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भाग 3

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जन-भक्ति परिवर्तन मंत्रालय
(प्रस. पत्र)
अधिवृत्त

वर्ष दिल्ली, 17 जुलाई, 1995

गा. गा. गा. न. 550(अ)—महापत्तन नाम
अधिनियम, 1963 (1963 का 38) की गदा 132 की
उपधारा (1) के गायक गदा 124 की उपधारा (1)
धारा प्रदत्त शिक्षकों का प्रोविन्सीय के हुए केंद्र सरकार एवं
इंदिरा गांधी लाभ नेम नामी बोड शासा बनाए गए
जबाबदार लाभ नेम नामी कर्मचारी (सेवा भक्ति शिक्षा)
अधिनियम, 1995 का अनुवर्तन करता है जो इस अधिवृत्त के
साथ संलग्न अनुमोदन में सिद्ध है।

2. उक्त अधिवृत्त सरकारी राज्य के अधिकृत के प्रकाशन के तारीख से प्रकृत होगे।

[फा. स. क. आद. 12016/12/93-पा-ई-1]
सत. इस. बैलान, सांस्कृत संस्था

मार्गबंध कामगत ग्र. 5 का अनुच्छेद ग्र. 2
जबाबदार नेम नामी पोट उत्तर कर्मचारी
सेवा की सेवा भक्ति शिक्षा
अधिनियम, 1995
अनुक्रम : 1

प्रस्तावना
महापत्तन नाम अधिनियम, 1963 (1963 का 38)
की गदा 28 वे ग्रंथी प्रदत्त शिक्षकों का प्रोविन्सीय के हुए,
जबाबदार नेम नामी पोट उत्तर का नामी बोड बुद्धा अधिनियम
विनिमय वाणिज्य है, अनुक्रम:—

संक्षिप्त नाम और प्रयुक्त:
1. ये विनिमय जबाबदार नेम नामी पोट उत्तर कर्मचारी
सेवा की सार्वजनिक शिक्षा विनिमय, 1995 (सेवा भक्ति)
के जाबे और ये उत्तर विनिमय से सभी कर्मचारियों को लागू होगी,
जिन्हें केन्द्र सरकार भारत के राज्य में विनिमय अधिकृत करे।
संज्ञायित अवधारणाओं के लिए प्रत्येक कार्य का उल्लेख किया गया है। सभी अवधारणाओं के लिए इतने तरीकों का उल्लेख किया गया है।

(10) 'बेतन' का तालाब जिसमें कार्य करने वाले वर्गीय उदाहरण लेने वाले निम्नलिखित करते हैं: उन्हें करते हैं।

(11) 'स्कोर्स' तथा हार्पर्स का स्कोर किया गया। यह जाना जाता है कि इस रूप में लिखा गया है और इस स्कोर का उल्लेख करते हैं।

(12) 'स्कोर्स' का स्कोर किया गया। यह जाना जाता है कि इस रूप में लिखा गया है और इस स्कोर का उल्लेख करते हैं।
परचु इस शोर के प्राधिनिक से दोहरा। 24 की उपजारा

(1) इस नाम (िै) में निविद्य किसी कम्बियों के संबंध में, भारत सरकार के प्रस्तुतियों के सिद्धांत, इस प्रकार का कोई नियत्र का प्रा म नहीं किया जायेगा।

(2) उपनिवेश (िै) में मानविकी किसी बात के बाद हो एवं भी, सतत प्राधिकारी को, पवित्र उकी राज हो वोइ के उपर कराना ओजों के खिलाफ है, कम के बाद तीन महीने की मिल्स सुनाता ददर या स्वाभाविक या तो निर्मला का निरीक्षण बता देकर, ऐसे मिली कम्बियों का सेवा-निर्वाचन करने का पूणा निर्देश होगा।

(एक) यदि बहु वर्ष-1 या वर्ष-2 के पद पर है शोर प्रतीत बार की प्राप्ति पूरी करने से पहले बाद की गणना में प्रभाव किया जाय, तो प्रभाव बार की प्राप्ति पूरी करने के बाद

(दो) किसी यात्रा माले में पर्यावरण बार की प्राप्ति पूरी करने के बाद, या

(तीन) तीन बार की भारी सेवा पूरा करने के बाद:

परचु यदि बाद के हिस्स में ऐसे किसी कम्बियों का सेवा-निवेश करने का मिल्स-निर्वाचन किया जाता है, जो पहले प्राधिकारित प्राप्तियां तथा-वर्ष-3 के पर था, किंतु कम मान्यता है, प्राप्ति 3 वर्ष-1 या वर्ष-2 के पद पर है,

तब समय प्रत्येक बाद (दो) के उपरक्रम के प्रभावित, निर्देश निवेश करने पर उन वर्ष-3 में अधिकारित हैं इससे पहले बाद पर सेवा में रहते हो, किसी प्रा विदेशी जानें।

