprises, Finance Department with reference to their U.O.No.
20/16/2003/Asstt/HSPR(PD) dated 17.2.2004 for information and
necessary action.

Under Secy, Environment
For Commissioner & Secy. to Govt. Haryana
Environment Department.

To
The Member Secretary,
HSPR(PD).

U.O.No. 2/93/2003-Pw-1

dated,

20/8/2013
Meeting

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04/74

HARYANA STATE POLLUTION CONTROL BOARD C-11, SECTOR-6, PANCHKULA						Annexure 'B'
Sr.No.	Name of the Post	No. of Posts Sanctioned	No. of Posts filled up	No. of Posts approved by Committee	Remarks	
1.	✓Chairman	1	1	1		
2.	✓Member Secretary	1	1	1		
3.	✓Environmental Engineer	13	12	16		
4.	✓Scientist 'C'	4	4	6		
5.	✓District Attorney	1	-	1		
6.	✓Senior Accounts Officer	1	1	1		
7.	✓Assistant District Attorney	1	1	3		
8.	✓Scientist 'B'	11	10	11		
9.	✓Assistant Environmental Engineer	16	5	33		
10.	✓Tehsildar	1	1	1		
11.	✓Registrar	1	-	1		
12.	✓Superintendent	3	3	3		
13.	✓Private Secretary	1	1	1		
14.	✓Section Officer (Accounts)	1	1	1		
15.	Deputy Superintendent	1	1		One post of Deputy Superintendent in diminishing cadre.	

[Signature]

Haryana State Pollution Control Board
Panchkula

04/75

Sr.No.	Name of the Post	No. of Posts Sanctioned	No. of Posts filled up	No. of Posts approved by Committee	Remarks
16.	✓ Statistical Assistant	2	2	2	One post of Senior Scientific Assistant is in diminishing cadre.
17.	✓ Senior Scientific Assistant	5	5	4	
18.	✓ Junior Scientific Assistant	3	2	6	
19.	✓ Personal Assistant	1	1	1	
20.	✓ Junior Environmental Engineer	6	6	11	
21.	✓ Senior Scale Stenographer	3	3	3	Two posts of Computer Operator are in diminishing cadre. Services are to be out sourced in future.
22.	✓ Assistant	19	19	19	
23.	✓ Accountant	4	4	4	
24.	✓ Computer Operator	2	2	-	
25.	✓ Junior Scale Stenographer	2	-	2	4 posts of Laboratory Assistant abolished.
26.	✓ Accounts Clerk	2	-	2	
27.	✓ Steno-typist	11	6	13	
✓ 28.	✓ Laboratory Assistant	4	-	-	

Sd/-
 Director
 Planning, Statistics & Information
 Control & Management

04/76

Sr. No.	Name of the Post	No. of Posts Sanctioned	No. of Posts filled up	No. of Posts approved by Committee	Remarks
29.	✓ Clerk	45	40	30	5 posts of clerk abolished. 10 posts are in diminishing cadre.
30.	✓ Driver	17	14	17	
31.	✓ Laboratory Attendant	7	7	4	3 posts of Laboratory Attendant are in diminishing cadre.
32.	Machine Operator	1	1	--	1 post of Machine Operator is in diminishing cadre.
33.	✓ Daftri	1	1	1	
34.	✓ Senior Peon	2	2	2	
35.	✓ Peon	33	30	30	3 Posts of peon are abolished.
36.	✓ Mali-cum-Chowkidar	9	9	-	9 posts of Mali-cum-Chowkidar are in diminishing cadre. Services are to be outsourced in future.

P. S. VERMA
 District Superintendent
 Police, District, Ludhiana

Field Attendant

8

7

10

✓ Sweeper

1

1

--

1 post of Sweeper is in diminishing cadre. Services are to be outsourced in future.

245

204

241

1. Diminishing cadre means that as and when the post(s) fall/falls vacant due to any reasons i.e. retirement, resignation, death or adjustment elsewhere etc., the post(s) shall stand abolished forthwith.

2. Clerks should be sent for accounts related training to Accounts Training Institute, Panchkula from time to time.

Chairman
CHAIRMAN
Haryana State Pollution
Control Board, Panchkula

9/76/17.3

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FROM

The Additional Chief Secretary to Govt. Haryana,
Environment Department

To

✓ The Chairman,
Haryana State Pollution Control Board,
C-11, Sector-6, Panchkula

Member Secretary

S/E

5.12
6/6/17
EAI

Memo No. 2/24/2016-1Env.
Dated - 6-6-2017.

Subject-

Proceedings of the meeting of Standing Committee on Public Enterprises
held on 17.04.2017 at 10.00AM.

Reference your letter No. HSPCB/Est./2016/10237 dated 20.12.2016 on the
subject noted above.

2. Govt. records approval to create the following additional Posts:-

Sr. No.	Name of Post	Pay Scale (Rs.)	No. of Posts	Mode of Recruitment	Prescribed Qualification & Experience
1.	Senior Environmental Engineer	37400-67000+ 8700 GP	2	By Promotion	7 years experience in the Board as Environmental Engineer or total 14 years experience as Environmental Engineer & Assistant Environmental Engineer subject to the condition that the candidate possesses Degree in Engineering.
2.	Senior Scientist	37400-67000+ 8700 GP	1	By promotion.	7 years experience in the Board as Scientist 'C' or total 14 years experience as Scientist 'C' & Scientist 'B' subject to the condition that the candidate possesses Post Graduate Degree in Science.
3.	Environmental Engineer	15600-39100+ 6000 GP	5	As per existing Service Rules of the Board.	As per existing Service Rules of the Board.
4.	Scientist 'C'	15600-39100+ 6000 GP	01	-Do-	-Do-
5.	Assistant Environmental Engineer	9300-34800+ 5400 GP	16	-Do-	-Do-
6.	Scientist 'B'	9300-34800+ 5400 GP	9	-Do-	-Do-

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7.	Junior Environmental Engineer	9300-34800+ 4000 GP	2	-Do-	-Do-
8.	Law Officer	9300-34800+ 5400 GP	1	By promotion or by transfer or deputation.	Should have worked at least for 5 years in the Board as Assistant Law officer. OR On deputation from Prosecution Department from the cadre of Deputy District Attorney.
9.	Administrative Officer	9300-34800+ 5400GP	1	By selection or by transfer or deputation	Superintendent/ Private Secretary with 3 years experience having qualification graduate OR On deputation from the cadre of Haryana Secretariat Services equivalent to Superintendent with 3 years experience.
10.	Development Team Leader	15600-39100+ 5600GP	1	By promotion or by transfer or deputation	The prescribed qualifications/ experience and nature of duties of the post will be as per letter No. 2/15/Vol-IV/1439 dated 17.6.2014 issued by Secretariat for Information Technology, Government of Haryana.
11.	Software Developer	9300-34800+ 5400GP	1	By direct recruitment or by promotion or on deputation	-Do-
12.	Junior Software Developer	9300-34800+ 4600 GP	2	By direct recruitment or by promotion or on deputation	-Do-
13.	Accounts Officer	9300-34800+ 5400GP	1	By promotion or on deputation from Finance Department.	As prescribed by the Finance Department.
14.	Private Secretary	9300-34800+ 4200GP	1	As per existing Service Rules of the Board	As per existing Service Rules of the Board.
15.	Deputy Superintendent	9300-34800+ 4000 GP	1	By Promotion	5 years experience as Accountant/Assistant/Assistant (Computer) in the Board.

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16.	Senior Scientific Assistant	9300-34800+ 4000GP	3	As per existing Service Rules of the Board.	As per existing Service Rules of the Board.
17.	Junior Scientific Assistant	9300-34800+ 3600GP	4	-Do-	-Do-
18.	Assistant	9300-34800+ 3600GP	13	-Do-	-Do-
19.	Lab Attendant	5200-20200+ 1900GP	6	-Do-	-Do-
	Total		71		

There is only one post of Computer Operator in the Board which is equivalent to that of Assistant. Therefore, it is approved to re-designate the post of Computer Operator as Assistant (Computer).

4. Approval is further accorded that the Board may engage Legal Assistants on contract basis in accordance with the State Outsourcing Policy as per need based requirement subject to a maximum of 48 numbers.

5. The following existing posts in the Board may also be placed in diminishing cadre:-

Sr. No.	Name of Post	No. of Posts
1.	Registrar	1
2.	Statistical Assistant	1
3.	Steno-typist	5
4.	Clerk	8
	Total	15

6. This issues with the concurrence of Haryana Bureau of Public Enterprises, Finance Department conveyed vide their U.O. No. 20/3/2017/Acct/HBPE (FD) dated 03.05.2017.

[Signature]
Superintendent, Environment
for Additional Chief Secretary to Govt. Haryana,
Environment Department.

Encl. No. 2/24/2010-1 Env

Dated:-

A copy is forwarded to Sr. Research Officer, Haryana Bureau of Public Enterprises, Finance Department for information w.s.t. their U.O. No. 20/3/2017/Acct/HBPE (FD) dated 03.05.2017.

[Signature]
Superintendent Environment,
for Additional Chief Secretary to Govt. Haryana,
Environment Department

Agenda Item No. 179.10 (S)

Amendment in the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004

The Haryana State Pollution Control Board with the approval of State Government makes the regulations governing the recruitment and conditions of service of persons appointed to the Haryana State Pollution Control Board (Group A, B, C and D) Services. These regulations are called as the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004.

It has been felt necessary to amend in the service regulation in respect of mode of recruitment, and academic qualification for appointment to the post of Junior Environmental Engineer. The details of existing criteria and proposed amendment in above service regulations is given as under :-

Sr. No.	Particulars	Existing	Proposed
1	2	3	4
I.	Mode of recruitment	I. By direct recruitment ii. By transfer iii. On deputation (As per existing HSPCB (Group A, B, C and D) Service Regulations, 2004)	i. 100% by direct recruitment ii. On deputation (The transfer mode is proposed to be deleted.)
II.	Academic Qualification	<u>By direct recruitment</u> 3 years Diploma in first division in Civil/ Mechanical/ Chemical/ Environmental Engineering. <u>By Transfer or Deputation</u> 3 years' Diploma in first division in Civil/ Mechanical /Environmental/ Chemical Engineering.	<u>By direct recruitment</u> 3 years Diploma in first division in Civil/ Chemical/ Environmental Engineering. <u>On Deputation</u> 3 years Diploma/ Graduation in Civil/ Chemical/ Environmental Engineering with first division. OR 05 years experience in parent department on analogous post with 3 years Diploma/ Graduation in Civil/ Chemical/ Environmental Engineering.

The above agenda is placed before the Board of Directors for approval of the amendments in the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004 as proposed above, so that same could be sent to the Government for approval.

Annexure-B'

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PART-I]

HARYANA GOVT. GAZ., JAN. 19, 2021 (PAUS. 19, 1942 SAKA)

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HARYANA GOVERNMENT
ENVIRONMENT AND CLIMATE CHANGE DEPARTMENT

Notification

The 15th January, 2021

No. 2/1/2008-1Env. In exercise of the powers conferred by sub-section (3) and (3A) of section 12 of the Water (Prevention and Control of Pollution) Act, 1974 (Act No. 6 of 1974), and Sub-Section-(4) of Section-14 of Air (Prevention and Control of Pollution) Act, 1981, the Haryana State Pollution Control Board, with the approval of the State Government hereby makes the following regulations governing the recruitment and conditions of service of persons appointed to the Haryana State Pollution Control Board (Group A, B, C and D) Service, namely:-

PART-1 GENERAL	
Short Title and Commencement	1. (i) These regulations may be called the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2021. (ii) They shall come into force on the date of their publication in the Official Gazette.
Definitions	2. In these regulations, unless the context otherwise requires:- (a) "Board" means the Haryana State Pollution Control Board constituted under the Water (Prevention and Control of Pollution) Act, 1974 (Act No. 6 of 1974) and Sub-Section-(4) of Section-14 of Air (Prevention and Control of Pollution) Act, 1981; (b) "Chairman" means the Chairman of the Board; (c) "Member Secretary" means the Member Secretary of the Board; (d) "Commission" means the Haryana Public Service Commission or the Haryana Staff Service Selection Commission, as the case may be; (e) "Cooling period" means the period of two years which a Government employee or employee of Central Pollution Control Board has to work in lending department or Central Pollution Control Board after his return from deputation in Haryana Pollution Control Board; (f) "Deputation" means appointment of an employee of Government of Haryana or Central Pollution Control Board in Haryana State Pollution Control Board for a limited period with specific terms and conditions; (g) "Direct recruitment" means an appointment made, otherwise than by promotion from within the Service or, by transfer of an officer/official already in the service of the Government of India or any State Government; (h) "Government" means the Haryana Government in the Administrative Department; (i) "Institution" means:- (i) any institution established by law in force in the State of Haryana; or (ii) any other institution recognized by the Government for the purpose of these regulations; (j) "Recognized University" means:- (i) any University/ Institute incorporated by law in India; (ii) any other University/ Institute which is declared by the Government to be recognized university for the purpose of these regulations; (k) "Reputed Institute" means Government, Semi Government or Public Sector Undertaking; (l) "Administrative Secretary" means the Additional Chief Secretary or Principal Secretary to Government of Haryana, Environment and Climate Change Department; (m) "Service" means the Haryana State Pollution Control Board (Group A, B, C and D) Service.

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PART-II-RECRUITMENT TO SERVICE CENTRE	
Numbers and Character of posts	3. The Service shall comprise the posts shown in Appendix A to these regulations: Provided that nothing in these regulations shall affect the inherent right of the Board to make additions to, or reductions in, the number of such posts or to create new posts with different designations and scales of pay, either permanently or temporarily.
Nationality, Domicile and Character of persons appointed to service	4. (1) No person shall be appointed to any post in the Service unless he is,- (a) a citizen of India; or (b) a subject of Nepal; or (c) a subject of Bhutan; or Provided that a person belonging to any of the categories (b) or (c) shall be a person in whose favour a certificate of eligibility has been given by the Government. (2) A person in whose case a certificate of eligibility is necessary, may be admitted to an examination or interview, conducted by the Commission or any other recruiting authority but the offer of appointment may be given by only after the necessary eligibility certificate has been issued to him by the Government. (3) No person shall be appointed to any post in the Service by direct recruitment unless he produces a certificate of the Character from the Principal, Academic Officer of the university, college, school or institution, last attended, if any, and similar certificate from two other responsible persons, not being his relatives, who are well acquainted with him in his private life and are unconnected with the university, college, school or institution.
Age	5. No person shall be appointed to any post in the Service by direct recruitment, who is less than Eighteen years or more than Forty-Two years of age, on the date or as specified by the Government from time to time. Provided that:- (a) in case of a person belonging to Scheduled Caste, Scheduled Tribe, Backward Class, Ex- Serviceman and differently abled persons and others the upper age limit shall be such as prescribed by the Government from time to time; and (b) in case of candidates possessing the requisite qualifications who are already in the service of Government/Board/Corporation, the upper age limit shall be such as prescribed by the State Government from time to time.
Appointing Authority	6. Appointment to the posts in the Service shall be made by the authorities as specified in column 3 of the Appendix C to these regulations.
Qualifications and Experience	7. No person shall be appointed to any post in the Service, unless he is in possession of qualifications and experience specified in column 3 of Appendix B to these regulations in the case of direct recruitment and those specified in column 4 of the aforesaid Appendix in the case of appointment other than by direct recruitment.
Disqualifications	8. No person,- (a) who has entered into or contracted a marriage with a person having a spouse living; or (b) who having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to any post in the Service: Provided that the Government may, if satisfied, that such marriage is permissible under the Personal Law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.
Method of Recruitment	9. (1) Recruitment to the Service shall be made,- Group-A (a) In the case of Senior Environmental Engineer: (a) By Promotion from amongst Environmental Engineers. (b) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.