(4)(एक) यदि समयपुंड्र सेवा निवेश कम्बियों द्वारा आधिकारित करते पर या भारत माले का पूर्वनिर्धारित करने पर सतत प्राधिकारी द्वारा कम्बियों की सेवा में आधिकारित करने का निर्देशन खिलाया है, तो यह कम्बियों में बहुत करने का आधिकारित करने के लिए स्वामित्व प्राप्त होने के साथ, समय पुंड्र सेवा निवेश के दिनांक न सेवा में विभाजन जाने के किसी दिनांक के सिद्ध हो, उस माले के तहत बार प्रतिस्पर्धियों के प्रस्तुति को करने का रूप में या बढ़ती से संस्थानिक परिवार का प्रस्तुति का रूप में या स्वामित्वाधिकारी भागीदार देते हैं बाद प्रमुख किसी प्रकार की बढ़ती प्राप्ति करने के कारण, निर्देशित कर सकते हैं:

परचु उस प्राधिकारी द्वारा यदि विवेचन या यह विभिन्नारूप खिलाया है कि समयपुंड्र सेवानिवेश का आधिकारित या स्वामित्व प्राप्तार द्वारा प्राप्त कर दिया गया है तो यह बाद बासी का निर्देश, आधिकार भागीदार संस्थान आधिकारित के लिए कारकित नाम जानें।

(दो) यह समयपुंड्र सेवानिवेश के दिनांक सेवा में बहुत किसी जाने के दिनांक के बाद की बासी बासी के भीतर सम्प्रदाय के साथ स्वामित्व प्राप्तार द्वारा समयपुंड्र सेवानिवेश का आधिकारित खिलाया गया है यह बाद बासी की बासी, आधिकार भागीदार संस्थान आधिकारित के लिए कारकित नाम जानें।

(3) यह लागू है कि समयपुंड्र की उपजारा के प्राधिनिक से स्वामित्व से स्वामित्व किया जाता है। चाहे समयपुंड्र स्वामित्व प्राप्तार द्वारा प्राप्त कर दिया गया है तो यह बाद बासी की बासी, आधिकार भागीदार संस्थान आधिकारित के लिए कारकित नाम जानें।

उपनिवेश (िै) में सिद्धतात्त्विक दो-पूरी करने के पहले बाद उपजारा में सिद्धतात्त्विक लोग सबसे सूचना कम्बियों की स्वामित्व से स्वामित्व किया जाता है।

(1) उपरोक्त सिद्धतात्त्विक से सूचना कम्बियों की उपजारा द्वारा सिद्धतात्त्विक के साथ हास्य के साथ सूचना देने के लिए सिद्धतात्त्विक लोग सबसे सूचना से स्वामित्व से स्वामित्व किया जाता है।

(2) उप-सिद्धतात्त्विक में सिद्धतात्त्विक दो-पूरी करने के पहले सूचना से स्वामित्व से स्वामित्व किया जाता है।
(3) जिस कर्मचारी को धर्मविवेदना का निवृत्त अधिकार पूरा करने के लिए, सेवा के बिश्वास को मंगलादृश्य रखने हेतु उन सेवा के बिश्वास का दोहरान सुरू करने पर पदों विभाग नहीं द्वारा जानिए।

(4) निलंबित के समय कर्मचारी द्वारा धर्मित का गई ओर लाभ प्रधान अधिकारी द्वारा स्वीकार की गई जन्म-तारीख के संबंध में यह प्रदर्शित किया जाएगा कि कर्मचारी किस दिनक का क्षण यह कार्य करता है।

(5) जिस कर्मचारी की जन्म तारीख मद्दर्दी की पहली तारीख हो, वह धर्मविवेदना का बायु प्राप्त करने पर पूर्ववती मद्दर्दी के धर्मविवेदना के दिन के भविष्यवाणी में सुसंदरता होगा।

(6) सेवा में बिश्वास या धर्मविवेदना संदर्भ करने का मानदंड ओर निवृत्त ऐसी होगी जैसा कि परिवर्तित १ में बताया गया है ओर धर्मविवेदना तथा पुनःविवेदना बाध्यक्रम के बेंज के निर्देश संबंधी नियंत्रण ओर दूसरे ऐसी होगी जैसा शायद कि संलग्न परिवर्तित-२ में निर्देशित किया गया है।

4. पुनःनिवेदित लेखन-भाषी के बेंज का नियंत्रण

(निर्देश ३१ (७) )

1. बोधी की सेवा में पुनःनिवेदित लेखन-भाषी (सिविल या शैक्षिक) का धार्मित बेंज निम्न प्रकार निर्दिष्ट किया जायेगा:

2. परिवर्तन:

(१) "सेवन" का तार्किक जिन नियमों/नियमों के ध्येय पुनःविवेदना पूर्व-भाषी पूर्व पुनःविवेदना बौध के ध्येय पूर्व वस्त्र का यह नियमों/नियमों के ध्येय पूर्व वस्त्र का यह नियम देखें, जो उस समय मानक वस्त्र ना है, जिन्हें पूर्व वस्त्र या पूर्वक दर्शाया जा रहा है, उस मिश्र में पूर्व।

(२) "पुनःविवेदित-पूर्व बेंज का तार्किक सेवन धर्मविवेदना के पहले धर्मविवेदना लेखन-भाषी के हैं तथा निर्देश।

(३) दर्शन अनुभव के द्रविद नियुक्त के नियंत्रण से पहले स्वागत या पद धृततम दस महीने तक स्वागत रहेगा या आर्य के बिन्दुल के ध्येय नियमों के ध्येय पूर्व गार्डन कर पुराना है, जो स्वागत निर्दिष्ट में ध्येय हैं।

(४) दर्शन अनुभव के सेवन का धार्मित दर्शन अनुभव के से पहले स्वागत या पद धृततम दस महीने तक स्वागत रहेगा या आर्य के बिन्दुल के ध्येय नियमों के ध्येय पूर्व गार्डन कर पुराना है, जो स्वागत निर्दिष्ट में ध्येय हैं।

(५) दर्शन अनुभव के सेवन का धार्मित दर्शन अनुभव के से पहले स्वागत या पद धृततम दस महीने तक स्वागत रहेगा या आर्य के बिन्दुल के ध्येय नियमों के ध्येय पूर्व गार्डन कर पुराना है, जो स्वागत निर्दिष्ट में ध्येय हैं।

(६) दर्शन अनुभव के सेवन का धार्मित दर्शन अनुभव के से पहले स्वागत या पद धृततम दस महीने तक स्वागत रहेगा या आर्य के बिन्दुल के ध्येय नियमों के ध्येय पूर्व गार्डन कर पुराना है, जो स्वागत निर्दिष्ट में ध्येय हैं।
5. पूर्वांक अनुसार पद में थालात्र बेतन नियत के लिए पैंजन को स्वाक्षर सिपाहा में नहीं दिला जाएगी।

6. (1) पूर्वांक अनुसार पैंजन-बोनी प्राप्ति सेवानिवृत्त के पूर्व में यदि पद पर प्राप्ति करने में कोई गंभीर बैठका में निर्णय किया गया है, तो यह पूर्वांक अनुसार पैंजन-बोनी प्राप्ति सेवानिवृत्त के पूर्व ही पैंजन करने के लिए पैंजन किया जाएगा।

(2) यदि पैंजन को स्वाक्षर में नहीं दिला गया है तो उस पर यदि पैंजन-बोनी प्राप्ति सेवानिवृत्त के पूर्व में निर्णय किया गया है, तो उस पर यदि पैंजन-बोनी प्राप्ति सेवानिवृत्त के पूर्व ही पैंजन करने के लिए पैंजन किया जाएगा।

7. प्रावधान प्रकाशता पैंजन या उपवास प्राप्ति करने के प्रयास पर पैंजन-बोनी प्राप्ति सेवानिवृत्त के पूर्व ही पैंजन करने के लिए पैंजन किया जाएगा।

8. प्रावधान पर प्रत्येक पैंजन-बोनी प्राप्ति सेवानिवृत्त के पूर्व ही पैंजन करने के लिए पैंजन किया जाएगा।

9. पूर्वांक अनुसार पैंजन-बोनी प्राप्ति सेवानिवृत्त के पूर्व ही पैंजन करने के लिए पैंजन किया जाएगा।

10. पूर्वांक अनुसार पैंजन-बोनी प्राप्ति सेवानिवृत्त के पूर्व ही पैंजन करने के लिए पैंजन किया जाएगा।
11. भारत इन विनियमों की व्यवस्था से संबंधित कोई प्रति उत्तम होता है तो वह मंडल के समस्त प्रति क्षेत्र व्यावस्था के लिए उपयोगिता में रखेगा। इन विनियमों से प्रभावित नहीं होगे।

12. जहां भरस्म का कोई मतलब है तो इसे विनियमों के रूप में समझने की क्षमता के साथ या विनियम व्यवस्था के आधार में यदि स्वीकार किया जाये तो वह विनियम व्यवस्था के आधार में किया जाये तो वह विनियम मुद्दा में समाधान शीघ्रता के अनुसार किया जाये।

परिवर्तन—

11. सेवा में विद्युत या पुनर्नियोजन की मंजूरी के लिए मानचित्र और प्रकाश

[भिन्नरूप 3(4)]

1. (1) सेवा में विद्युत या पुनर्नियोजन की मंजूरी और/या प्रतिस्थापन के लिए भारतिय वित्त और भारतिय वित्त के लिए विनियमों की मंजूरी के लिए यह प्रतिस्थापन सम्भव नहीं है।

(2) अन्य मामलों में, सेवा विद्युत या पुनर्नियोजन की मंजूरी के लिए सेवा में विद्युत या पुनर्नियोजन की मंजूरी के लिए भारतिय वित्त के लिए विनियमों की मंजूरी के लिए यह प्रतिस्थापन सम्भव होगा।

(3) जिन कर्मचारियों को सेवा विद्युत या पुनर्नियोजन की मंजूरी दी गई है या पुनर्नियोजन के लिए निर्दिष्ट किया गया है वे सेवा विद्युत या, व्यवस्थापन, पुनर्नियोजन की प्रवृत्ति के भाग में विनियम के लिए विनियमों के लिए मंजूरी हगा।

2. सेवा विद्युत या पुनर्नियोजन की मंजूरी के लिए विनियम यह होगा कि वह स्टाप्ट बिड़ले के लिए हो और इसके प्रति निर्देशन दो दिनों के भाग में पुरी होती हो।