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- (b) In the case of Senior Scientist:-
 (i) 2 posts by promotion from amongst Scientist 'C';
 (ii) 2 posts through deputation for Data and Analytics Cell
 (iii) 5 posts through deputation:
 (a) One expert of Air Quality
 (b) Four expert of Water Quality, Waste Management, Nature Conservation and Toxicology.
- (c) In the case of Environmental Engineer:-
 (i) 100% by promotion from amongst Assistant Environmental Engineer; and
 (ii) By deputation of an officer already in the service of the State Government or the Government of India;
- (d) In the case of Scientist C:-
 (i) 100% by promotion from amongst Scientist B; and
 (ii) By deputation of an officer already in the service of the State Government or the Government of India;
- (e) In the case of District Attorney:-
 On deputation from Prosecution Department of Haryana;
- (f) In the case of Development Team Leader:-
 On deputation from Information Technology Department, Haryana;

GROUP-B

- (g) In the case of Senior Accounts Officer:-
 On deputation from Finance Department of Haryana
- (h) In case of Accounts Officer:-
 On deputation from Finance Department of Haryana
- (i) In the case of Administrative Officer:-
 (i) By promotion from amongst Superintendents/Private Secretary; or
 (ii) By transfer, an officer already in the service of State Government.
 (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.
- (j) In the case of Scientist B -
 (i) 50% by promotion from amongst Senior Scientific Assistants; and
 (ii) 50% by direct recruitment; or
 (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.
- (k) In the case of Assistant Environmental Engineer:-
 (i) 75% by direct recruitment; and
 (ii) 25% by promotion from amongst Junior Environmental Engineer; or
 (iii) By deputation of an officer already in the service of State Government or the Government of India;
- (l) In the case of Tehsildar:-
 On deputation from Revenue Department of Haryana;
- (m) In the case of Deputy District Attorney:-
 On deputation from Prosecution Department of Haryana.
- (n) In the case of Software Developer:-
 (i) By Promotion from amongst Junior Software Developer; or
 (ii) By transfer or deputation;
- (o) In the case of Superintendent:-
 (i) By promotion from amongst Deputy Superintendent /Assistant/Accountant;

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- (ii) By transfer, an official already in the service of State Government or the Government of India.
- (iii) On deputation for fixed term on usual terms and conditions as prescribed by Govt. from time to time.
- (p) In the case of Private Secretary:-
 - (i) By promotion from amongst Personal Assistants; or
 - (ii) By transfer, an official already in the service of State Government or the Government of India.
 - (iii) By deputation of an officer already in the service of State Government or the Government of India;
- (q) In the case of Assistant District Attorney:-
On deputation from Prosecution Department of Haryana;
- (r) In the case of junior software developer:
On Deputation from Information Technology Department, Haryana.
- Group-C**
- (s) In the case of Section Officer (Accounts):-
On deputation from Finance Department of Haryana
- (t) In the case of Deputy Superintendent:-
 - (i) By promotion from amongst Assistants/Accountants; or
 - (ii) By transfer, an official already in the service of State Government or the Government of India.
 - (iii) on deputation for fixed term on usual terms and conditions as prescribed by Govt. from time to time.
- (u) In the case of Personal Assistant:-
 - (i) By promotion from amongst Senior Scale Stenographer; or
 - (ii) By transfer, an official already in the service of State Government or the Government of India.
 - (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.
- (v) In the case of Senior Scientific Assistant:-
 - (i) 75% by promotion from amongst Junior Scientific Assistant; and
 - (ii) 25% by direct recruitment; or
 - (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (w) In the case of Junior Environmental Engineer:-
 - (i) By direct recruitment; or
 - (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (x) In the case of Statistical Assistant:-
 - (i) By Direct Recruitment; or
 - (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (y) In the case of Junior Scientific Assistant:-
 - (i) By direct recruitment; or
 - (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (z) In the case of Assistant:-
 - (i) By promotion from amongst the Clerks/Steno- typists/Accounts Clerks; or
 - (ii) By transfer, an official already in the service of any State Government or the Government of India.
 - (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;

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(aa) In the case of Accountant,-

- (i) 50% by promotion from amongst the Accounts Clerks/Clerks; and
- (ii) 50% by direct recruitment; or
- (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;

(ab) In the case of Senior Scale Stenographer,-

- (i) by promotion from amongst Junior Scale Stenographers; or
- (ii) By transfer, an officer already in the service of State Government or the Government of India.
- (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;

(ac) In the case of Driver,-

- (i) by direct recruitment; or
- (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;

(ad) In the case of Junior Scale Stenographer,-

- (i) 75% by promotion from amongst the Steno-typists; and
- (ii) 25% by direct recruitment; or
- (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;

(ae) In the case of Accounts Clerk,-

- (i) 50 % by promotion from amongst Clerks; or
- (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;

(af) In the case of Steno-typist,-

- (i) 75% by direct recruitment; and
- (ii) 25% by promotion from amongst the Clerks; or
- (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;

(ag) In the case of Clerk,-

- (i) 80% by direct recruitment; and
- (ii) 20% by promotion from amongst Group C or Group D employees whose scale of pay and responsibility is less than that of a Clerk; or
- (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;

(ah) In the case of Laboratory Attendant,-

- (i) 80% by promotion from amongst Group D employees;
- (ii) 20% by direct recruitment; or
- (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;

Group-D

(ai) In the case of Senior Peon,-

- (i) By promotion amongst Peons; or
- (ii) By transfer, an official already in the service of State Government or the Government of India.
- (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;

(aj) In the case of Daftri,-

- (i) By promotion amongst Peons; or
- (ii) By transfer, an official already in the service of State Government or the Government of India.

<p>State Eligibility Test in Computer Appreciation and Applications (SETC)</p>	<p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;</p> <p>(ak) in the case of Peon,-</p> <p>(i) By direct recruitment; or</p> <p>(ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p> <p>(al) in the case of Field Attendant,-</p> <p>(i) By direct recruitment; or</p> <p>(ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p> <p>(2) All Promotions unless otherwise provided, shall be made on seniority-cum-merit basis and seniority alone shall not confer any right to such promotions.</p> <p>(3) Unless otherwise provided, when any vacancy occurs or is about to occur in the Service, appointing authority shall determine in what manner such vacancy shall be filled in.</p> <p>10. (i) Type test is substituted with the State Eligibility Test in Computer Appreciation and Applications (SETC) as a part of service requirements for Clerks, Steno-typists, Junior Scale Stenographers & Senior Scale Stenographers. State Eligibility Test in Computer Appreciation and Applications (SETC) shall be post requisite condition/qualification and all the newly recruited/appointed Clerks, Steno-typists, Junior Scale Stenographers and Sr. Scale Stenographers shall have to qualify SETC. Besides Steno-typists, Junior Scale Stenographers & Sr. Scale Stenographer shall have to qualify stenography.</p> <p>(ii) The candidate shall have to qualify the State Eligibility Test in Computer Appreciation & Application (SETC), to be conducted by HARTRON, within the probation period of 2 years, extendable by 1 year in case of direct recruitment. The candidate appointed against the aforesaid categories of posts in the group 'C' shall not be entitled to earn any increment in his/her pay scale till he/she qualifies the said test. The persons who are promoted to the post of Clerk, Junior or Senior Scale Stenographer shall also qualify the State Eligibility Test in Computer Appreciation and Applications (SETC) within the period of probation of one year extendable by one year if already not qualified failing which he/she will be reverted back.</p> <p>(iii) In case, any Clerk wishes to be exempted from SETC part-I (Computer knowledge test) they may acquire necessary computer knowledge certificate (mentioned in Govt. instructions No. 42/164/2008-3GS-II dated 7/11/2013 and even No. dated 22/9/2017) from the approved source / authorized agencies i.e. HARTRON, HKCL, NIELIT, etc.</p>
<p>Probation</p>	<p>11. (1) Persons appointed to any post in the Service shall remain on probation for a period of two years, if appointed by direct recruitment and one year, if appointed otherwise:</p> <p><u>Provided that:-</u></p> <p>(a) any period after such appointment spent on deputation on a corresponding or a higher post shall count towards the period of probation;</p> <p>(b) any period of work in equivalent or higher rank, prior to appointment to any post in the Service, may, in the case of an appointment by transfer, at the discretion of the appointing authority, be allowed to count towards the period of probation fixed under this regulation; and</p> <p>(c) any period of officiating appointment shall be reckoned as period spent on probation, but no person who has so officiated shall, on the completion of the prescribed period of probation, be entitled to be confirmed, unless he is appointed against regular post.</p> <p>(2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory, it may:-</p>

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	<p>(a) if such person is appointed by direct recruitment, dispense with his services; and</p> <p>(b) if such person is appointed otherwise than by direct recruitment,-</p> <p>(i) revert him to his former post; or</p> <p>(ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.</p> <p>(3) On the completion of the period of probation of a person, the appointing authority may,-</p> <p>(a) if his work or conduct has, in its opinion, been satisfactory,</p> <p>(i) confirm such person from the date of his appointment, if appointed against the regular post; or</p> <p>(ii) confirm such person from the date of satisfactory completion of probation period, if appointed against a temporarily vacancy.</p> <p>(b) if his work or conduct has, in its opinion, been not satisfactory,-</p> <p>(i) dispense with his service, if appointed by direct recruitment, if appointed otherwise, revert him to his former post or deal with him in such other manner as the terms and conditions of previous appointment permit; or</p> <p>(ii) extend his period of probation and thereafter pass such orders, as it could have passed on the expiry of the first period of probation;</p> <p>Provided that the total period of the probation including extension, if any, shall not exceed three years.</p>
Seniority.	<p>12. Seniority, inter-se of the members of the Service shall be determined by the length of continuous service on any post in the Service:</p> <p>Provided that where there are different cadres in the Service, the seniority shall be determined separately for each cadre:</p> <p>Provided further that in the case of a member appointed by direct recruitment, the order of merit determined by the Commission shall not be disturbed in fixing the seniority:</p> <p>Provided further that in the case of two or more members appointed on the same date, their seniority shall be determined as follows:-</p> <p>(a) a member appointed by direct recruitment shall be senior to a member appointed by promotion or by transfer;</p> <p>(b) a member appointed by promotion shall be senior to a member appointed by transfer;</p> <p>(c) in the case of member appointed by promotion or by transfer, seniority shall be determined according to the seniority of such members in the appointments from which they were promoted or transferred; and</p> <p>(d) in the case of members appointed by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a member, who was drawing a higher rate of pay in his previous appointment, and if the rates of pay drawn are also the same, then by the length of their service in the appointments, and if the length of such service is also the same, the older member shall be senior to the younger member.</p>
Liability to serve.	<p>13. (1) A member of the Service shall be liable to serve at any place, whether within or outside the State of Haryana, on being ordered so to do by the appointing authority.</p> <p>(2) A member of Service may also be deputed to serve under-</p> <p>(i) a company, an association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the State Government, a Municipal Corporation, or a local authority, or University within the State of Haryana;</p>

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	<p>(ii) the Central Government or a company, an association or a body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Central Government; or</p> <p>(iii) another State Government, an international organization, an autonomous body not controlled by the Government or a private body:</p> <p>Provided that no member of the Service shall be deputed to serve the Central or any State Government or any organization or body referred to in Clause (ii) or Clause (iii) except with his consent.</p>
Pay, leave, pension and other matters.	<p>14. (i) In respect of pay, leave, pension and all other matters not expressly provided for in these regulations, the members of the Service shall be governed by Haryana Civil Services Rules, 2016 and by such rules and regulations as may have been or may hereafter be, adopted or made by the competent authority under the Constitution of India or under any law for the time being in force made by the State Legislature:</p> <p>Provided that the Haryana Civil Services (Pension) Rules, 2016 shall not be applicable to those member of service who are appointed on or after the 1st January, 2006 (except death-cum-retirement gratuity and leave encashment).</p>
Discipline, Penalties and appeal.	<p>15. (1) In matters relating to conduct, discipline, penalties and appeals, members of the Service shall be governed by the Haryana Civil Services (Conduct of government employees) Rules, 2016 & Haryana Civil Services (Punishment and Appeal) Rules, 2016, as amended from time to time:</p> <p>Provided that the nature of penalties which may be imposed, the authority empowered to impose such penalties and appellate authority shall, subject to the provisions of any law or rules made under article 309 of the Constitution of India, be such as are specified in Appendix C to these regulations.</p> <p>(2) The authority competent to pass an order under sub clause (1) above, shall be such as prescribed in Appendix C in to these regulations.</p>
Vaccination	<p>16. Every member of the Service, shall get himself vaccinated or revaccinated as and when the Government so directs by a special or general order</p>
Oath of allegiance	<p>17. Every member of the Service, unless he has already done so, shall be required to take the oath of allegiance to India and to the Constitution of India as by law established</p>
Power of relaxation.	<p>18. Where the Board is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these regulations with respect to any class or category of persons with the approval of the Government.</p>
Special Provisions.	<p>19. Notwithstanding anything contained in these regulations, the appointing authority may impose special terms and conditions in the order of appointment, if it is deemed necessary to do so.</p>
Reservations.	<p>20. Reservation of appointments for posts for members of schedule castes/tribes, backward classes, ex-servicemen, sportsmen, and differently abled persons shall be made to the same extent as is made by the Govt. of Haryana from time to time, in the services under it.</p>
Repeal and savings.	<p>21. Any regulation applicable to the Service and corresponding to any of these regulations, which is in force immediately before the commencement of these regulations, is hereby repealed:</p> <p>Provided that any order made or action taken under the regulations so repealed shall be deemed to have been made or taken under the corresponding provisions of these regulations.</p>

APPENDIX A

(see regulation 3)

Serial Number	Designation	Number of Posts	Scale of Pay
1	2	3	4
Group - A			
1.	Senior Environmental Engineer	6	Level 14 Rs. 118500-207900
2.	Senior Scientist	9	Level 14 Rs. 118500-207900
3.	Environmental Engineer	33	Level 11 Rs. 67700-191000
4.	Scientist C	10	Level 11 Rs. 67700-191000
5.	District Attorney	1	On deputation from Prosecution Department, Haryana in his own pay scale.
6.	Development Team Leader	1	Level 11 Rs. 67700-191000
Group - B			
7.	Senior Accounts Officer	1	On deputation from Finance Department, Haryana in his own pay scale.
8.	Accounts Officer	1	On deputation from Finance Department, Haryana in his own pay scale.
9.	Administrative Officer	1	Level 9 Rs. 53100-167800
10.	Deputy District Attorney	1	Deputy District Attorney or Assistant District Attorney on deputation from Prosecution Department, Haryana in his own pay scale.
11.	Scientist B	40	Level 9 Rs. 53100-167800
12.	Assistant Environmental Engineer	92	Level 9 Rs. 53100-167800
13.	Software Developer	1	Level 9 Rs. 53100-167800
14.	Tehsildar	1	On deputation from Revenue and Disaster Management Department, Haryana in his own pay scale.
15.	Superintendent	4	Level 7 Rs. 44900-142400
16.	Private Secretary	2	Level 7 Rs. 44900-142400
17.	Assistant District Attorney	3	On deputation from Prosecution Department, Haryana in his own pay scale.
18.	Junior Software Developer	2	Level 7 Rs. 44900-142400
Group - C			
19.	Section Officer	1	On deputation from Finance Department, Haryana in his own pay scale.
20.	Deputy Superintendent	4	Level 6 Rs. 35400-112400
21.	Statistical Assistant	1	Level 6 Rs. 35400-112400
22.	Senior Scientific Assistant	7	Level 6 Rs. 35400-112400
23.	Junior Environmental Engineer	25	Level 6 Rs. 35400-112400
24.	Junior Scientific Assistant	10	Level 6 Rs. 35400-112400

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25.	Personal Assistant	1	Level 6 Rs. 35400-112400
26.	Assistant	46	Level 6 Rs. 35400-112400
27.	Accountant	4	Level 6 Rs. 35400-112400
28.	Senior Scale Stenographer	4	Level 6 Rs. 35400-112400
29.	Junior Scale Stenographer	3	Level 4 Rs. 25500-81100
30.	Accounts Clerk	2	Level 4 Rs. 25500-81100
31.	Driver	17	Level 4 Rs. 25500-81100
32.	Steno-Typist	8	Level 2 Rs. 19900-63200 + Rs. 100 special pay
33.	Clerk	46	Level 2 Rs. 19900-63200
34.	Laboratory Attendant	10	Level 2 Rs. 19900-63200
Group-D			
35.	Senior Peon	2	DL Rs. 16900-53500
36.	Dafti	1	DL Rs. 16900-53500
37.	Peon	51	DL Rs. 16900-53500
38.	Field Attendant	22	DL Rs. 16900-53500
39.	Mali and Chowkidar	2	DL Rs. 16900-53500
40.	Sweeper	1	DL Rs. 16900-53500

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APPENDIX B

(See regulation 7)

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
GROUP-A			
1	Senior Environmental Engineer	—	<p>By Promotion</p> <p>(i) Seven years' experience in the Board as Environmental Engineer or total 16 years experience as Environmental Engineer and Assistant Environmental Engineer subject to the condition that the candidate possesses regular full time degree in Engineering or its equivalent.</p> <p>(ii) By deputation Superintending Engineer working in State Government having prescribed qualification as in (i) above.</p>
2	Senior Scientist	—	<p>By Promotion (Two Posts)</p> <p>(i) Seven years experience in the Board as Scientist 'C' or total Shroten years experience as Scientist- C & Scientist 'B' subject to the condition that the candidate possesses regular full time Degree and Post Graduate Degree in Science.</p> <p>By Deputation (Data & Analytics) (Two Posts):</p> <p>M.Sc. in Maths / Statistics / Physics / Operational Research with Post Graduate Diploma in Computer Science and Application or MCA/B.E. or B.Tech in Computer Science with Eight years experience as Programmer in Computer in Government Departments or Government Undertakings / Public Limited Company of repute. The certificate of reputation should be obtained / certified by the department of Information Technology, Haryana.</p> <p>Desirable: Candidate should have knowledge of Mobile software (IOS/ Android) and Web App development and on line data base management and latest IT application and networks.</p> <p>By Deputation (Five Posts):</p> <p>(Expert for Air Quality, Water Quality, Waste Management, Nature Conservationist, and Toxicologist):</p> <p>(i) Expert for Air Quality (One):</p> <p>Should be at the level of a Associate Professor with a PhD degree or its equivalent, fellowship in Air Quality Management, serving in a Government / Semi Government, Research Institute.</p>