(एक) कि प्राप्त कोई भी उत्तराधिकारी पर प्रयास करने के लिए विनियम रूप से समय नहीं है।

(दो) कि सेवा निरुपित होते वाला कर्मचारी उक्त योग्यता रखता है।

परिवर्तन (एक) का समाधान केवल तब होगा तब होगा यदि प्रयुक्त विवेकपता की कारण है। मगर योग्य उत्तराधिकारी निर्देशन समय न है। यदि कर्मचारी किसी ऐसे विवेक महत्त्व के कारण या परीक्षण में नहीं है जिसके परिणाम एक या दो वर्ष में निकले वाले हों तो वह दो कर्मचारी के कर्मचारी इस भारत पर विनियम के पास होगा लड़ाई होगा कर्मचारी के प्रवृत्ति के लिए नहीं है।

3. सेवा विद्युत या पुनर्नियोजन का प्रति भारत पर यह नहीं हो सकता कि हाल के लिए योग्य उत्तराधिकारी उत्तराधिकारी निर्देशन समय न है। यदि नहीं होता है तो इसके परिणाम एक या दो वर्ष में निकले वाले हों तो वह दो कर्मचारी कर्मचारी इस भारत पर विनियम के पास होगा लड़ाई होगा कर्मचारी के प्रवृत्ति के लिए नहीं होगा।

4. सेवा विद्युत या पुनर्नियोजन के लिए ऐसा कोई भी अनुचित भीमथर नहीं निर्देशन जा सकता जो निर्देशन इस तरह पर बधाई मिलना हो कर्मचारी के प्रवृत्तिकर्मचारी को सेवा में विद्युत या पुनर्नियोजन मंजूरी किया गया था।

5. जब तक कोई कर्मचारी प्रथम निर्देशन न हो उनके सेवा विद्युत या पुनर्नियोजन पर विनियम नहीं किया जा सकता।

6. जिस कर्मचारी का सेवा विद्युत या पुनर्नियोजन किया गया है ऐसे कर्मचारी का सेवा विद्युत या पुनर्नियोजन का प्रति भारत पर परीक्षण के लिए विद्युत नहीं किया जा सकता।

7. जिस पद पर कोई कर्मचारी अधिवृत्तिकर्म के समय पदार्पण है तद्भव कोई पद पर कर्मचारी को सेवा में उसके सेवावित्तित के प्राप्त के अंतर्गत भी अधिवृत्तिकर्म है, तो ऐसा प्रतिवर्तन सेवा विद्युत कर्मचारी जारी करेगा। ऐसे सेवावित्तित के प्राप्त नहीं कर्मचारी को उसके सेवावित्तित के प्राप्त नहीं कर्मचारी को उसके पद न है, जहां विद्युत पर अधिवृत्तिकर्म सेवा के कर्मचारी को सेवा में सेवावित्तित की प्राप्त के अंतर्गत उसके पदवी अधिवृत्तिकर्म में अधिवृत्तिकर्म है, तो ऐसे प्रतिवर्तन को पुनर्नियोजन माना जाया।
(१) सेवानिवृति-पूर्व वेतन का ब्राह्मण करने के प्रयोजन से इस पृष्ठ में निर्देश दिया गया वेतन की अर्थता व सेवानिवृति के पूर्व वेतन का ब्राह्मण में कहा गया है। वेतन का परिवर्तन करने के लिए इस पृष्ठ में प्राचीन से प्रायः पूर्व वेतन का ब्राह्मण करने के लिए हिसाब में लिखा गया है।

(२) इस पृष्ठ में सेवानिवृति-पूर्व वेतन का ब्राह्मण करने के लिए, प्रारंभिक वेतन का प्रभाव करने के लिए, प्रारम्भिक वेतन का प्रभाव करने के लिए, हिसाब में लिखा गया है।

(३) इस पृष्ठ में सेवानिवृति के पूर्व वेतन का करने के लिए, प्रारंभिक वेतन का प्रभाव करने के लिए, हिसाब में लिखा गया है।

(४) इस पृष्ठ में सेवानिवृति के पूर्व वेतन का करने के लिए, प्रारंभिक वेतन का प्रभाव करने के लिए, हिसाब में लिखा गया है।

(५) इस पृष्ठ में सेवानिवृति के पूर्व वेतन का करने के लिए, प्रारंभिक वेतन का प्रभाव करने के लिए, हिसाब में लिखा गया है।
4(1) पुनर्नियोजित पंजन-भोगी धर्मी सेवानिवृत्ति के पूर्व जो पद धारण करते थे उस पद को लागू वेतनांतर पर निर्देश करके बिना, वे केवल उसी पद के सिद्धांत वेतनांतर में वेतन प्राप्त करने पर नई पुनर्नियोजित हुए हैं।

4(2) इसी पद पर पनुर्नियोजित किया गया है उस पद के न्यूनतम वेतनांतर में पुनर्नियोजित पर धार्मिक वेतन निम्नता किया गया।