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
			<p>(ii) Expert for Water Quality (One): Should be at the level of Associate Professor having PhD Degree in Environmental Science/Life Science and allied discipline / Chemistry, Physics, Biotechnology, Microbiology / Master Degree in Engineering / Technology with fifteen years of experience in respective field.</p> <p>(iii) Expert for Waste Management (One): Should be at the level of a Associate Professor with a completed PhD or its equivalent, fellowship in Waste Management, serving in reputed research institute.</p> <p>(iv) Expert for Conservation (One): Should be at the level of a Associate Professor with a completed PhD or its equivalent, fellowship as Conservationist, serving in reputed research institute.</p> <p>(v) Expert for Toxicologist (One): Should be at the level of a Associate Professor with a completed PhD or its equivalent, fellowship in Toxicology, serving in reputed research institute.</p>
3	Environmental Engineer		<p>By Promotion At least Nine years' service as Assistant Environmental Engineer in the Board having qualifications of Regular full time degree of Bachelor in Engineering.</p> <p>By Deputation Masters in Engineering in first division in Civil/Chemical/ Environmental Engineering with at least Seven years' experience in the Central Pollution Control Board or any equivalent post in Government.</p> <p>OR Regular full time Bachelor in Engineering in first division in Civil/Environmental/Chemical Engineering with at least Nine years experience in the Central Pollution Control Board or any equivalent post in Government.</p>
4	Scientist- C		<p>By Promotion At least Nine years' service in the Board as Scientist B having minimum M.Sc. qualification.</p> <p>By Deputation Ph.D in Chemistry/ Environmental Science (with Degree in Science) / Microbiology/ Biochemistry/ with Seven years' experience in</p>

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
			the Central Pollution Control Board or any equivalent post in Government. OR M.Sc. in Chemistry/Environmental Science/Microbiology/Biochemistry/Bio Technology / Degree in Chemical Engineering in first division with atleast Nine years' service in the Central Pollution Control Board or in Government.
5.	District Attorney		As applicable in the parent Department
6.	Development Team Leader	--	By Deputation (i) At least ten years experience in the software development stream with at least four years experience in the capacity of a senior software developer. OR (ii) BCA, B.SC (IT/Computer Science/ Applications / Electronics & Communication) from a recognized University or Institution with minimum 60% marks : AND (iii) At least fourteen years past experience out of which four years at the level of a Senior Software Developer or equivalent. (Relaxation shall be given to incumbents being engaged on consulting basis). (iv) At least Fourteen years past experience out of which four years at the level of a Senior Software Developer or equivalent. Note: As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidates who have higher qualifications and advance certifications as mentioned in Annexure "B".
GROUP-B			
7.	Senior Account Officer	As applicable in the parent Department	By Deputation As applicable in the parent Department
8.	Account Officer	As applicable in the parent Department	By Deputation As applicable in the parent Department

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
9.	Administrative Officer	--	<p>By Promotion Superintendent/ Private Secretary with Three years experience seniority of Superintendent and Private Secretary will be determined on the basis of length of service on the post.</p> <p>By Deputation On deputation from the cadre of Haryana Secretariat Services equivalent to Superintendent with Three years experience.</p>
10.	Deputy District Attorney		<p>By Deputation As applicable in the parent Department</p>
11	Scientist B	M. Sc. in first division in the Chemistry / Biotechnology/ Micro-Biology / Bio- Chemistry / Environmental Sciences (with Bachelor Degree in Science).	<p>By Promotion With at least five years' service as Senior Scientific Assistant in the Board.</p> <p>By Deputation M. Sc. in first division in Chemistry/ Environmental Sciences (with degree in Science) / Botany / Micro-Biology / Bio-Chemistry or degree in Chemical Engineering.</p>
12	Assistant Environmental Engineer	Full time regular Degree in Engineering in first division in Civil/Chemical/Environmental Engineering.	<p>By Promotion Eight years' service in the Board as Junior Environmental Engineer</p> <p>By Deputation Bachelor in Engineering in first division in Civil / Chemical / Environmental Engineering from recognized university/institute working on equivalent post in any Department of State Government.</p>
13	Software Developer	<p>(i) B.E/B.-Tech (IT / Computer Science/ Electronics & Communications) or MCA or M.Sc. (IT/Computer Science / Applications / Electronics & Communications) from a recognized University or Institution with minimum 60% marks AND</p> <p>(ii) BCA, BSC (IT/Computer Science/ Application/Electronics & Communications) from a recognized University or Institution with minimum 60% marks</p>	<p>By Promotion</p> <p>(i) At least Three years experience in the software development stream in the capacity of a Junior software developer.</p> <p>(ii) At least Seven years past experience (external experience). (Relaxation shall be given to incumbents being engaged on consulting basis).</p> <p>Note: As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be</p>

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
		Note: As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidates who have higher qualifications and advance level certification.	given to those candidates who have higher qualifications and advance level certification.
14.	Tehsildar	As applicable in the parent Department	By Deputation As applicable in the parent Department
15	Superintendent	--	By Promotion (i) Two years' service as Deputy Superintendent in the Board or Nine years experience as Deputy Superintendent and Assistant/ Accountant/ By Deputation (i) Two years' experience as Deputy Superintendent. OR Nine years experience as Assistant/ Accountant.
16	Private Secretary	----	By Promotion Two years' experience as Personal Assistant. By Deputation Two years' experience as Personal Assistant.
17.	Assistant District Attorney	As applicable in the parent Department	By Deputation As applicable in the parent Department
18.	Junior Software Developer	B.E/B-Tech (IT/ Computer Science/ Electronics & Communications) or MCA or M.Sc. (IT/Computer Science/ Applications/Electronics & Communications from a recognized University or institution with minimum 60% marks and (Relaxation shall be given to incumbents being engaged consulting basis). Note: As an exception, candidates having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidate who have higher qualification and advance level certifications as mentioned.	By Deputation Two years services on the post

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
GROUP-C			
19.	Section Officer (Account)	As applicable in the parent Department	By Deputation As applicable in the parent Department
20.	Deputy Superintendent	---	By promotion Seven year's experience as Accountant/ Assistant/ in the Board. By Deputation Seven years' experience as Assistant/ Accountant in any department of Government of Haryana.
21.	Personal Assistant	---	By Promotion Five years' experience as Senior Scale Stenographer By Deputation Five years experience as senior scale stenographer
22.	Senior Scientific Assistant	M.Sc. in the Chemistry / Environmental Sciences (with degree in Science) / Micro-Biology/Biochemistry/Bio-technology Or B. Sc. in first division with one year experience in the lab engaged in Environmental Investigation, Testing or Analysis.	By Promotion Five years' service in the Board as Junior Scientific Assistant By Deputation M. Sc. in the Chemistry/Environmental Sciences (with degree in Science)/Micro-Biology/Biochemistry/ Biotechnology Or B. Sc. in first division with one year experience in the lab engaged in Environmental Investigation, Testing or Analysis.
23.	Junior Environmental Engineer	Three years Diploma in first division in Civil/ Chemical / Environmental Engineering.	By Deputation Three years' Diploma in first division in Civil/ Environmental/Chemical Engineering. By Transfer Three years Diploma in First Division in Civil/ Chemical/ Environmental Engineering with at least Three years of service with unblemished record.
24.	Statistical Assistant	Graduate in Economics or Statistics or Mathematics or Commerce with Statistics as one of the elective subjects with 3 years experience in collection, compilation, analysis of statistical data in the Government.	By Deputation Graduate in Economics or Statistics or Mathematics or Commerce with Statistics as one of the elective subjects with Three years' experience in collection, compilation, analysis of statistical data in any department of Government/ institute of repute.

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HARYANA GOVT. GAZ., JAN. 19, 2021 (PAUS. 19, 1942 SAKA)

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
25.	Junior Scientific Assistant	B. Sc. first division with Chemistry as one of the subjects.	By Deputation B. Sc. in 1 st division with Chemistry as one of the subjects.
26.	Assistant	—	By Promotion Five years' experience as Clerk/Stenotypist/Accounts Clerk in the Board. By Deputation Five years' experience as Clerk.
27	Accountant	M. Com. Second Division OR B. Com. First Division with Two years experience in Commercial Accounting.	By Promotion B. Com. with Three years experience in the Board as Accounts Clerk/Clerk. By Deputation M. Com. second division or B. Com. first division with Two years experience in the Commercial Accounting in Government.
28	Senior Scale Stenographer	—	By Promotion Three years service in the Board as Junior Scale Stenographer with English Shorthand at a speed of 100 words per minute and transcription at a speed of 20 words per minute and mistakes should not exceed 4% and Hindi Shorthand at a speed of 80 words per minute and transcription at a speed of fifteen words per minute and mistakes should not exceed 4%. By Deputation (i) Graduate in any discipline from a recognized university. (ii) English Shorthand at a speed of 100 words per minute and transcription at a speed of 20 words per minute and mistakes should not exceed 4% and Hindi Shorthand at a speed of 80 words per minute and transcription at a speed of fifteen words per minute and mistakes should not exceed 4%. (iii) Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and amended from time to time.
29.	Driver	Matric having driving license of light transport vehicle/heavy transport vehicle with Five years' experience.	By Deputation Matric having Driving License of light transport vehicle/heavy transport vehicle with Five years' experience.

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
30	Junior Scale Stenographer	i. 10+2 ii. English Shorthand at a speed of 100 words per minute and transcription at a speed of 20 words per minute and Hindi Shorthand at a speed of 80 words per minute and transcription at a speed of 15 words per minute and mistakes should not exceed 4% iii. Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and amended from time to time. iv. Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and amended from time to time.	By Promotion i. Five years' service in the Board as Steno-typist having minimum speed of 100 words per minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 20 words per minute in English and 15 words per minute in Hindi respectively. ii. Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and as amended from time to time. By Deputation i. Graduate in any discipline from a recognized university. ii. English Shorthand at a speed of 100 words per minute and transcription at a speed of 20 words per minute and mistakes should not exceed 4% and Hindi Shorthand at a speed of 80 words per minute and transcription at a speed of 15 words per minute and mistakes should not exceed 4%. iii. Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and as amended from time to time.
31	Accounts Clerk		By Promotion B. Com. with three years' service in the Board as Clerk. By Deputation B. Com. with second division with three years experience.
32	Steno-typist	(i) 10+2. (ii) English Shorthand at a speed of 80 words per minute and transcription at a speed of 15 words per minute and mistakes should not exceed 8% and Hindi Shorthand at a speed of 64 words per minute and transcription at a speed of 11 words per minute and mistakes should not exceed 8%. (iii) Should pass State Eligibility Test in Computer Application as per instructions issued by Chief	By Promotion (i) One year regular service as Clerk with a minimum speed of 80 wpm in English Shorthand and transcription thereof at speed of 15 words per minute and mistakes should not exceed 8% and Hindi Shorthand at a speed of 64 wpm and transcription at a speed of 11 words per minute and mistakes should not exceed 8%. (ii) Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of

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PART-I]

HARYANA GOVT. GAZ., JAN. 19, 2021 (PAUS. 19, 1942 SAKA)

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
		Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and amended from time to time.	<p>Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and as amended from time to time.</p> <p>By Deputation</p> <ol style="list-style-type: none"> Graduate in any discipline from a recognized University. English Shorthand at a speed of 80 wpm and transcription at a speed of 15 words per minute and mistakes should not exceed 8% and Hindi Shorthand at a speed of 64 wpm and transcription at a speed of 11 words per minute and mistakes should not exceed 8%. Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and as amended from time to time.
33	Clerk	<p>(i) 10+2.</p> <p>(ii) Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and amended from time to time.</p>	<p>By Promotion</p> <ol style="list-style-type: none"> 10+2 with five years service as group C having lesser scale or group D employees. Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and amended from time to time. <p>By Deputation</p> <p>Matric first division/ Intermediate/ 10+2 second division 10+2 (Vocational)/ Graduate with five years services as Group C employee. Should have passed SETC test from HARTRON.</p>
34	Laboratory Attendant	Matric with Science (Physics and Chemistry) having knowledge of Hindi or Sanskrit upto Matric standard.	<p>By Promotion</p> <p>Three years' experience as Group D employee of the Board possessing Matric standard qualification with Science and Hindi or Sanskrit.</p> <p>By Deputation</p> <p>Matric with Science (Physics and Chemistry) having knowledge of Hindi or Sanskrit upto Matric standard.</p>

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
GROUP-D			
35.	Senior Peon.	—	By Promotion Five years' regular service as Peon. By Deputation Matric pass certificate from the Board of School Education recognized by Haryana Government with Seven Years of regular Service in Government or Government undertaking.
36.	Dafti	—	By Promotion Five years' regular service as Peon/Mail-room-Choukidar. By Deputation Matric pass certificate from the Board of School Education recognized by Haryana Government.
37	Peon	Matriculation from recognized Board.	By Deputation Matric pass certificate from the Board of School Education recognized by Haryana Government.
38.	Field Attendant	Matriculation from recognized Board.	By Deputation Matric pass certificate from the Board of School Education recognized by Haryana Government.

NOTE:

- (i) Hindi or Sanskrit as one of the subject in Matric or Higher Education is essential for all the above mentioned post of direct recruitment.
- (ii) The experience prescribed for various posts in these regulations will be counted only after acquiring essential qualifications for respective post.

04/03

APPENDIX C
[See regulation 15 (1)]

Sr. No.	Designation	Appointing Authority	Name of Penalty	Authority Empowered to imposed Penalty	Appellate Authority	Second Appellate Authority
1	2	3	4	5	6	7
GROUP- A						
1.	Senior Environmental Engineer	Chairman	1. Major Penalties	Chairman	Government	—
			2. Minor Penalties	Member Secretary	Chairman	Government.
2	Senior Scientist	Chairman	1. Major Penalties	Chairman	Government	—
			2. Minor Penalties	Member Secretary	Chairman	Government.
3.	Environmental Engineer	Chairman	1. Major Penalties	Chairman	Government	—
			2. Minor Penalties	Member Secretary	Chairman	Government
4.	Scientist C	Chairman	1. Major Penalties	Chairman	Government	—
			2. Minor Penalties	Member Secretary	Chairman	Government
5.	Development Team Leader	Chairman	1. Major Penalties	Chairman	Government	—
			2. Minor Penalties	Member Secretary	Chairman	Government
Group B						
6.	Administrative Officer	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government
7.	Scientist -B	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government
8.	Assistant Environmental Engineer	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government
9.	Software Developer	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government

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10	Superintendent	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government
11	Private secretary	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government
12	Junior Software Developer	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government
Group C						
13.	Deputy Superintendent	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
14	Personal Assistant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
15	Senior Scientist Assistant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
16	Junior Environmental Engineer	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
17	Statistical Assistant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
18	Junior Scientist Assistant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
19	Assistant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
20	Accountant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
21	Senior Scale Stenographer	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
22	Driver	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
23	Junior Scale Stenographer	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
24	Account Clerk	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
25	Steno -Typist	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
26	Clerk	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
27	Laboratory Attendant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government

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Group D						
28.	Senior Peon	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
29.	Daftri	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
30.	Peon	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
31.	Field Attendant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
32.	Mali-cum-Chowkidar	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
33.	Sweeper	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government

NOTE:

1. The Major & Minor Penalties for all posts shall be as per Rule-4 of the Haryana Civil Services (Punishment & Appeal) Rules, 2016.
2. In case of officers/Officials on deputation competent authority for Punishment & Appeal shall be as applicable in the parent Department

DEEPTI UMASHANKAR,
Chairperson,
Haryana State Pollution Control Board,

DHEERA KHANDELWAL,
Additional Chief Secretary to Government Haryana,
Environment and Climate Change Department.

991305/2021/Estt.Br

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From

Annexure-c

The Additional Chief Secretary to Govt. of Haryana,
Environment and Climate Change Department

To

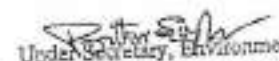
The Chairman,
Haryana State Pollution Control Board,
C-11, Sector-6, Panchkula.

Memo No.2/3/2021-1Env.
Dated:- 03.08.2021

Subject: - Representation against deletion of degree of Mechanical engineering in proposed amendments of Haryana State Pollution Control Board (Group A, B, C and D) service Regulation 2004.

Reference your computer file No. 4883 on the subject noted above.

2. A hearing was given to the five Senior Officers of Haryana State Pollution Control Board on 22.07.2021 before Director-cum-Special Secretary Env. & OC. Detailed discussions held. It was put up before the chair that after the 179th meeting of the Board whereby the qualification of Mechanical Engineering was proposed to be deleted in March, 2018, the Board has recruited around 15 SDOs with the same qualifications in 2019. CPCB has still not removed this qualification. However, most of the States have deleted/not considering the said qualification for the Pollution Control Boards. The issue of experience which is not at par with the other Engineering Departments of the State were shown. These shall be considered again when the Service Rules of Chief Environmental Engineer & Chief Scientific Officer will be dealt in the near future. Both these grievances should be deliberated before the Board at the first instance and Govt. will consider the same after that because in the recent notification dated 15th January, 2021, Government has already notified the same.


Under Secretary, Environment
for Additional Chief Secretary to Govt. Haryana,
Environment and Climate Change Department,

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REPORT OF THE COMMITTEE ON SERVICE REGULATIONS

A committee of following officers was constituted vide office order endst no HSPCB/Estt/2021/ 3776-3781 dated 25.10.2021, endst no HSPCB/Estt/2021/ 4175-4182 dated 28.11.2021 and endst no HSPCB/Estt/2021/ 4494-4502 dated 14.12.2021 to examine the case relating to amendment in Haryana state pollution control Board (Group A,B,C and D) services regulation 2021:

1. Sh. Bhupinder Singh Rinwa, SEE
2. Sh. Satbir Singh, District Attorney
3. Sh. Mohan singh, CAO
4. Sh. Nirmal Kashyap, Environmental Engineer
5. Sh. Raj Kumar, Scientist-'C'
6. Sh. Jasbir Singh, Administrative Officer
7. Sh. Sandeep Sharma, Superintendent(Establishment)

A series of meeting of committee held on 30th December, 2021, 06th February, 2022, 22nd February, 2022 and 30.03.2022. Superintendent (Establishment) presented Background details and relevant record before the Committee for examination. The following details and issues were put up before the committee:-

- The Government vide memo dated 08.02.2021(Flag-'A') has conveyed details in reference to HSPCB letter dated 04.03.2020 stating that vide notification no. 2/1/2008-1Env dated 15.01.2021 the service rules of Haryana State Pollution Control Board have been notified in Haryana Government Gazette and the proposal for amendment/repealing service regulation 2004 was placed before board vide agenda no. 179.08 in its 179th meeting held on 28.03.2018 and proposal was approved. This agenda was not containing the posts of CEE and CSO as sanction of these posts received later on from Govt. letter 17.09.2019. It has also been conveyed that matter was again placed before board vide agenda 187.10 in its 187th meeting held on 17.02.2020 after incorporating new sanctioned posts of CEE/CSO and matter was deferred for next meeting. Due to these reasons, said rules were notified excluding posts of CEE and CSO as these were not approved by board of directors of HSPCB. The Government has requested to place matter regarding service regulation of CEE and CSO in board of directors meeting and send the minutes to Govt. at earliest.

As mentioned above service regulation approved by Board should have been notified but has been changed in almost all cadres and as mentioned above agenda 187.10 placed in 187th Board meeting held on 17.02.2020 was for repealing the service regulation and not for incorporating the new sanctioned post of CEE and CSO (Flag-'B').

- The officers of Board submitted representation dated 14.01.2021 to the Board and Government against the new service regulations 2021 of HSPCB wherein degree in mechanical engineering has been deleted from academic qualification for post of

Satbir Singh

Raj Kumar

Jasbir Singh

Sandeep Sharma

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engineering cadre and promotion criteria in terms of number of years experience has also been revised by increasing the period of experience various categories of posts including AEE to EE, So-B to So-C, EE to SEE, So-C to Sr Sc.

Based on representations of officers of board, the Government has accorded the hearing to the officers of board on 22.07.2021 before the special secretary cum DG, Environment & CC.


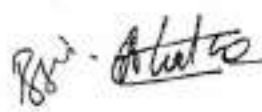
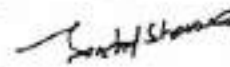
The Government vide memo dated 03.08.2021 has conveyed the decisions taken during hearing held on 22.07.2021. It has been conveyed that (1) it has been put up before chair that after 179th meeting of board whereby qualification of mechanical engineering was proposed to be deleted in March 2018; board has recruited around 16 SDO with same qualification in 2019. (2) CPCB has still not removed this qualification. (3) The issue of experience is not at par with other engineering departments of state were shown. It has also been conveyed that these issues shall be considered again when service rules of CEE and CSO will be dealt in near future. Both these grievances should be deliberated before board at first instance and Govt will consider the same after that because in recent notification dated 15.01.2021 Government has already notified the same.

- The Mode of recruitment for the post of Junior Software Developer and for the post of Accounts Clerk. Provisions to take employee on deputation from Public Sector Undertakings and CPCB and pay scale of Administrative Officer, HSPCB are needed to examine.

The Committee found following issues to be deliberated:

- (1) Service Regulations for the post of Chief Environmental Engineer at par with 3 engineering wings and same for Chief Scientific Officer of Board.
- (2) Inclusion of Mechanical Degree in Qualification for various engineering posts, experience for the post of Environmental Engineer/Scientist 'C' at par with 3 engineering wings and Representations received from Asstt. Environmental Enggs/ Scientist 'B' for considering total length of service as experience.
- (3) As per directions of authority any other issues such as mode/method of recruitment, qualification, promotion etc. for the post of Junior Software Developer, Software Developer, Development Team Leader, Accountant, Accounts Clerk.
- (4) Provisions to take persons on deputation from Public Sector Undertakings and CPCB.
- (5) Anomalies in category and pay scale of Administrative Officer, HSPCB.

The Government vide Notification No. 2/1/2006-1Env dated 15.01.2021(Flag-'C') repealed the Service Regulations, 2004 and made fresh Service Regulations, 2021 with changes in service regulation without approval of Board neither in 179th and nor in 187th and Regulations for the post of Chief Environmental Engineer and Chief Scientific Officer have not been incorporated as mentioned in the letter dated 08.02.2021 at Flag-'A'. There are some other ambiguities with regard to the issues mentioned above. The Committee have deliberated/examined and compared Service Regulations, 2004, approved agenda item no. 179.8, deferred agenda item no. 187.10 and now notified Service Regulations, 2021 by Government wherein the following provisions for the above posts w.r.t. to the qualification and experience. (Annexure-1).

Satish Singh  *P. S. - Arun Kumar*  *Sankar Sharma* 

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From the above detail it is clear that the Rules Notified by Government were not approved by the Board as there are major changes done without approval of Board.

The issue wise findings and recommendations of Committee are as under:

(1) **Service Regulations regarding the post of Chief Environmental Engineer and Chief Scientific Officer:**

The State Government vide Memo No. 2/24/2019-1Env dated 04.10.2019(Flag-'D') sanctioned two posts of Chief Environmental Engineer and two posts of Chief Scientific Officers in the Board and Service Regulations are not prescribed for these posts.

The Committee has examined the Engineering Service Rules of Engineering Departments of Haryana i.e. PWD (B&R), PWD (Public Health) and PWD (Irrigation) Department. The post of Chief Environmental Engineer and Chief Scientific Officer in the Board is in the Scale of Rs. 37400-67000+ GP 10000 (FPL-19) which is equal to the pay scale of Chief Engineers of the above Departments. The Service Rules of PWD (B & R) are also the model rules of PWD Public Health and Irrigation Department which provides following provision for promotion to the post of Chief Engineer from Superintending Engineer "unless he has rendered Service as Superintending Engineer." These rules also provide that the post of Chief Engineer shall be filled up by promotion on the basis of Seniority-cum-Merit.

Findings of the Committee:

The experience for the post of Chief Environmental Engineer and Chief Scientific Officer may be inconsonance with the provisions of the Engineering Departments of Haryana i.e. PWD (B&R), PWD (Public Health), (Flag-'E') and PWD (Irrigation) Department. Accordingly, three years experience as Senior Environmental Engineer and Senior Scientist for the post of Chief Environmental Engineer and Chief Scientific Officer respectively may be prescribed. The post may be filled up by promotion as already approved by the Government and the basis of promotion should be Seniority-cum-Merit.

Recommendation:

The following may be inserted in "Method of Recruitment" at regulation 9 (1) under heading of Group A

(a) In case of Chief Environmental Engineer;

- (i) 100% by promotion amongst senior Environmental Engineer on seniority cum merit basis
- (ii) By deputation of an officer of state government or central government or Board or corporation or government company owned or controlled by State Government or central government.

(b) In case of Chief scientific officer

- (i) 100% by promotion amongst senior scientist on seniority cum merit basis
- (ii) By deputation of an officer of state government or central government or Board or corporation or government company owned or controlled by State Government or central government.

The following may be inserted in Appendix A

Sr no	Designation	Number of posts	Scale of pay
1.	Chief Environmental Engineer	2	Level 19 Rs 128900/-
2.	Chief scientific officer	2	Level 19 Rs 128900/-

Sanjay Singh *[Signature]* *[Signature]*

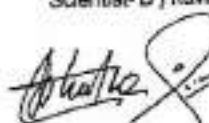

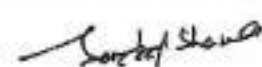
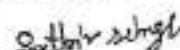
The following may be inserted in Appendix B

Sr no	Designation of post	Academic qualification and experience, if any, of direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment
1	Chief Environmental Engineer	--	By promotion Three years service as Senior Environmental Engineer on Seniority cum merit basis By Deputation Full time regular Bachelor Degree in First Division in Civil/Mechanical/Chemical/Environmental Engineering and working on analogous post in Central Government/ State Government/Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central/State Government.
2	Chief Scientific officer	--	By promotion Three years service as senior scientist on Seniority cum merit basis By Deputation Full time regular Degree in M.Sc. Chemistry/ Environmental Science/ Microbiology/Biochemistry/Bio Technology / Degree in Chemical Engineering and working on analogous post in Central Government/ State Government/Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central/State Government.

(2) Inclusion of Mechanical Degree in Qualification for various engineering posts, experience for the post of Environmental Engineer /Scientist 'C' at par with 3 engineering wings:

- (a) The Committee has perused the representation of the Assistant Environmental Engineer received through the Government vide Memo No. 2/3/2021-1Env dated 03.08.2021 (Flag-'F'). The main contention of the representation is that the degree in Mechanical Engineering/Environmental Engineering in the Service Regulations, 2004 has been omitted from the Service Regulations, 2021. They have requested to reconsider the issue and incorporate Mechanical Degree in the Service Regulations, 2021 for appointment to the post of Assistant Environmental Engineer and also Diploma in Mechanical Engineering for the post of Junior Environmental Engineer. In the Service Regulations, 2004, the experience for promotion to the post of Environmental Engineer was prescribed Eight Years as Assistant Environmental Engineers. But in Service Regulations, 2021, the experience for promotion to the post of Environmental Engineer has been increased as Nine Years which is inconsistent with the Service Rules of the State Government Engineering Departments as in these Engineering Departments, the experience for promotion to the post of Executive Engineer is prescribed as Eight Years.
- (b) The Assistant Environmental Engineers promoted from the post of Junior Environmental Engineers have also made representation dated 20.12.2021(Flag-'G') wherein they have requested to amend the qualification as Bachelor Degree in Engineer or its equivalent and the total experience for promotion to the post of Environmental Engineer should be Fifteen years as Assistant Environmental Engineer and Junior Environmental Engineer.

The Scientist-'B' promoted from the post of Senior Scientific Assistant has also made representation dated Nil (Flag-'H') wherein they have requested to amend the qualification and experience for promotion to the post of Scientist-'C' as Eight years service in the Board as Scientist B having minimum M.Sc. qualification or total Ten Years experience as Scientist-'B' and Junior Scientific Assistant/Senior Scientific Assistant (with at least six years as Scientist-'B') having minimum M.Sc. qualification subject to the seniority of employee.

04/11

The committee has deliberated both issue about Junior Environmental Engg and Junior Scientific Assistant, and committee is of the view that :

The qualification of Junior Environmental Engineer is Diploma and for promotion to the post of Assistant Environmental Engineer degree in Engineering is not required. So the Diploma Holders are promoted after Eight Years of experience as Junior Environmental Engineer, hence the request is not justified. The officers in representation have also requested to make provision of 15 years experience as JEE and AEE for promotion to the post of EE similar to the provision made for promotion to the post of SEE. The Committee has perused the Qualification and Experience prescribed for promotion to the post of SEE which provides total 16 years experience as EE and AEE. This provision is also not feasible as according to this provision an AEE without any experience as EE can be promoted to the post of SEE which is not justified because he does not have any experience of the feeder post. Therefore, such request is not acceptable and neither in the interest of the Board.

And the qualification of Junior Scientific Assistant is B.Sc. and after five years experience a JSA attains eligibility for promotion to the post of Senior Scientific Assistant and after five years experience as SSA he becomes eligible for promotion to the post of Scientist-B'. After becoming Scientist-B', Eight Years experience is required for promotion to the post of Scientist 'C' with Master Degree in Science. A Scientist-B who is appointed under direct quota also require Eight years experience for promotion to the post Scientist-C', so the promotes cannot be given weightage over the direct recruited Scientist-B'. Therefore, such request is not acceptable and neither in the interest of the Board.

- (c) The Haryana Public Service Commission vide No. RG10/2021/2411 dated 31.08.2021 (Flag-I) received through the Government, has raised the observations that "As per Service Rules/Regulations, 2021 the qualification is "Full Time Regular Degree in First Division in Civil/Chemical/Environmental Engineering. It is not clear whether the Full Degree should be a Bachelor's Degree or Master's Degree?"

Findings of the Committee:

The State Pollution Control Board is at development stage and the Government has sanctioned additional posts of Environmental Engineer alongwith other various posts to open Regional Offices at District Levels and as per the present Service Regulations, 2021 the posts of Environmental Engineers would not be filled up for another two years. It is neither in the interest of the State nor in the interest of State Pollution Control Board to keep the posts of Environmental Engineer vacant for longer period. Moreover, the experience of Eight Years is sufficient for promotion to the post of Environmental Engineers. The Haryana State Pollution Control Board deals with various aspects of engineering which includes various streams and Mechanical Engineering is also relevant and the Mechanical Engineering is one of the qualifications in the Service Regulations of Central Pollution Control Board. The deletion of degree in Mechanical Engineering is without any reasoning and logic. The Committee has addressed all the issues with regard to the qualification and experience and concluded as under:

- (i) Experience for promotion to the post of Environmental Engineer from Assistant Environmental Engineer should be prescribed as Eight Years and Mechanical Degree should be included in the service regulations of engineering posts.
- (ii) Representation received from Asstt Environmental Engg and Scientist 'B' could not be considered as detail mentioned above.
- (iii) The qualification for the post of Assistant Environmental Engineer for direct recruitment may be prescribed as "Full Time Regular Bachelor's Degree in First Division in Civil/Mechanical/ Chemical/Environmental Engineering"
- (iv) The qualification of AMIE from Institution of Engineers, Calcutta may be added for promotion to the post of Environmental Engineer in the Service Regulations, 2021 as per public health deptt.
- (v) Transfer mode has been deleted APPENDIX-B but in Part-I General it is still there so these entries may also be deleted.

04/11/22

Recommendation:

The following may be inserted/deleted against respective existing entries in Part-I General.

1. Qualification and Experience 7 (Inserted below existing entry)
 - a) In case of appointment by direct recruitment, possesses one of the degrees or other qualifications in the respective engineering discipline from a University or deemed University approved by University Grants Commission or from a technical institution approved by All India Council of Technical Education or has passed sections A and B of the Associate Membership Examination of the Institute of Engineers (India) Calcutta. The requisite qualification shall be possessed by the candidate on or before the last day of submission of application to the Commission:
Provided that no degree obtained through correspondence or distance education mode from any University or deemed University or technical institution shall be considered for appointment by any mode of recruitment to the Service. The degree awarded must be approved by All India Council of Technical Education.
2. Method of Recruitment 9(i)
Transfer mode be deleted from Group-B (i), (n), (o), (p), Group-C (f), (u), (z), (ab), Group-D (a), (aj).

3. APPENDIX B

1. Senior Environmental Engineer

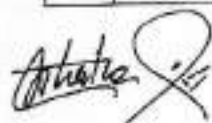
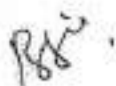
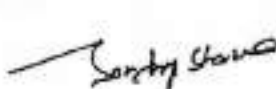
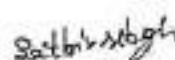
The following may be replaced against respective existing entries

Sr no	Designation of post	Academic qualification and experience, if any, of direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment
1.	Senior Environmental Engineer	-	By promotion Seven years service as Environmental Engineer in the Board on Seniority cum merit basis. By Deputation Full time regular Bachelor Degree in First Division in Civil/ Mechanical/ Chemical/ Environmental Engineering and working on analogous post in Central Government/ State Government/Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central/State Government.

2. Senior scientist

The following entries may be replaced with 02 posts to be filled by promotion from the officers of the Board. The qualification prescribed in Appendix B for the posts of Sr. Scientist to be filled by the deputation remains same.