5(1) इन नियम के लिए संपूर्ण पंजन या उसका भाग दीवार में किया गया है। तीसरे पुरोहित वेतनांतर पर धार्मिक वेतन, सेवानिवृत्ति के पूर्व प्राप्त किये गये उसके पद के न्यूनतम निम्नता किया गया।

5(2) पुनर्नियोजित पद पर ऐसा प्राप्त नहीं है, तो उस पद के न्यूनतम निम्नता किया गया, पंजन-भोगी धर्मी सेवानिवृत्ति में पुनर्नियोजित हुए हैं। उस पद का न्यूनतम वेतनांतर में निम्नता किया है।

6. पदोन्नति/बदलाव:

किसी हूँदेरे पद पर निर्माण पदोन्नति या बदलाव होने पर, पुनर्नियोजित पंजन-भोगी का बैठना, उन नियमों के अनुसार, गत पुनर्नियोजित पद के न्यूनतम वेतनांतर में निम्नता किया जाये। इस पद पर नियम वेतन में पंजन-भोगी संयोजन से होगा तक निम्नता किया जाया। इसमें उपर उपलब्धित होगा। यह तात्कालिक नियम भी तथ्यात्मक में 8,000/- में बदल नहीं है।

7. डांडी किया हुआ कर्मचारी:

हेक्से के छात्री किये गये पुरुषों के लिए नियोजित है। पंजन धर्मी सेवानिवृत्ति का उपयोग मंजुर नहीं किया गया है, अतः किसी सेवा में सुनिश्चित किये जाने पर, या सेवानिवृत्त का इसके साथ वेतनांतर में मंजुर किया जाए, तो नियम पद के बैठने का न्यूनतम पर उसका धार्मिक वेतन निम्नता किया जाये।

8. पुनर्नियोजित पंजन-भोगी सेवानिवृत्ति का वेतनांतर निबंध:

योग्य लिपिक (सिपाही प्रदर्शक उपयोग गतिरथ धार्मिक वेतन का वेतनांतर) के रूप में की सेवा, तथा विशेष गतिरथ लिपिक के रूप में की सेवा के तत्कालिन निर्धारण से हो।

MINISTRY OF SURFACE TRANSPORT
(Posts Wing)

NOTIFICATION
New Delhi, the 17th July, 1995

G.S.R. 550(E).—In exercise of the powers conferred by sub-section (1) of section 124 read with Sub-Section (1) of Section 132 of the Major Port Trusts' Act, 1963 (38 of 1963), the Central Government hereby approves the Jawaharlal Nehru Port Trust Employees' (Retirement) Regulations, 1995 made by the Board of Trustees for the port of Jawaharlal Nehru and set out in the Schedule annexed to this notification.
2. The said regulations shall come into force on the date of publication of this notification in the Official Gazette.

[NP. PR-12016/42/93-PE.I]
C. S. KHAIRWAL, Jl. Secy.

JAWAHARLAL NEHRU PORT TRUST
EMPLOYEES
(RETirement)
REGULATIONS 1995

CHAPTER I
INTRODUCTION

In exercise of the powers conferred under Section 28 of the 'Major Port Trusts Act 1963' (38 of 1963), the Board of Trustees of the Jawaharlal Nehru Port hereby makes the following regulations, namely:

SHORT TITLE AND APPLICATION:

1. These regulations shall be called the Jawaharlal Nehru Port Trust Employees (Retirement) Regulations, 1995 and they shall be applicable to all employees from such date as the Central Government may notify in that behalf in the Gazette of India.

CHAPTER II
DEFINITIONS:

2. In these regulations, unless there is anything repugnant in the context or subject:—

(1) 'ACT' means the 'MAJOR PORT TRUSTS ACT-1963' and statutory amendments thereto.

(2) 'Board', 'Chairman', 'Deputy Chairman' and 'Heads of Departments' shall have the same meaning as respectively assigned to them in the ACT.

(3) 'COMPETENT AUTHORITY' means the appointing authority as defined in the Jawaharlal Nehru Port Trust Employees (Classification, Control and Appeal) Regulations, or such other authority subordinate to the Competent Authority to which a power has been delegated by the Board.

(4) 'EMPLOYEE' means any person appointed to a post on a fixed pay or a time-scale of pay borne on the Schedule or approved to be borne on the Schedule.

(5) 'FOREIGN SERVICE' means service, in which an employee receives pay with the sanction of the competent authority from any source other than the General Account of the Port or the Pilotage Account of the Port.

(6) 'GOVERNMENT' means the Government of India.

(7) 'LEAVE SALARY' shall have the same meaning as defined in the Jawaharlal Nehru Port Trust Employees Leave Regulations.

(8) 'LIEN' means the right of an employee to hold substantively either immediately or on the termination of a period or periods of absence, a permanent post, to which he has been appointed substantively.

Explanations:

An employee shall be confirmed in a permanent post only once in the service of the Board. Confirmation will be made after completion of the probation to the satisfaction of the Competent Authority on a permanent post held by the employee after entry to the service of the Board Regular appointment to any other permanent post in the service of the Board after confirmation on a permanent post will be entitle the employee to hold lien on that other permanent post.

(9) "OFFICER" : An employee 'Officiates' in a post, when he performs the duties of a post on which another person holds a lien. The Competent Authority may, if it thinks fit, appoint an employee to officiate in a vacant post on which no other employee holds a lien.