Sr no	Designation of post	Academic qualification and experience, if any, of direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment
2.	Senior scientist	-	By promotion (02 Posts) 07 years service as Scientist C in the Board on Seniority cum merit basis.

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3. Environmental Engineer- The following may be replaced against respective existing entries.

Sr no	Designation of post	Academic qualification and experience, if any, of direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment
3	Environmental Engineer		<p>By Promotion At least 8 years' service as Assistant Environmental Engineer in the Board with first division in Bachelor Degree in Civil/Mechanical/Chemical/ Environmental Engineering from recognized university on Seniority cum merit basis; or</p> <p>Has passed section A and B of Associate Membership Examination of Institute of Engineers (India) Calcutta (Kolkata) on Seniority cum merit basis.</p> <p>By Deputation Full time regular Bachelor Degree in First Division in Civil/ Mechanical/ Chemical/ Environmental Engineering and working on analogous post in Central Government/ State Government/Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central/State Government.</p>

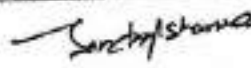
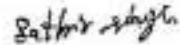
4. Scientist C- The following may be replaced against respective existing entries.

Sr no	Designation of post	Academic qualification and experience, if any, of direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment
4	Scientist C		<p>By Promotion At least 8 years' service as Scientist B in the Board having qualifications of minimum Masters degree on Seniority cum merit basis</p> <p>By Deputation Full time regular Degree in M.Sc. Chemistry/ Environmental Science/ Microbiology/Biochemistry/Bio Technology / Degree in Chemical Engineering and working on analogous post in Central Government/ State Government/Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central/State Government.</p>

5. Assistant Environmental Engineer- The following may be replaced against respective existing entries.

Sr no	Designation of post	Academic qualification and experience, if any, of direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment
12	Assistant Environmental Engineer	Full time regular Bachelor Degree in Engineering in first division in Civil/Mechanical/Environmental/Chemical Engineering	<p>By Promotion 8 years' service in the Board as Junior Environmental Engineer on Seniority cum merit basis.</p> <p>By Deputation Full time regular Bachelor Degree in First Division in Civil/ Mechanical/ Chemical/ Environmental Engineering and working on analogous post in Central Government/ State Government/Central</p>



04/114

		Pollution Control Board/State Pollution Control Board and public undertaking owned by Central/State Government.
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6. Junior Environmental Engineer. The following may be replaced against respective existing entries.

Sr no	Designation of post	Academic qualification and experience, if any, of direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment
23	Junior Environmental Engineer	Full time regular Three years Diploma in first division in Civil/Mechanical/Environmental/Chemical Engineering	By Deputation Full time regular three years Diploma in First Division in Civil/ Mechanical/ Chemical/ Environmental Engineering and working on analogous post in Central Government/ State Government/Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central/State Government. By Transfer - Deleted

(3) Mode of recruitment for the post of Junior Software Developer, Software Developer, Development Team Leader, Accountant, Accounts Clerk:

In the Service Regulations, 2021, the mode of recruitment for the post of Junior Software Developer is mentioned as "On deputation from Information & Technology Department, Haryana". The next higher post of Junior Software Developer is Software Developer and as per Regulation 9 Group B (n) of the Service Regulations, 2021, the post of Software Developer is to be filled up by promotion from Junior Software Developer. If the Junior Software Developer is not appointed by direct recruitment, the post of Software Developer cannot be filled up by promotion.

Findings of the Committee:

The mode of recruitment for the post of Junior Software Developer should be amended and the provisions of direct recruitment may be incorporated in the Service Regulations, 2021. The words 'Relaxation shall be given to incumbents being engaged consulting basis' and Note 'As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidates who have higher qualifications and advance certifications as mentioned in Annexure "B" mentioned in 'Academic qualification and experience, if any, of direct recruitment' and 'Academic qualification and experience, if any, for appointment other than by direct recruitment' for post of Development Team Leader, software developer and junior software developer in Service Regulations, 2021 are not justified. It is also the possibility that candidate may not fulfil such criteria mentioned in Service Regulations, 2021 and in those circumstances the post will remain vacant. Reference of qualification was taken from recent posts advertised by HARTRON and CRID Govt. of Haryana is attached as (Flag-J&K).

Recommendations

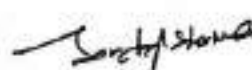
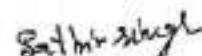
Junior Software Developer

The following may be substituted in "Method of Recruitment" at regulation 9 (1) under heading of Group B

(r) In the case of Junior Software Developer,-

- (i) By direct recruitment; or
(ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time



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The following may be substituted in appendix B against the respective entry

Sr no	Designation of post	Academic qualification and experience, if any, of direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment
18	Junior Software Developer	<p>B.E./B.Tech (IT/Computer Science/Electronics & Communications) or MCA or M.Sc. (IT/Computer Science/Electronics & Communications) from a recognized University or Institution with minimum 60% marks.</p> <p>OR</p> <p>BCA, BSC (IT/Computer Science/Computer Application/Electronics & Communications) from a recognized University or Institution with minimum 60% marks.</p> <p>Minimum 2 years of relevant experience in Java (Struts/spring), Oracle/ SQL OR .Net with MVC, SQL Technology OR PHP</p>	<p>By Deputation</p> <p>Full time regular bachelor degree in IT/ Computer Science/ Computer Application/ Electronics & Communications and working on analogous post in Central Government/ State Government/Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central/State Government.</p>

Software Developer

The following may be substituted in "Method of Recruitment" at regulation 9 (1) under heading of Group B

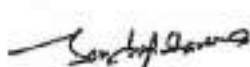
(n) In the case of Software Developer,-

- By promotion from amongst Junior Software Developer; (In case candidate (s) not having the qualification and experience as mentioned for promotion then this post meant for the promotion quota be filled through direct recruitment.)
- On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time

The following may be substituted in appendix B against the respective entry

Sr no	Designation of post	Academic qualification and experience, if any, of direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment
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04/11/16

13	Software Developer	B.E./B.Tech. (IT/Computer Science/Electronics & Communications) or MCA or M.Sc. (IT/Computer Science/Electronics & Communications) from a recognized University or Institution with minimum 60% marks. Minimum 2 years of relevant experience in Java (Struts/spring), Oracle/ SQL OR .Net with MVC, SQL Technology OR PHP OR BCA, BSC (IT/ Computer Science/ Computer Application/ Electronics & Communications) from a recognized University or Institution with minimum 60%marks. Minimum 5 years of relevant experience in Java (Struts/spring), Oracle/ SQL OR .Net with MVC, SQL Technology OR PHP	By Promotion 3 years' service in the Board as Junior Software Developer on Seniority cum merit basis. By Deputation Full time regular bachelor degree in IT/ Computer Science/ Computer Application/ Electronics & Communications and working on analogues post in Central Government/ State Government/Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central / State Government.
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Development Team Leader

The following may be substituted in "Method of Recruitment" at regulation 9 (1) under heading of Group A

(f) In the case of Development Team Leader,-

- By promotion from amongst Software Developer; or
- On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time

The following may be substituted in appendix B against the respective entry

Sr no	Designation of post	Academic qualification and experience, if any, of direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment
6	Development Team Leader		By Promotion 8 years' service in the Board as Software Developer on Seniority cum merit basis. By Deputation Full time regular bachelor degree in IT/ Computer Science/ Computer Application/ Electronics & Communications and working on analogues post in Central Government/ State Government/Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central / State Government.

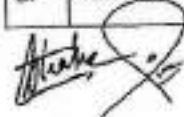
Accountant

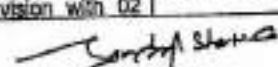
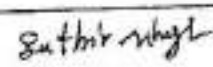
The following may be substituted in "Method of Recruitment" at regulation 9 (1) under heading of Group C (aa)

- 50% by promotion amongst the Accounts Clerk/Clerks (In case candidate (s) not having the qualification and experience as mentioned for promotion then the posts meant for the promotion quota be filled through direct recruitment.)

The following may be substituted in appendix B against the respective entry

Sr no	Designation of post	Academic qualification and experience, if any, of direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment
27	Accountant	M. Com. second division or B.Com. first division with 02	By Promotion



	years experience in commercial accounting. Note: (In case candidate (s) not having the qualification and experience as mentioned for promotion then the posts meant for the promotion quota be filled through direct recruitment)	B.Com with three years experience in Board as Accounts Clerk/ Clerk By Deputation M. Com. second division or B.Com. first division with 02 years experience in commercial accounting and working on analogous post in Central Government/ State Government/Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central / State Government.
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Accounts Clerk:

The following may be substituted in "Method of Recruitment" at regulation 9 (1) under heading of Group C (ee)

- (i) 50% by promotion amongst the Accounts Clerk/Clerks (In case candidate (s) not having the qualification and experience as mentioned for promotion then the posts meant for the promotion quota be filled through direct recruitment.)

The following may be substituted in appendix B against the respective entry

Sr no	Designation of post	Academic qualification and experience, if any, of direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment
31	Accounts Clerk	B.Com. second division Note: (In case candidate (s) not having the qualification and experience as mentioned for promotion then the posts meant for the promotion quota be filled through direct recruitment)	By Promotion B.Com with three years experience in Board as Clerk By Deputation B.Com. second division with 03 years experience and working on post of clerk/Accounts Clerk in Central Government/ State Government/Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central / State Government.

(4) The Committee also discussed that in the Service Regulations, 2021, there is provision to take officers on deputation working on equivalent post in any Department of State Government. According to this provision, only employees of Government Departments can be taken on deputation. The Committee observed that the Board may get qualified, experienced and better employees on deputation from Public Sector Undertaking of the State Government. Therefore, it will be in the interest of the Board to get persons on deputation from Public Sector Undertakings of State Government and Central Pollution Control Board also.

Findings of the Committee:

The provisions for taking persons on deputation from Public Sector Undertaking and Central Pollution Control Board should be made in the Service Regulations.

Recommendations:

The following may be substituted against respective entries in the service regulation 2021 if any left other than above.

Sr. no	Designation of post	Academic qualification and experience, if any, of direct recruitment	Academic qualification and experience, if any, for appointment other than by direct recruitment
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Atkins

HSR

Sachin Sharma

Sachin Singh

04/11/8

			By Deputation <name of Post> or its equivalent post in the Central Pollution Control Board or any State Pollution Control Board or any equivalent post in Government or the Central/State Government undertaking subjected to the condition that candidate poses full time <name of degree>
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(5) The State Pollution Control Board in its 174th meeting held on 12.01.2018 approved to create a post of Administrative Officer/Under Secretary in the pay scale of Rs. 15800-39100+6000 GP in Group A. The Government also granted sanction to create this post on 06.06.2017 but the status of the post was lowered in Group B in the pay scale of Rs. 9300-34800+5400 GP. The requirement of the Board was to have a post of Administrative Officer in Group A category in the pay scale of Rs. 15800-39100+6000 GP, as Administrative Officer of the Board has to represent the Board at various high level platforms with the Centre and State Government Offices. The State Government Litigation Policy also provides that the replies shall be signed and filed by the officer not below the rank of Deputy Secretary/Joint Secretary. The Board has to file much litigation before the Hon'ble Supreme Court of India, High Court and various other Courts, but due to the reason that the post of Administrative Officer in the Board is a Group B post and the Administrative Officer of the Board cannot sign the replies and plaints.

Findings of the Committee:

The Committee has deliberated this issue and is of the view that the proposal of the Board approved in 174th Meeting (Flag-'L') was as per the requirement of the Board, the post of Administrative Officer is equivalent to the rank of Under Secretary to Government of Haryana and as per the provisions existing in the Haryana Civil Secretariat and also in the Haryana State Agriculture Marketing Board (HSAMB), Panchikula (Flag-'M'), therefore, the post should be upgraded in Group A in the pay scale of Rs. 15800-39100+6000GP.

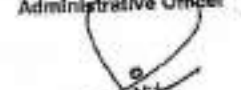
The report is submitted accordingly.

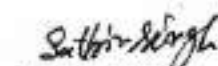

 (Sandeep Sharma)
 Superintendent(Estt.)

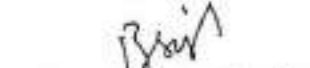

 (Jasbir Singh)
 Administrative Officer

(Mohan Singh)
 Sr. Accounts Officer

(Raj Kumar)
 Scientist-'C'


 (Anil Kumar)
 Environmental Engineer


 (Satbir Singh)
 District Attorney


 (Bhupender Singh Riwala)
 Senior Environmental Engineer

04/119

Subject:- Report of the Committee on Service Regulations.

- 1) It is submitted that the undersigned was not available during the meeting of subject mentioned matter i.e. on 30.03.2022/04.04.2022. On perusal of the report of committee it has been found that in the item No. 5 (Anomalies in category and pay scale of Administrative Officer, HSPCB) the pay scale has been mentioned as 15600-39100+6000 GP, which was in existence upto 31.12.2015. After the pay revision such scale has been merged in the FPL-11 (15600-39100+6600 GP). This needs to be corrected please. I agree with rest of the items please.
- 2) In the office of HSPCB there are two posts of Private Secretary. The Level of Chairman, HSPCB is equal to the Chief Secretary to Govt. of Haryana and it is my opinion that one post of Private Secretary may be upgraded to the post of Senior Secretary to Chairman/HSPCB and presently Member Secretary of HSPCB is in the level of Principal Secretary to Govt. Haryana, so the second post of Private Secretary can be upgraded to Private Secretary to Member Secretary instead of P.A. and the post of P.A. can be surrendered.
- 3) One post of Section Officer (SA5) may also be created extra as only one Section Officer is not in a position to control the overall receipts/expenditure/budget/audit/advise cases of HQ as well as 22 offices of field offices.

Sh
 15-4-2022
 CAO/HSPCB
 Senior Accounts Officer
 Haryana State Pollution Control Board
 C-11, Sector-6, Panchsara

I attended the meeting of the Committee on 30/03/2022.
 I visited on 31/03/2022. I agree with the observations/
 recommendations of the Senior Account Officer. *[Signature]*
(Raj Kumar)
 S.C. (Retired)

1922945/2022/Estt.Br

03/13
 CMA / US PCB
 Policy / Health Officer
 Maryland State Pollution Control Board
 11. 10. 1986

MARYLAND GOVT. GAZ. (EXTRA), OCT. 28, 2016 (NR7K 6, 1938 BAKA)

9637

1941067/2022/Estt.Br



Annexure-E 04/121
**HARYANA STATE POLLUTION CONTROL BOARD
C-11, SECTOR 6, PANCHKULA**

No.HSPCB/2022/2465-2496

Dated: 20.04.2022

To

1. All the Branch Incharge In Head Office.
2. All the Regional Officers of HSPCB.
3. All the Laboratory Incharges of HSPCB

Subject:- Inviting Claims and Objections with regard to proposed amendments in Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2021.

Kindly refer to the subject noted above.

In this connection, it is intimated that the State Government vide Notification dated 15th January, 2021 repealed the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2004 and notified the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2021. The Board is proposed to amend the said Regulations as per the provisions of the Act. A Committee for the amendments in Service Regulations, 2021 was constituted to give report with regard to the any amendment, if required. The Committee has submitted its report which has been uploaded on the website of Haryana State Pollution Control Board i.e. hspcb.gov.in alongwith the Service Regulations, 2021.

If any employee of the Board desires to submit claims and objection on the proposed amendments as suggested by the Committee in the above report may submit to the Member Secretary, HSPCB within 15 days i.e. by 06th May, 2022 thereafter no correspondence in this regard will be entertained/considered.

SANDEEP SHARMA Digitally signed by
SANDEEP SHARMA
Date: 2022.04.20
10:49:25 +05'30'
Superintendent (Estt.)
for Chairman

Endst. No. HSPCB/Estt./2022/2497

Dated: 20.04.2022

A copy of the above alongwith copy of report of the committee and Service Regulations, 2021 is forwarded to the Senior Environmental Engineer (IT Cell) with the request to upload the same on the Home Page of the website of the Board today positively.

SANDEEP SHARMA Digitally signed by
SANDEEP SHARMA
Date: 2022.04.20
16:30:15 +05'30'
Superintendent (Estt.)
for Chairman

2115701/2022/PLG/479
16/6/2022

Annexure-F 04/122



HARYANA STATE POLLUTION CONTROL BOARD

C-11 Sector-6, Panchkula
Ph - 0172- 577870-73, Fax No. 2681201
E-mail- hspcbho@gmail.com
Website: www.hspcb.gov.in

No. HSPCB/PLG/2022/ 479

Dated: 16/6/2022

To,

The Chairman,
HSPCB, Panchkula.

MS

Pl examine &
do the needful.

16/6/2022

Sub: Comments of the committee on claims and objections. filed by the officers/officials of the Board regarding amendments in the Haryana State Pollution Control Board (Group-A, B, C & D) Service Regulation.

Kindly refer to the subject noted above.

In this connection, it is intimated that meetings were held in regard to the claims and objections filed by the officers/officials of the Board regarding amendments in the Haryana State Pollution Control Board (Group-A, B, C & D) Service Regulation. Committee has considered all the claims and objections given by the officers/officials upto 06.05.2022 and has submitted their comments for the consideration of competent authority.

Final report of the Committee in annotated form is hereby submitted for further necessary action please.

DA/Committee report.

Sr. Environmental Engineer (PLG)
For HSPCB

Chairman, HSPCB
Dated: 16/6/2022

MS

Observations of the Committee on the claims and objections filed by the officers/officials

Sr. No.	Name of officer	Brief of claims/objections	Comments of Committee
1.	Sh. I.P. Singh, Sr. EE (HQ) Sh. Satinder Pal, Sr. EE (HQ) Sh. Sanjeev Kumar, Sr. EE (HQ)	<p>The scientific and engineering cadres should be merged/ combined in the Board as both the cadres discharge similar type of work in the Regional Office as well as in Head Office.</p> <p>As above and to promote SEE against the post of Chief Scientific Officer.</p> <p>As above and Chemical Engineers may also be appointed as Board Analyst.</p>	<p>The work and duties of scientific cadre officers and engineering cadre officers have been defined by the Board while seeking approval of these posts from the Government and scientific cadre is for a specific nature of scientific work such as laboratory research work etc. It is also not desirable to combine seniority of scientists and engineers as this may create unnecessary litigation.</p> <p>Therefore, the submissions of merging the cadres of scientist and engineers are not considerable.</p> <p>The matter of Board Analyst does not fall under the purview of this committee.</p>
2.	Sh. Randeep Singh, Environmental Engineer	<p>1. In case of non availability of eligible candidate for promotion to the post of Chief Scientific Officer and Senior Scientist, the appointing authority may appoint a person through deputation from engineers of Board against these posts and vice-versa for Chief Environmental Engineer & Senior Environmental Engineer, who is already in the service of the Board, to any post by way of deputation to such cadre provided that person to be appointed/disputed opt for the same and he/she fulfills the prescribed qualifications and experience of recruitment through deputation to the post for which he/she opts for appointment on such cadre. Further, the concerned person should be working in the Board.</p> <p>2. Pay scale of employees may be revised, if he/she possesses essential qualifications or experience for particular post but he/she can't be promoted due to non availability of vacant post. An Assistant Environmental Engineer having experience of 8 years, may be given the pay scale of the post of Environmental Engineer as a personal measure while continuing to discharge the duties of Assistant Environmental Engineer, if an Assistant Environmental Engineer of cadre having equivalent length of services as Assistant Environmental Engineer has been promoted as Environmental Engineer. An Environmental Engineer having experience of 7 years, may be given the pay scale of the post of Senior Environmental Engineer as a personal measure while continuing to discharge the duties of Environmental</p>	<p>1. The suggestion is not acceptable as the provision of deputation in same department on another cadre post is not possible.</p> <p>2. To 3. The pay scales are revised by the Government from time to time and the Board adapts the same.</p> <p>5. To 8. The service rules of PWD (IGR) are taken as reference for the amendment in HPCB (Group A, B, C, D) Service Regulations. The committee has examined Engineering Service Rules of Engineering Department of Haryana (i.e. PWD (IGR), PWD (Public Health) and PWD (Irrigation Department). In service regulation of PWD (IGR) it has been notified that for the promotion to the rank of Superintending Engineer 7 year service as an Executive Engineer has been mentioned.</p> <p>9. This is not a part of service regulations of the Employees of the Board as the terms and conditions of service of Member Secretary are governed by the rules made under Water and Air Acts.</p> <p>10. The existing provision is in order as the qualification for deputationists should not be different from the qualification prescribed for promotion.</p> <p>11. The suggestion is not justified, hence not acceptable.</p>

216104/2022/EST.BT

Sant Singh

S.P. Singh

04/123

04/124

Sr. No.	Name of officer	Brief of claims/objections	Comments of Committee
		<p>Engineer, if an Environmental Engineer of cadre having equivalent length of service as Environmental Engineer has been promoted as Senior Environmental Engineer.</p> <p>3. Post of Asst and Scientist 'B' may be converted to Class/Group-A post with pay scale of GP 6000/- and pay scale of Environmental Engineer & Scientist 'C' of GP 8000/-.</p> <p>4. Initial recruitment may be start from AE and Scientist as Group-B post with pay scale of GP 5400/-.</p> <p>5. Promotion from AE/Scientist to AEE/Scientist 'B' may be applicable after 3 years of service and AEE/Scientist 'B' to EE/Scientist 'C' after 5 years service.</p> <p>6. Promotion from EE/Scientist 'C' to SEE/Senior Scientist may be applicable after 5 years of service.</p> <p>7. Promotion from SEE/Senior Scientist 'C' to Chief Environmental Engineer/Chief Scientific Officer may be applicable from senior most SEE/Senior Scientist of testing cadre.</p> <p>8. Promotion from JEE to AE may be applicable after 3 years service.</p> <p>9. Officer of Board may be eligible for post of Member Secretary on rotational selection by Committee/Genl.</p> <p>10. Keeping in view of orders of various courts/tribunal regarding qualification in field of environment, higher qualification may be given preference on deputation for higher/supervisory post.</p> <p>11. Officers of Board are dealing with multi-farious specific environmental acts/notifications/rules quasi-judicial in nature and becomes conversant within short span of time and thus, requires less experience for promotional post in comparison engineering departments of State and experience aspect of officers of Board may not be inconsonance with engineering departments of State rather comparable with CPCB/SPCC/SPCLs i.e. Scientist 'B' of CPCB (equivalent to AEE of Board) become eligible for Scientist 'C' (equivalent to Chief Scientific Officer/Chief Environmental Engineer of Board) after sixteen year service as Scientist 'B'.</p>	

Bhatnagar Singh

Page 2 of 7

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2116101/2022/est.B

Sr. No.	Name of officer	Brief of claims/objections	Comments of Committee
2.	<p>Sh. Sandeep Singh, EE (GSS)</p> <p>Sh. Virender Puri, EE (Panchkula Region)</p>	<p>The existing provisions regarding qualifications and experience for promotion to the post of SEE i.e. "seven years' experience in the field as Environmental Engineer or total 15 years experience as Environmental Engineer and Assistant Environmental Engineer subject to this condition that the candidate possesses regular full time degree in Engineering or its equivalent" should not be changed as proposed by Committee. In case, it is considered to be changed the regular experience of promotion to the post of SEE may be prescribed three years as Environmental Engineer.</p> <p>It has also been suggested that after completion of 15 years service as AEE and EE, there should be given the pay-scales of SEE.</p> <p>As above and the provision of deputation for SEE should be deleted.</p>	<p>The service rules of PWD (B&R) are taken as reference for the amendment in HSPCB (Group A, B, C, D) Service Regulations. The committee has examined Engineering Service Rules of Engineering Department of Haryana i.e. PWD (B&R), PWD (Public Health) and PWD (Irrigation Department). In service regulation of PWD (B&R) it has been notified that for the promotion to the rank of Superintending Engineer 7 year service as an Executive Engineer has been mentioned (Annexure-1).</p> <p>This is not the purview of the Committee.</p> <p>The provision of deputation is a stand by provision to fill up the vacant posts, if eligible persons are not available in the field.</p> <p>Therefore, submissions made by representationists are not considerable. It is also not considerable to combine the seniority of scientists and engineers as this may create unnecessary litigation.</p>
3.	<p>Sh. Hain Malhotra, EE (Ambala Region)</p> <p>Sh. Shakti Singh, EE (Hazar Region)</p>	<p>(A) The regular Master Degree of Environment Engineering may kindly be included in the academic qualification and experience in case of Scientist C and Chief Scientific Officer in the service regulations.</p> <p>(B) That the criteria for the promotion of SEE from EE in the existing service regulations 19-1-2021 may not be amended as that severely affect the promotion right of underdesignated and other eligible EEs.</p> <p>(C) That the last note be mentioned in the service regulations that the consequential financial benefits i.e. pay scale of S.E.E may be granted to the EEs on being having eligibility of promotion to the post of SEE as per present service regulations 19-01-2021. Further personal hearing may kindly be accorded to underdesignated to explain the issue.</p>	<p>The service rules of PWD (B&R) are taken as reference for the amendment in HSPCB (Group A, B, C, D) Service Regulations. The committee has examined Engineering Service Rules of Engineering Department of Haryana i.e. PWD (B&R), PWD (Public Health) and PWD (Irrigation Department). In service regulation of PWD (B&R) it has been notified that for the promotion to the rank of Superintending Engineer 7 year service as an Executive Engineer has been mentioned (Annexure-1).</p> <p>This is not the purview of the Committee.</p> <p>Therefore, submissions made by representationists are not considerable.</p>

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Sr. No.	Name of officer	Brief of claim/objections	Comments of Committee
4.	<p>Sh. Ravi Singh, AEE (Hear Region)</p> <p>Sh. Sandeep Singh, AEE (Palwal Region)</p> <p>Sh. Anil, AEE (Kurukshetra Region)</p> <p>Sh. Ashutosh Singh Tanwar, AEE (Faridkot Region)</p> <p>Sh. Dinesh Kumar, AEE (Bathinda Region)</p>	<p>(i) The provision of deputation of engineers from Government Departments should be deleted.</p> <p>(ii) In Haryana Vidyut, Pannar Nigam Limited (HVNGL) and Irrigation & Water Resource Department, Haryana, the requisite experience for promotion in three years after giving relaxation in service rules and these can be eligible for deputation in HSPCB and AEE of the Board has to work under him who has effectively less experience than AEE of HSPCB.</p> <p>(iii) The experience for promotion from AEE to EE should be reduced to five years.</p> <p>(iv) The provision of promotion for AMIE degree holder should be deleted and it should be kept regular Bachelor Degree in Engineering.</p> <p>(v) Time Scale be given.</p> <p>(vi) The deputation quota should be deleted from the cycle of engineers. On the deputation should be for a fixed term.</p>	<p>The provision of deputation is a stand by provision to fill up the vacant posts, if eligible persons are not available.</p> <p>The service rules of PWD (B&R) are taken as reference for the amendment in HSPCB (Group A, B, C, D) Service Regulations. The committee has examined Engineering Service Rules of Engineering Department of Haryana i.e. PWD (B&R), PWD (Public Health) and PWD (Irrigation Department). In service regulation of PWD (B&R) it has been notified that for the promotion to the rank of Executive Engineer total a year service as Assistant Engineer and Assistant Executive Engineer has been mentioned (Annexure-1).</p> <p>There is a provision of power of relaxation and regulation 18 of HSPCB (Group A, B, C, D) Service Regulations 2021.</p> <p>Hon'ble High Court and Supreme Court of India have already decided that AMIE Certificate degree is valid for promotion.</p> <p>This is not the purview of the Committee.</p> <p>The provision of deputation is a stand by provision to fill up the vacant posts, if eligible persons are not available in the Board.</p> <p>Therefore, submissions made by representatives are not considerable.</p>
5.	<p>Sh. Suresh Bhargava, AEE (GGS)</p> <p>Sh. Sachin Kumar, AEE (Bathinda Region)</p>	<p>The requisite experience for promotion to the post of EE should be reduced to five years experience in place of nine years experience and the experience acquired from any other department should be counted/ considered for promotion to the post of EE.</p> <p>"Eight years' service as Engineer Assistant Environmental Engineer in the Board or total 15 years' experience as Junior Environmental Engineer (JEE) and Assistant Environmental Engineer (AEE) subject to the condition that the candidate possesses degree in Engineering or its equivalent" or has passed Section A and B of Associate Membership Examination of Institute of Engineers (India) Deloitte (Bharat).</p>	<p>There is a provision of seniority at regulation 11 of HSPCB (Group A, B, C, D) Service Regulations 2021 and regulation 12 of HSPCB (Group A, B, C, D) Service Regulations 2021 and provisions regarding the seniority are clear for the appointment by direct recruitment, promotion, transfer.</p> <p>Therefore, submissions made by representatives are not considerable.</p> <p>The committee has examined Engineering Service Rules of Engineering Department of Haryana i.e. PWD (B&R), PWD (Public Health) and PWD (Irrigation Department).</p> <p>The proposal of academic qualification and experience for the</p>

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Sr. No.	Name of officer	Brief of claims/objections	Comments of Committee
7.	Sh. Vinay Gill, AEE (HQ)	He has stated that no change is required in the Service Regulations.	No Observation.
8.	Sh. Sukh Ram, Scientist 'B' (Rural Region), Sh. Ram Nivas, Scientist 'B' (Agriculture Lab) Sh. Ravinder Hooda, Scientist 'B' (Rural Lab) Sh. Kaurji Bala, Scientist 'B'	(i) The prescribed experience for Scientist 'B' should be reduced to five years in place of eight years. (ii) The prescribed experience for the SSA to Scientist 'B' may be reduced from five years to two/three years on the combined experience SSA/SSA may be considered for promotion and number of posts of SSA may be increased as the SSA is promoted from SSA and number of posts of SSA are more than SSA, hence the eligible SSAs are not available for promotion as SSA. (iii) The post of Senior Scientist meant for deputation may be converted to the promotion quota. (iv) Time Scale may be included in the Service Rules to give the motivation to the employees of the Board. (v) The post of Senior Scientist meant for deputation should be converted to Engineering Cadre (vi) The post of Senior Scientist (Air & Water Quality) meant for deputation should be filled up by promotion from amongst the Scientists of the Board. (vii) The experience for promotion to the post of Scientist 'C' from the post of Scientist 'B' should be five years instead of eight years as prescribed in Service Regulations, 2021.	The experience for post meant for the Scientific cadre (CSO/Sr. Scientist/Scientist-C/Scientist-B and other posts) has been kept on same pattern for the post of engineering cadre (CEE/SEE/EE/AEE and other posts) so as to avoid the ambiguity and to avoid litigation. The service rules of PWD (SSR) are taken as reference for the Scientist in HSPCB (Group A, B, C, D) Service Regulations. The committee has examined Engineering Service Rules of Engineering Department of Haryana i.e. PWD (SSR), PWD (Public Health) and PWD (Irrigation Department). Experience at the relevant post is mandatory and numbers of posts are also according to the distribution for work and as per notified service rules, 2004 relevant at the time of appointment. The provision of deputation is a stand by provision to fill up the vacant posts, if eligible persons are not available in the Board. This is not the purview of the Committee. Therefore, submissions made by representatives are not considerable.
9.	Sh. Piyush, Scientist 'B', (Panchkula Laboratory) Sh. Silvestre Singh, Scientist 'B' (HQ) Dr. Ravindra Singh, Scientist 'B' (HQ) Dr. Devender Singh, Scientist 'B' (HQ)	(i) The post of Senior Scientist meant for deputation should be converted to Engineering Cadre (ii) The post of Senior Scientist (Air & Water Quality) meant for deputation should be filled up by promotion from amongst the Scientists of the Board. (iii) The experience for promotion to the post of Scientist 'C' from the post of Scientist 'B' should be five years instead of eight years as prescribed in Service Regulations, 2021.	The posts meant for deputation of Sr. Scientist are for some specific purpose with specific qualification for specialized field. Similar comments as mentioned at sr. no. 8 Therefore, submissions made by representatives are not considerable.

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Sr. No.	Name of officer	Brief of claims/objections	Comments of Committee
10.	Sh. Vikas Grewal, Scientist 'B' (Dharuhera Region)	The qualification of M. Sc. may be deleted from the provisions or promotion to the post of Scientist 'C' for the persons appointed as ISA/SSA and become Scientist 'B' after completion of 10 years service in the Board. The prescribed experience for the Scientist 'A' to Scientist 'C' may be reduced from 10 years to 05 years referring the CPDA Service Rules.	Qualification and experience at the relevant post is mandatory and numbers of posts are also according to the distribution for work and as per notified service rules, 2004 relevant at the time of appointment. Therefore, submissions made by representationist is not considerable.
11.	Smt. Manika, Scientist 'B' Smt. Kirti, Scientist 'B' Smt. Panki, Scientist 'B' Dr. Sunil Sheoran, Scientist 'B'	(i) All the posts of Senior Environmental Engineer are either by promotion or by deputation whereas in the case of Senior Scientist only two posts out of total nine posts are by promotion. Post, 7 posts are fixed for deputation only. It means only 22% posts are by promotion & 78% posts are fixed for deputation only. Whereas, the Board has exempted Officers having higher qualification, upto Ph. D. Therefore, there is no need to fix these posts specifically for deputation. All the posts of Senior Scientist must be by promotion on seniority cum merit basis or by deputation in similar line with that of Senior Environmental Engineer. (ii) In the recommendation of committee, the qualification required for the post of Scientist 'C' by promotion is "Minimum Masters Degree on Seniority cum merit basis". It must be replaced as "Minimum full time regular Masters Degree in Science on Seniority-cum-merit basis. Or Ph.D. in Life Science/Physical Science/Environmental Science/Earth Science with 4/7 years experience in Board as Scientist 'B' in similar lines with the qualification & experience required for deputation as per notified HSPCB Service Rules 2000 & 2021.	Prescribed number of promotional posts for relevant cadre are as per the strength and workload and other 07 posts meant for deputation of Sr. Scientist are for some specific purpose with specific qualification for specialized field. When lower qualification such as Master Degree is acquired as specified then Post Graduate Degree is automatically eligible. Relevant qualification has been prescribed keeping in view of qualification mentioned for other posts to avoid unnecessary litigation before the legal forum. Therefore, submissions made by representationists are not considerable.
12.	Sh. Apurvesh Kumar, Scientist 'B' (GDS) Sh. Sudh Nam, Scientist 'B' (Rural Region) Smt. Neera Bada, Scientist 'B' (Panchkula Laboratory) Sh. Narendra Hooda, Scientist 'B' (Faridabad Laboratory) Sh. Ram Nivas, Scientist 'B' (Gurgaon Laboratory) Sh. Sajjan Singh, Laboratory Attendant (Faridabad Lab)	They have requested to change the qualification of Board Analyst appointed under Water Act, 1974 and Air Act, 1986. There is no promotional avenue for Laboratory Attendant, therefore, the avenue for the promotion may be made and he should be considered for promotion as Assistant Or ISA/SSA.	The subject matter of Board Analyst does not fall under the preview of this committee. Therefore no comments required.