(10) "PAY" means the amount drawn monthly by an employee as—

(i) The pay, (other than special pay or pay granted in view of his personal qualifications), which has been sanctioned for a post held by him subsequently or in an officiating capacity or to which he is entitled by reason of his position in the service to the Board and includes pay drawn in a temporary post.

(ii) Special pay, personal pay and

(iii) any other emoluments which may be classed as pay by the Board with the prior approval of the Government.

(11) "PERMANENT POST" means a post sanctioned without limit of time and carrying a fixed pay or time scale of pay borne on the Schedule or approved to be borne on the Schedule.

CHAPTER III
RETIREMENT

3. RETIREMENT:

(1) Except as otherwise provided in these regulations, every employee shall retire from service on the afternoon of the last day of the month in which he attains the age of fifty eight years.
(2) Notwithstanding anything contained in sub-regulation (1), the Competent Authority shall, if he is of the opinion that, it is in the interest of the Board so to do, have the absolute right to retire any employee by giving him notice of not less than three months in writing or three months' pay and allowances in lieu of such notice;

(i) if he is in Class I or Class II post and had entered Board service before attaining the age of 35 years, after he has attained the age of 50 years.

(ii) in any other case after he has attained the age of fifty five years or

(iii) after he has completed 30 years of qualifying service if pensionable employee.

Provided that, if it is decided in the interest of the Board to retire an employee, who previously held a class III post in a substantive capacity, but now holding a Class I or Class II post in an officiating capacity then subject to the provision of the clause (ii) above, he shall be allowed at his request in writing to continue in service in the Class III post which he held in a substantive capacity.

(3) (1) If on a review of the case either on a representation from the employee retired pre-maturely or otherwise, it is decided by the authority higher than the Competent Authority to reinstate the employee in service, that an authority while ordering re-instatement may regulate the intervening period between the date of premature retirement and the date of reinstatement as a period spent on duty or not on duty or by the grant of leave of the kind due and admissible, including extraordinary leave, depending upon the facts and circumstances of the case:

Provided that, the intervening period shall be treated as a period spent on duty for all purposes including pay and allowances, if it is specifically held by that authority that the premature retirement was itself not justified in the circumstances of the case, or if the order of premature retirement is set aside by a Court of Law.

(ii) Where the order of premature retirement is set aside by a Court of Law with specific direction in regard to regulation of the period between the date of premature retirement and the date of reinstatement and no further appeal is proposed to be filed, the aforesaid period shall be regulated in accordance with directions of the Court.

(4) (i) An employee may by giving notice of not less than three months in writing to the Competent Authority, retire from service after he has attained the age of fifty years if he is in a Class I or Class II post and had entered Board's service before attaining the age of thirty five years and in all other cases after he has attained the age of fifty five years or after he has completed 20 years of qualifying service or if he is a pensionable employee.

Provided that, it shall be open to the Competent Authority to withhold permission to an employee who is under suspension and seeks to retire under this clause.

(ii) An employee referred to in clause (i) above may make a request in writing to the Competent Authority to accept notice of less than three months giving reasons therefor, and on receipt of such a request the Competent Authority may consider such request for the curtailment of the period of notice of three months on merits and if it is satisfied that, the curtailment of the period of notice will not cause any administrative inconvenience, the appointing authority may relax the requirement of notice of three months on the condition that the employee shall not apply for communication of a part of his pension before the expiry of the period of notice of three months.

(iii) An employee, who has elected to retire under this regulation and has given the necessary intimation to effect to the competent authority, shall be precluded from withdrawing his selection subsequently except with the specific approval of such authority;

Provided however that, such request for withdrawal must be made before the intended date of his retirement.

NOTE:

(1) The three months' notice referred to in the above regulations may be given before the employee attains the specified age or service as the case may be provided that the retirement takes place after the employee has attained the relevant age or service as the case may be.

(2) In computing the notice period of three months referred to in sub-regulation (2) date of service of the notice and the date of its expiry shall be excluded.

(3) An employee, who is granted extension of service, after he has attained the prescribed age of superannuation shall not be promoted to another post during the period of extension.

(4) The date on which an employee attains the age of fifty-eight years shall be determined with reference to the date of birth declared by the employee at the time of appointment and accepted by the competent authority.

(5) An employee whose date of birth is the first of a month shall retire from service on the afternoon of the last day of the preceding month on attaining the age of superannuation.

(6) The criteria and procedure for grant of extension in service or re-employment shall be as set forth in Appendix-1 and the terms and conditions of re-employment and the fixation of pay of re-employed persons shall be as specified in Appendix-2 hereto.

4. Fixation of pay of re-employed Pensioners:

(1) 'Pension' means the gross monthly pension, if any, payable under the Rules/Regulations under which the re-employed pensioner was serving prior to his retirement. Where pension has been commuted partly or fully, pension means the gross pension payable prior to commutation.
(2) 'Pre-retirement Pay' means the substantive pay last drawn before retirement. However —

(i) Pay drawn in an officiating appointment may be taken into account for determining the pre-retirement pay if the officer had officiated continuously for a minimum of ten months in the officiating post prior to the date of retirement or held the post on a regular basis in accordance with the prescribed recruitment rules.