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Sr. No.	Name of officer	Brief of claims/objections	Comments of Committee
14.	Sh. Manish Sharma, Peon, Sh. Sandeep, Peon, Sh. Rahul, Peon, Sh. Gouri Shankar, Peon, Sh. Harveen Kumar, Peon, Sh. Ramshar, Peon, Sh. Vikas, Peon, Sh. Pardeep Kumar, Peon, Sh. Anil Kumar, Peon, Sh. Amit Kumar, Peon, Sh. Pooja Yadav, Peon, Sh. Mahesh Kumar, Peon, Sh. Vinod Kumar, Peon, Sh. Rupinder Singh, FA	(i) Promotion quota of Group-D employees may be increased up to 80% similar to the Laboratory Attendant and Junior Scale Stenographer. (ii) The requisite experience for promotion from Group-D to Group-C may be reduced to three years from five years. (iii) Departmental Promotion Committee may be constituted for Group-C promotions. (iv) There should be a provision of cadre change system for the persons having same qualification on analogous posts.	The post of SA and SSA are entry level posts for the scientific cadre. Therefore, submissions made by representationist is not considerable. The committee has given the findings and justification in their report about their recommendation for the posts mentioned therein. As per service regulations of Haryana Group-D employees have the options for the promotion to the post of Lab Attendants or Clerk. Therefore, submissions made by representationists are not considerable.

Sandeep Sharma
(Sandeep Sharma)
Superintendent (Estt.)

Jasbir Singh
(Jasbir Singh)
Administrative Officer

Mohab Singh
(Mohab Singh)
Sr. Accounts Officer

Dr. Monika
(Dr. Monika)
Scientist-B

Nirmal Kumar
(Nirmal Kumar)
Environmental Engineer

Satbir Singh
(Satbir Singh)
District Attorney

Bhupender Singh Riwala
(Bhupender Singh Riwala)
Sr. Environmental Engineer

Annexure-'G'

Proposed amendments in Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2021

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	Notification dated 15 th January, 2021 - Service Regulations 2021	Proposed Amendments	Remarks
Sr. No.	Method of Recruitment		
1.	<p>9 (1) Recruitment to the Service shall be made,-</p> <p>Group-A</p> <p>(a) In the case of Senior Environmental Engineer:</p> <p>(i) By Promotion from amongst Environmental Engineers.</p> <p>(ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>---</p> <p>(a) In the case of Senior Environmental Engineer:</p> <p>(i) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>Many times, the eligible, well-qualified and suitable persons in Government Departments either not available or do not interested to come on deputation in the Board, hence there are the chances the posts remained unfilled. Suitable and more qualified persons may be available in CPCB, SPCBs and other autonomous bodies who may be beneficial for the working of the Board, therefore, the provision of taking officers on deputation from autonomous bodies should be made.</p>
2.	<p>(b) In the case of Senior Scientist:</p> <p>(i) 2 posts by Promotion from amongst Scientist 'C'.</p> <p>(ii) 2 posts through deputation for Data and Analytics Cell</p> <p>(iii) 5 posts through deputation:</p> <p>a) One Expert of Air Quality</p> <p>b) Four experts of Water Quality, Waste Management, Nature Conservation and Toxicology.</p>	<p>(b) In the case of Senior Scientist:</p> <p>(i) (ii) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>As above.</p>

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3.	<p>(c) In the case of Environmental Engineer:-</p> <p>(i) 100% by promotion from amongst Assistant Environmental Engineer; and</p> <p>(ii) By deputation of an officer already in the service of State Government or the Government of India;</p>	<p>(c) In the case of Environmental Engineer:-</p> <p>(i) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>The Board issued circular to Government Departments for filling up vacant posts of Environmental Engineers on deputation 2-3 times, but received only a few applications from the Government Departments and did not receive the applications of the well qualified and eligible persons. The Board may get qualified and experienced persons from CPCB, SPCBs or autonomous bodies. Therefore, taking officers on deputation the Committee recommended the provisions of filling up the posts on deputation from the autonomous bodies should be made.</p>
4.	<p>(d) In the case of Scientist C:-</p> <p>(i) 100% by promotion from amongst Scientist B; and</p> <p>(ii) By Deputation of an officer already in the service of State Government or the Government of India;</p>	<p>(d) In the case of Scientist C:-</p> <p>(i) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>(ii) As above.</p>
5.	<p>(e) In the case of Development Team Leader</p> <p>On deputation from Information Technology Department, Haryana</p>	<p>(e) In the case of Development Team Leader to be added, after the word Haryana</p> <p>"Or on contract from the empanelled agencies for a fixed term"</p>	<p>Sometimes, the persons having suitable/prescribed qualifications are not available in the Information & Technology Department, therefore, scope of taking IT Professionals on deputation should be extended to other Agencies also. The office requested the IT Department to post Development Team Leader but no person was deputed in the Board.</p>

<p>Group 'B'</p> <p>6.</p>	<p>(i) In the case Administrative Officer:-</p> <p>(i) By promotion from amongst Superintendent/Private Secretary; or</p> <p>(ii) By transfer, an officer already in the service of State Government.</p> <p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(i) In the case of Administrative Officer:-</p> <p>(ii) The transfer Mode to be omitted;</p> <p>(iii) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p> <p>Note: The post to be upgraded in Group 'A'</p>	<p>(i) The Transfer Mode of appointment needs to be omitted in respect of promotional post, if post is filled up on transfer basis, it shall adversely affect the promotional avenues of the feeder cadre.</p> <p>(ii) As Above at Sr. No. 1.</p> <p>As per the Litigation Policy of the State Government and the directions issued by the Hon'ble High Court, replies/petitions are to be filed by Group-A Officers. In many other Government Departments, the post of Administrative Officer is already in Group-A. So for good administrative control, the post should be in Group 'A'.</p> <p>(iii) As above at Sr. No. 4.</p>
<p>7.</p>	<p>(i) In the case of Scientist B:-</p> <p>(i) 50% by promotion from amongst Senior Scientific Assistants; and</p> <p>(ii) 50% by direct recruitment; or</p> <p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(i) In the case of Scientist B:-</p> <p>(ii) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>(i) As above at Sr. No. 4.</p>

8.	(k) In the case of Assistant Environmental Engineer:- (i) 75% by direct recruitment; and (ii) 25% by promotion from amongst Junior Environmental Engineer; or (iii) By deputation of an officer already in the service of State Government or the Government of India;	(k) In the case of Assistant Environmental Engineer:- (ii) to be substituted with "By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"	(iii) As above at Sr. No. 3.
9.	(m) In the case of Deputy District Attorney:- On deputation from prosecution department of Haryana.	(m) In the case of Deputy District Attorney:- The post to be upgraded in Group 'A'	The Government has already upgraded the post of Deputy District Attorney into Group-A. Hence the post should be upgraded in Group-A.
10.	(n) In the case of Software Developer:- (i) By Promotion from amongst Junior Software Developer; or (ii) by transfer or deputation	(n) In the case of Software Developer:- To be substituted with (i) On Deputation from Information Technology Department; or (ii) On contract from the empanelled agencies for a fixed term"	Sometimes, the persons having suitable/prescribed qualifications are not available in the Information & Technology Department, therefore, scope of taking IT Professionals on deputation should be extended to other Agencies also. The office requested the IT Department to post Development Team Leader but no person was deputed in the Board.

11.	<p>(a) In the case of Superintendent:-</p> <p>(i) By promotion from amongst Deputy Superintendent/ Assistant/ Accountant;</p> <p>(ii) By transfer, an official already in the service of State Government or the Government of India;</p> <p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(a) In the case of Superintendent:-</p> <p>(i) The transfer Mode to be omitted;</p> <p>(ii) to be substituted with "By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>(ii) The Transfer Mode of appointment needs to be omitted in respect of promotional post only. If post is filled up on transfer basis, it shall adversely affect the promotional avenues of the feeder cadre.</p> <p>(iii) As Above at Sr. No. 1.</p> <p>As at Sr. No. 11.</p>
12.	<p>(p) In the case of Private Secretary:-</p> <p>(i) By promotion from amongst Personal Assistants; or</p> <p>(ii) By transfer, an official already in the service of State Government or the Government of India;</p> <p>(iii) By deputation of an officer already in the service of State Government or Government of India;</p>	<p>(p) In the case of Private Secretary:-</p> <p>(i) The transfer Mode to be omitted;</p> <p>(ii) to be substituted with "By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	

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13.		(r) In the case of Junior Software Developer:- On deputation from Information Technology Department, Haryana	(r) In the case of Junior Software Developer:- To be substituted with (i) On Deputation from Information Technology Department; or (ii) On contract from the empanelled agencies for a fixed term	Sometimes, the persons having suitable/prescribed qualifications are not available in the Information & Technology Department, therefore, scope of taking IT Professionals on deputation should be extended to other Agencies also. The office requested the IT Department to post Development Team Leader but no person was deputed in the Board.
Group 'C'				
14.		(t) In the case of Deputy Superintendent,- (i) By promotion from amongst Assistant/Accountants; or (ii) By transfer, an official already in the service of State Government or the Government of India; (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.	(t) In the case of Deputy Superintendent,- (ii) The transfer Mode to be omitted; (iii) to be substituted with "By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"	(ii) The Transfer Mode of appointment needs to be omitted in respect of promotional post only, if post is filled up on transfer basis, it shall adversely affect the promotional avenues of the feeder cadre. (iii) As Above at Sr. No. 1.

15.	<p>(u) In the case of Personal Assistant,-</p> <p>(i) By promotion from amongst Senior Scale Stenographers; or</p> <p>(ii) By transfer, an official already in the service of State Government or the Government of India;</p> <p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(u) In the case of Personal Assistant,-</p> <p>(ii) The transfer Mode to be omitted;</p> <p>(iii) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>As at Sr. No. 14.</p>
16.	<p>(v) In the case of Senior Scientific Assistant,-</p> <p>(i) 75% by promotion from amongst Junior Scientific Assistant; and</p> <p>(ii) 25% by direct recruitment; or</p> <p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(v) In the case of Senior Scientific Assistant,-</p> <p>(ii) The transfer Mode to be omitted only in respect of promotional post;</p> <p>(iii) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>(ii) The Transfer Mode of appointment needs to be omitted in respect of promotional post only, if post is filled up on transfer basis, it shall adversely affect the promotional avenues of the feeder cadre.</p> <p>(iii) As at Sr. No. 1.</p>

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17.	(w) In the case of Junior Environmental Engineer,- (i) By direct recruitment; or (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.	(w) In the case of Junior Environmental Engineer,- (ii) to be substituted with "By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"	(ii) As at Sr. No. 1.
18.	(x) In the case of Statistical Assistant,- (i) By direct recruitment; or (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.	(x) In the case of Statistical Assistant,- (ii) to be substituted with "By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"	(ii) As at Sr. No. 1.
19.	(y) In the case of Junior Scientific Assistant,- (i) By direct recruitment; or (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.	(y) In the case of Junior Scientific Assistant,- (ii) to be substituted with "By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"	(ii) As at Sr. No. 1.

20.	<p>(x) In the case of Assistant,-</p> <p>(i) By promotion from amongst the Clerks/Steno- typists/Accounts Clerks; or</p> <p>(ii) By transfer, an official already in the service of any State Government or the Government of India;</p> <p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(z) In the case of Assistant,-</p> <p>(ii) The transfer Mode to be omitted;</p> <p>(iii) to be substituted with "By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>(ii) The Transfer Mode of appointment needs to be omitted in respect of promotional post only, if post is filled up on transfer basis, it shall adversely affect the promotional avenues of the feeder cadre.</p> <p>(iii) As at Sr. No. 1.</p>
21.	<p>(aa) In the case of Accountant,-</p> <p>(i) 50% by promotion from amongst the Accounts Clerks/Clerks; and</p> <p>(ii) 50% by direct recruitment; or</p> <p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(aa) In the case of Accountant,-</p> <p>(iii) to be substituted with "By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>(iii) As at Sr. No. 1</p>

22.	<p>(ab) In the case of Senior Scale Stenographer,-</p> <p>(i) By promotion from amongst Junior Scale Stenographers; or</p> <p>(ii) By transfer, an official already in the service of State Government or the Government of India; or</p> <p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(ab) In the case of Senior Scale Stenographer,-</p> <p>(i) The transfer Mode to be omitted;</p> <p>(iii) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>(i) The Transfer Mode of appointment needs to be omitted in respect of promotional post only, if post is filled up on transfer basis, it shall adversely affect the promotional avenues of the feeder cadre.</p> <p>(iii) As at Sr. No. 1.</p>
23.	<p>(ac) In the case of Driver,-</p> <p>(i) By direct recruitment; or</p> <p>(ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(ac) In the case of Driver,-</p> <p>(ii) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>(ii) As at Sr. No. 1.</p>
24.	<p>(ad) In the case of Junior Scale Stenographer,-</p> <p>(i) 75% by promotion from amongst the Stenotypists; and</p> <p>(ii) 25% by direct recruitment; or</p> <p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(ad) In the case of Junior Scale Stenographer,-</p> <p>(ii) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>(iii) As at Sr. No. 1.</p>

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25.	<p>(ae) In the case of Accounts Clerk:-</p> <p>(i) 50 % by promotion from amongst Clerks; or</p> <p>(ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(ae) In the case of Accounts Clerk:- To be substituted with</p> <p>(i) 100% by Direct recruitment; or</p> <p>(ii) By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post</p>	<p>(ii) As at Sr. No. 1.</p>
26.	<p>(af) In the case of Steno-typist:-</p> <p>(i) 75% by direct recruitment; and</p> <p>(ii) 25% by promotion from amongst the Clerks; or</p> <p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(af) In the case of Steno-typist:-</p> <p>(iii) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>(iii) As at Sr. No. 1.</p>
27.	<p>(ag) In the case of Clerk,-</p> <p>(i) 80% by direct recruitment; and</p> <p>(ii) 20% by promotion from amongst Group C or Group D employees whose scale of pay and responsibility is less than that of a Clerk; or</p> <p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(ag) In the case of Clerk,-</p> <p>(iii) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>(iii) As at Sr. No. 1.</p>

28.	(ah) In the case of Laboratory Attendant,- (i) 80% by promotion from amongst Group D employees; (ii) 20% by direct recruitment; or (4) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.	(ah) In the case of Laboratory Attendant,- (iii) to be substituted with "By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"	(iii) As at Sr. No. 1.
Group-D			
29.	(ai) In the case of Senior Peon,- (i) By promotion amongst Peons; or (ii) By transfer, an official already in the service of State Government or the Government of India; (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.	(ai) In the case of Senior Peon,- (ii) The transfer Mode to be omitted; (iii) to be substituted with "By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"	(ii) The Transfer Mode of appointment needs to be omitted in respect of promotional post, if post is filled up on transfer basis, it shall adversely affect the promotional avenues of the feeder cadre. (iii) As at Sr. No. 1.

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30.	<p>(aj) In the case of Daftri,-</p> <p>(i) By promotion from amongst Peons; or</p> <p>(ii) By transfer, an official already in the service of any State Government or the Government of India;</p> <p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(al) In the case of Daftri,-</p> <p>(ii) The transfer Mode to be omitted;</p> <p>(iii) to be substituted with "By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post."</p>	<p>(i) The Transfer Mode of appointment needs to be omitted in respect of promotional post, if post is filled up on transfer basis, it shall adversely affect the promotional avenues of the feeder cadre.</p> <p>(ii) As at Sr. No. 1.</p>
31.	<p>(ak) In the case of Peon,-</p> <p>(i) By direct recruitment; or</p> <p>(ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(ak) In the case of Peon,-</p> <p>(ii) to be substituted with "By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post."</p>	<p>(ii) As at Sr. No. 1.</p>

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32.		<p>(a) In the case of Field Attendant, -</p> <p>(i) by direct recruitment; or</p> <p>(ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p>	<p>(a) In the case of Field Attendant, -</p> <p>(i) to be substituted with</p> <p>"By deputation of an officer already in the service of State Government or the Government of India or Central Pollution Control Board/State Pollution Control Board or Public Undertaking owned by Central/State Government working on analogous post"</p>	<p>(ii) As at Sr. No. 1.</p>
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PROPOSED AMENDMENTS IN APPENDIX A OF HARYANA STATE POLLUTION CONTROL BOARD (GROUP A, B, C AND D) SERVICE REGULATIONS, 2021

[See regulation 3]

1. The following to be added in the Appendix A

Serial Number	Designation	Number of Posts	Scale of Pay	Remarks
Group B				
2. The post of Administrative Officer and Deputy District Attorney to be omitted from Group B and inserted in Group -A as under:				
3(a)	Administrative Officer	01	FPL-11 Rs. 67700-191000	As per the Litigation Policy of the State Government and the directions issued by the Hon'ble High Court, replies/petitions are to be filed by Group-A Officers. In many other Government Departments, the post of Administrative Officer is already in Group-A.
4(a)	Deputy District Attorney	01	As applicable in parent department	The Government has already upgraded the post of Deputy District Attorney into Group-A. Hence the post should be upgraded in Group-A.

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PROPOSED AMENDMENTS IN APPENDIX B OF HARYANA STATE POLLUTION CONTROL BOARD (GROUP A, B, C AND D) SERVICE REGULATION, 2021

(See regulation 7)

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	
1	Senior Environmental Engineer	-	<p>By promotion</p> <p>(i) Seven years' experience in the Board as Environmental Engineer or total 16 years experience as Environmental Engineer and Assistant Environmental Engineer subject to the condition that the candidate possesses regular full time degree in Engineering or its equivalent.</p> <p>(ii) By deputation Superintending Engineer working in State Government having prescribed qualification as in (i) above.</p>	<p>To be substituted</p> <p>(i) By promotion Seven years service/experience as Environmental Engineer in the Board on Seniority cum merit basis.</p> <p>(ii) By Deputation Full time regular Bachelor Degree in First Division in Civil/ Mechanical/ Chemical/ Environmental Engineering and working on analogues post in Central Government/ State Government/ Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central/State Government.</p>	<p>As per the existing Regulations, an AEE who do not have any experience to the post of Environmental Engineer can become Senior Environmental Engineer without any experience of the feeder post of Environmental Engineer. Therefore, it is necessary to provide experience of the feeder post and the Committee has recommended the same.</p>

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	
2	Senior Scientist	-	<p>By Promotion (Two Posts)</p> <p>(i) Seven years experience in the Board as Scientist 'C' or total Sixteen years experience as Scientist-C & scientist 'B' subject to the condition that the candidate possesses regular full time Degree and Post Graduate Degree in Science.</p> <p>By Deputation (Data & Analytics) (Two Posts):</p> <p>M.Sc. in Maths / Statistics/ Physics/ Operational Research with Post Graduate Diploma in Computer Science and Application or MCA/B.E. or B. Tech in Computer Science with Eight years experience as Programmer in Computer in Government Departments or Government Undertakings/ Public Limited Company of repute. The certificate of reputation should be obtained/ certified by the department of</p>	<p>(i) By promotion (Two Posts) To be substituted with 07 years service as Scientist C in the Board on Seniority cum merit basis.</p> <p>(ii) To be added By deputation *Full time regular Degree in M.Sc. Chemistry/Environmental Science/Microbiology/Bio Chemistry/ Bio Technology/Degree in Chemical Engineering and working on analogues post in Central Government/ State Government/Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central/State Government*.</p>	<p>As per the existing Regulations, Scientist 'B' who do not have any experience to the post of Scientist 'C' can become Senior Scientist without any experience of the feeder post of Scientist 'C'. Therefore, it is necessary to provide experience of the feeder post and the Committee has recommended the same.</p> <p>The degrees obtained through Distance Education Mode do not fulfill the requirement of the posts due to lack of practical experience. Therefore, the provision of full time regular degree needs to be incorporated.</p>

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	
			<p>Information Technology, Haryana.</p> <p>Desirable: Candidate should have knowledge of Mobile Software (IOS/ Android) and Web App development and on line data base management and latest IT application and networks.</p> <p>By Deputation (Five Posts):</p> <p>(Expert for Air Quality, Water Quality, Waste Management, Nature Conservationist, and Toxicologist):</p> <p>(i) Expert for Air Quality (One): Should be at the level of a Associate Professor with a PhD degree or its equivalent, fellowship in Air Quality Management, serving in a Government/ Semi Government Research Institute.</p> <p>(ii) Expert for Water Quality (One): Should be at the level of Associate</p>	No Change for the posts meant for deputation	

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	
			<p>Professor having PhD Degree in Environmental Science/ Life Science and allied discipline/ Chemistry, Physics, Biotechnology, Microbiology/ Master Degree in Engineering/ Technology with fifteen years of experience in respective field.</p> <p>(iii) Expert for Waste Management (One): Should be at the level of a Associate Professor with a completed PhD or its equivalent, fellowship in Waste Management, serving in reputed research institute.</p> <p>(iv) Expert for Conservation (One): Should be at the level of a Associate Professor with a completed PhD or its equivalent, fellowship as Conservationist, Serving in reputed Institute.</p> <p>(v) Expert for Toxicologist (One): Should be at the level of a</p>		

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	
			Associate Professor with a completed PhD or its equivalent, fellowship in Toxicology, serving in reputed research Institute.		
3	Environmental Engineer		<p>By Promotion</p> <p>At least Nine years' service as Assistant Environmental Engineer in the Board having qualification of Regular full time degree of Bachelor in Engineering.</p>	<p>By Promotion</p> <p>To be substituted</p> <p>At least 6 years' service/experience as Assistant Environmental Engineer in the Board with first division in Bachelor Degree in Civil/Mechanical/Chemical/Environmental Engineering from recognized university on Seniority cum merit basis; or</p> <p>Has passed section A and B of Associate Membership Examination of Institute of Engineers (India) Calcutta (Kolkata) in Civil/Mechanical/Chemical/ Environmental Engineering on Seniority cum merit basis; and</p> <p>By Deputation</p> <p>To be substituted</p> <p>Full time regular Bachelor Degree in First Division in Civil/ Mechanical/ Chemical/ Environmental Engineering and working on analogous post in Central Government/ State Government/ Central Pollution Control Board/ State Pollution Control Board and public</p>	<p>The Committee has recommended to reduce the experience for promotion to the post of Environmental Engineer on the basis of the provisions available in the Service Rules of PWD Public Health and B&R Departments.</p> <p>The office has perused the rules of the above Departments which prescribe qualification for appointment to the post of AEE "Degree in Engineering", while in the Service Regulations of the Board, the qualifications for appointment to the post of AEE is "Degree in Engineering with First Division".</p> <p>The Rules of PWD Public Health, and B&R prescribed 5 years experience as Assistant Executive</p>

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	<p>Engineer and has passed Departmental Examination for promotion to the post of Executive Engineer, but in the Board, the qualification is "First Class Degree in Engineering", hence the provision of test for promotion is not prescribed.</p> <p>The office has perused Rules of Haryana State Agricultural Marketing Board which prescribe 6 years experience for promotion of Executive Engineer with Degree in Engineering.</p> <p>In the Service Regulations of UHBVN, the prescribed experience for the post of Executive Engineer is 5 years.</p> <p>The most relevant work and duties performed by the Board are same as performed by the CPCB. The post of Environmental Engineer in the HSPCB bears the same responsibilities and duties</p>

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	<p>as provided by Scientist 'C' in CPCB and in CPCB Rules, 3 years experience is prescribed for promotion to recruit on scientific and technical posts by promotion.</p> <p>It is also necessary to mention here that the Board tried to fill up the posts on deputation and issued circulars to the Departments, but due to higher qualifications and experience prescribed in the Board, sufficient number of applications from the candidates were not received and the posts could not be filled up even on deputation.</p> <p>Keeping in view the above facts and circumstances, it is in the interest of the Board that the experience prescribed for promotion to the post of Environmental Engineer should be reduced to 6 years from 9 years.</p>

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	
4	Scientist C		<p>By Promotion At least Nine years' service in the Board as Scientist B having minimum M.Sc. qualification.</p> <p>By Deputation Ph.D in Chemistry/ Environmental Science (with degree in Science)/ Microbiology/ Biochemistry/ with Seven years' experience in the Central Pollution Control Board or any equivalent post in Government ; OR M.Sc. in Chemistry/ Environmental Science/ Microbiology/ Biochemistry / Bio Technology/ Degree in Chemical Engineering in first division with atleast Nine years' service in the Central Pollution Control Board or in Government.</p>	<p>By Promotion <u>To be substituted</u> At least 6 years' service/experience as Scientist B in the Board having qualifications of minimum Masters degree on Seniority cum merit basis</p> <p>By Deputation <u>To be substituted</u> Full time regular Degree in M.Sc. Chemistry/ Environmental Science/ Microbiology/Biochemistry/Bio Technology / Degree in Chemical Engineering and working on analogous post in Central Government/ State Government/ Central Pollution Control Board/ State Pollution Control Board and public undertaking owned by Central/State Government.</p>	<p>The Committee has recommended to reduce the experience for promotion to the post of Scientist 'C' and suggested to prescribe 8 years experience for promotion from Scientist 'B' to the post of Scientist 'C'.</p> <p>The most relevant work and duties performed by the Board are same as performed by the CPCB. The post of Environmental Engineer in the HSPCB bears the same responsibilities and duties as provided by Scientist 'C' in CPCB and in CPCB Rules, 3 years experience is prescribed for promotion to recruit on scientific and technical posts by promotion.</p> <p>The post of Scientist 'C' is in the same scale of Environmental Engineer which is equivalent to the post of Executive Engineer of various Departments of Haryana Government, where the prescribed experience for</p>

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	<p>promotion is 5 years.</p> <p>It is also necessary to mention here that the Board tried to fill up the posts on deputation and issued circulars to the Departments, but due to higher qualifications and experience in the Board, sufficient number of applications from the candidates were not received and the posts could not be filled up even on deputation.</p> <p>Keeping in view the above facts and circumstances, it is in the interest of the Board that the experience prescribed for promotion to the post of Scientist 'C' should be reduced to 5 years from 9 years.</p> <p>The prescribed qualifications cannot be relaxed and relaxation can be given only in experience and the provision of relaxation is already existing in Regulation-18</p>
5.	Development Team Leader		<p>By Deputation</p> <p>(i) At least ten years experience in the software development stream with at least four years experience in the capacity of a</p>	<p>The Note provided below the qualification to be omitted.</p>	

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	
			<p>senior software developer; OR</p> <p>(ii) BCA, B.Sc. (IT/ Computer Science/ Applications/ Electronics & Communication) from a recognized University or Institution with minimum 60% marks.</p> <p>AND</p> <p>(iii) At least fourteen years past experience out of which four years at the level of a Senior Software Developer or equivalent.</p> <p>(Relaxation shall be given to incumbents being engaged on consulting basis).</p> <p>(iv) At least Fourteen years past experience out of which four years at the level of a Senior Software Developer or equivalent.</p> <p>Note: As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to</p>		of the Service Regulations, 2021.

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	
			those candidates who have higher qualifications and advance certifications as mentioned in Annexure "B".		
12.	Assistant Environmental Engineer	Full time regular Degree in Engineering in first division in Civil/Chemical/Environmental Engineering.	<p>—</p> <p>By Promotion Eight years' service in the Board as Junior Environmental Engineer</p> <p>By Deputation Bachelor in Engineering in first division in Civil / Chemical / Environmental Engineering from recognized university/ institute working on equivalent post in any Department of State Government.</p>	<p>Direct Recruitment To be substituted Full time regular Bachelor Degree in Engineering in first division in Civil/ Mechanical/ Environmental/Chemical Engineering</p> <p>By Promotion 8 years' service/experience in the Board as Junior Environmental Engineer on Seniority cum merit basis.</p> <p>By Deputation To be substituted Full time regular Bachelor Degree in First Division in Civil/ Mechanical/ Chemical/ Environmental Engineering and working on analogues post in Central Government/ State Government/Central Pollution Control Board/State Pollution Control Board and public undertaking owned by Central/ State Government.</p>	

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	
13.	Software Developer	<p>(i) B.E/B-Tech (IT / Computer Science/ Electronics & Communications) or MCA or M.Sc. (IT/Computer Science / Applications / Electronics & Communications) from a recognized University or Institution with minimum 60% marks AND</p> <p>(ii) BCA, BSC (IT/Computer Science/ Application/Electronics & Communications) from a recognized University or Institution with minimum 60% marks</p> <p>Note: As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidates who have</p>	<p>By Promotion</p> <p>(i) At least Three years experience in the software development stream in the capacity of a Junior software developer.</p> <p>(ii) At least Seven years past experience (external experience).</p> <p>(Relaxation shall be given to incumbents being engaged on consulting basis).</p> <p>Note: As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidates who have higher qualifications and advance level certification.</p>	<p>(i) The provision of 'by promotion' to be omitted.</p> <p>(ii) The provision of 'by deputation' to be inserted with following qualifications</p> <p>B.E/B-Tech (IT / Computer Science/ Electronics & Communications) or MCA or M.Sc. (IT/Computer Science / Applications / Electronics & Communications) from a recognized University or Institution with minimum 60% marks;</p> <p>OR</p> <p>BCA, BSC (IT/Computer Science/ Application/Electronics & Communications) from a recognized University or Institution with minimum 60% marks</p> <p>The Note below the qualification should be omitted.</p>	<p>As per Regulation 9 (n), the mode of recruitment to fill up the post is only for deputation and the feeder post i.e. Junior Software Developer is also on deputation. If there is no feeder post, the post cannot be filled up by promotion. Therefore, the provision "by promotion" needs to be omitted.</p> <p>The prescribed qualifications cannot be relaxed and relaxation can be given only in experience and the provision of relaxation is already existing in Regulation-18 of the Service Regulations, 2021.</p>

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	
		higher qualifications and advance level certification.			
18.	Junior Software Developer	B/E/B-Tech (IT/ Computer Science/ Electronics & Communications) or MCA or M.Sc. (IT/Computer Science/ Applications/Electronics & Communications from a recognized University or institution with minimum 60% marks and (Relaxation shall be given to incumbents being engaged consulting basis). Note:- As an exception, candidates having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidates who have higher qualification and	By Deputation Two years services on the post	The Note below the qualification should be omitted.	The prescribed qualifications cannot be relaxed and relaxation can be given only in experience and the provision of relaxation is already existing in Regulation-18 of the Service Regulations, 2021.

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	
		advance level certifications as mentioned.			
23.	Junior Environmental Engineer	Three years Diploma in first division in Civil/ Chemical / Environmental Engineering.	<p>By Deputation Three years' Diploma in first division in Civil / Environmental/Chemical Engineering.</p> <p>By Transfer Three years Diploma in First Division in Civil/ Chemical/ Environmental Engineering with at least Three years of service with unblemished record.</p>	<p><u>To be substituted</u> By Direct Recruitment Full time regular Three years Diploma in first division in Civil/Mechanical/Environmental/Chemical Engineering</p> <p>By Deputation Full time regular three years Diploma in First Division in Civil/ Mechanical/ Chemical/ Environmental Engineering and working on analogues post in Central Government/ State Government/Central Pollution Control Board/ State Pollution Control Board and public undertaking owned by Central/State Government.</p>	The Diplomas awarded through Distance Education Mode should not be a qualification for this post. Therefore, only those diploma obtained through regular mode should be recognised as qualification. Therefore, the word "regular" has been inserted.
31.	Accounts Clerk	-	<p>By Promotion B. Com. with three years' service in the Board as Clerk.</p>	<p>To be inserted By Direct Recruitment "M.Com with Second Division from the recognized University";</p>	In the Board, 2 posts of Accounts Clerk are sanctioned and as per the mode of recruitment mentioned in Regulation-9 is "By

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Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment	Proposed Amendments	Remarks
1	2	3	4	5	
			<p>By Deputation B. Com. with second division with three years experience.</p>	<p>By Deputation M.Com. and working on analogues post in Central Government/ State Government/Central Pollution Control Board/ State Pollution Control Board and public undertaking owned by Central/State Government.</p>	<p>Promotion from amongst Clerks" having qualification of B. Com. with three years' service as Clerk. The mode of recruitment of Accounts Clerk has been proposed "By Direct Recruitment". Therefore, the qualification for direct recruitment is to be prescribed.</p>