(ii) Special pay drawn shall be taken into account for determining the pre-retirement pay only if it has been drawn for a minimum of ten months prior to retirement. Pay drawn for holding more than one charge will not be taken into account in determining pre-retirement pay.

(iii) Such portion of deputation allowance, if the same was drawn continuously for a minimum period of ten months prior to retirement, and as has been taken into account for pension purposes, shall also be taken into account for determining the last pay drawn before retirement.

(iv) The pay drawn in a tenure post pay also be taken into account provided that it was drawn continuously for a minimum period of ten months prior to retirement.

(v) Personal pay granted for loss of substantive pay or allowed as a special increment for promoting small family norms shall be taken into account for determining pre-retirement pay irrespective of the duration for which it was drawn prior to retirement. Any other type of personal pay shall, however, be accorded the same treatment as officiating pay and shall be taken into account only if the same had been drawn for a minimum period of ten months prior to retirement.

(vi) The period of ten months referred to in this appendix shall include the period of leave preparatory to retirement and/or foreign service during the last ten months prior to retirement for the purpose of determining pre-retirement pay, if it is certified by the Competent Authority that the officer would have officiated in the post but for his being on such leave or foreign service.

(vii) An increment accruing in the substantive appointment during earned leave upto 120 days or the first 120 days of earned leave which is treated as leave preparatory to retirement shall be taken into account for determining the pre-retirement pay. If the employee was holding at the time of retirement, a post in an officiating capacity, the increment in respect of that post may be taken into account only if the Competent Authority certifies that the employee would have held the officiating appointment but for his proceeding on leave preparatory to retirement. Promotion to any higher post which the officer would have got but for going on leave will not be taken into account.

(viii) If an employee retires while on foreign service his pay that he would have drawn in his parent department but for going on foreign service shall be taken as pre-retirement pay. Proforma promotion if any for a period of ten months or more shall also be taken into account.

(ix) In the case of retired Defence Services Personnel of the rank of JEG, NCO or in the Army and corresponding ranks in the Navy or Air Force pre-retirement pay shall consist of pay (including Deferred pay, rank pay, increments of pay for length of service, Good Service Pay, Conduct Pay, Classification pay).

5. Quantum of Pension not to be taken into Account for Initial Fixation of pay in the re-employed post:

In the case of persons retiring before attaining the age of 55 years and who are re-employed, pension shall not be taken into account for initial pay fixation to the following extent.—

(i) In the case of ex-servicemen who held posts below commissioned Officer rank in the Defence Forces and in the case of civilians who held posts below Group 'A' posts at the time of their retirement, the entire pension will not be taken into account.

(ii) In the case of Service Officer belonging to defence force and civilian pensioners who held Group 'A' posts at the time of their retirement, the first Rs. 500/- of the pension shall not be taken into account.

6. Fixation of Pay:

(i) Re-employed pensioners shall be allowed to draw pay only in the prescribed scales of pay for the posts in which they are re-employed, without any reference to the scales of pay of the posts held by them prior to their retirement.

(ii) Where the pension is not taken into account, the initial pay on re-employment shall be fixed at the minimum of the scale of pay of the re-employed post.

(iii) Where the whole or a part of pension is taken into account for pay fixation, the initial pay on re-employment shall be fixed at the same stage as the last pay drawn before retirement. If there is no such stage in the re-employed post, the pay shall be fixed at the stage next below that pay. If the maximum of the pay scale in which a pensioner is re-employed is less than the last pay drawn by him before retirement, his initial pay shall be fixed at the maximum of the scale of pay of the re-employed
post. Similarly, if the minimum of the scale of pay in which a pensioner is re-employed is more than the last pay drawn by him before retirement, his initial pay shall be fixed at the minimum of the scale of pay of the re-employed post. However, in all such cases, they pay so fixed, shall be reduced by the quantum of the pension which is to be taken into account for fixation of pay.

(iv) The re-employed pensioner will, in addition to the pay as fixed above, shall be permitted to draw separately any pension sanctioned to him and to retain any other form of retirement benefits.

(v) One, the initial pay of a re-employed pensioner has been fixed in the manner indicated above, he shall be entitled to normal increments in the time-scale of the post to which he is appointed, provided that, the pay and gross pension does not at any time exceed Rs. 8,000/- per month.

7. Re-employment after receiving compensation or invalid Pension or Gratitude:

If a person who has retired and received or receives compensation or invalid pension or gratuity but elects to refund his gratuity and keeps his pension in abeyance for the purpose of counting his past service for earning future pension he shall be treated as if he is not in receipt of any pension for the purpose of fixation of pay. Such a person will also be entitled to the benefits of promotion to another scale or post and the re-employment shall be treated as regular continuous service.

8. Promotion/transfer:

On regular promotion or transfer to another post, pay of the re-employed pensioner shall be fixed under these regulations with reference to the pay in the previous re-employment post, before adjustments. From the pay so fixed, adjustments on account of pension shall be made to the same extent as provided here in above. This will, however, remain subject to the condition that the pay PLUS pension shall not at any time exceed Rs. 8,000/- per month.

9. Retrenched Employees:

In the case of ex-servicemen as well as civilians who are retrenched from service and are not granted pension and/or service gratuity on their appointment in the Board's service, they may be granted advance increments equal to the completed years of service rendered by them in the previous employment in the basic pay equal to or higher than the minimum of the scales attached to the civil post in which they are employed. The pay so arrived at should not, however, exceed the basic pay drawn by them in the armed forces or the civilians post previously held as the case may be.

10. Fixation of pay of re-employed ex-combatant clerks and ex-combatant store-keepers:

The service rendered as a combatant clerk (and above and equivalent ranks in Navy and Air Forces) may be treated as equivalent of service as Clerks in JNPT after their release/reirement from the Armed Forces and their initial pay in the posts of clerks may be increased by giving normal increments equivalent to the number of completed years of service as combatant clerk.

CHAPTER IV

Interpretation:

11. If any question arises as to the interpretation of these Regulations, the same shall be decided by the Board.

APPENDIX-I

CRITERIA FOR EXTENSION/RE-EMPLOYMENT

Note Regulation 3(4).

1. No proposal for extension of service/re-employment beyond the age of superannuation should or ordinarily be considered.

2.1 Extension of service/re-employment can be justified only in very rare and exceptional circumstances. Even in such cases, 60 years of age should be the deadline for non-scientific/non-technical posts and 62 years in the case of scientific/technical personnel. This should not be construed to mean that extensions of service/re-employment can be granted to non-scientific/non-technical personnel up to the age of 60 years and to scientific/technical personnel up to the age of 62 years more or less as a matter of course.

2.2 In every case the order granting an extension of service/re-employment shall include a clause providing for termination of service by one month's notice or one month's pay in lieu thereof on both sides at any time within the period of extension/re-employment to suit the situation that may arise where grant of extension of service/re-employment beyond the age of superannuation for a specific period might have to be cancelled or modified at a later date for administrative reasons.

2.3 The employees who were granted extension of service or appointed on re-employment basis shall retire on the date of expiry of the extension of service/re-employment period.

3. The over-riding consideration for the grant of extension of service/re-employment is that it must be clearly in the Board's interest and in addition satisfy one of the following two conditions:

(i) That other officers are not ripe enough to take over the job; or
(ii) that the retiring officer is of outstanding merit.

4. No extension of service/re-employment should be considered on the ground that a suitable successor is not available, unless it is established that action to select a successor had been taken well in advance, but the selection could not be finalised in time for justifiable reasons.

5. A proposal for the grant of extension of service re-employment based merely on the consideration that the Officer's predecessor had been given extension re-employment should obviously not be accepted.
APPENDIX—2
FIXATION OF PAY OF RE-EMPLOYED PENSIONERS

(Note 6 under Regulation 3(4))

1. The initial pay of pensioners (civil) or (Military) re-employed in the Board's service shall be regulated as follows:

2. Definitions:

(i) 'Pension' means the gross monthly pension, if any, payable under the Rules/Regulations under which the re-employed pensioner was serving prior to his retirement. Where pension has been commuted partly or fully, pension means the gross pension payable prior to commutation.

(ii) 'Pre-retirement pay' means the substantive pay last drawn before retirement. However —

(i) Pay drawn in an officiating appointment may be taken into account for determining the pre-retirement pay if the officer had officiated continuously or a minimum of ten months in the officiating post prior to the date of retirement or held the post on a regular basis in accordance with the prescribed recruitment rules.

(ii) Special pay drawn shall be taken into account for determining the pre-retirement pay only if it has been drawn for a minimum of ten months prior to retirement. Pay drawn for holding more than one charge on which special pays are admissible will not be taken into account in determining pre-retirement pay.

(iii) Such portion of deputation allowance, if the same was drawn continuously for minimum period of ten months prior to retirement, and as has been taken into account for pension purposes, shall also be taken into account for determining the last pay drawn before retirement.

(iv) The pay drawn in a tenure post may also be taken into account provided that it was drawn continuously for a minimum period of ten months prior to retirement.

(v) Personal pay granted for loss of substantive pay irrespective of the duration for which promoting small family norms shall be taken into account for determining pre-retirement pay irrespective of the duration for which it was drawn prior to retirement. Any other type of personal pay shall, however, be accorded the same treatment as officiating pay and shall be taken into account only if the same had been drawn for a minimum period of ten months prior to retirement.

(vi) The period of ten months referred to in this appendix shall include the period of leave preparatory to retirement and/or foreign service during the last ten months prior to retirement for the purpose of determining pre-retirement pay, if it is certified by the competent authority that the officer would have officiated in the post but for his being on such leave or foreign service.

(vii) An increment accruing in the substantive appointment during earned leave upto 120 days or the first 120 days of earned leave which is treated as leave preparatory to retirement shall be taken into account for determining the pre-retirement pay. If the employee was holding at the time of retirement a post in an officiating capacity, the increment in respect of that post may be taken into account only if the competent authority certifies that the employee would have held the officiating appointment but for his proceeding on leave preparatory to retirement. Promotion to any higher post which the officer would have got but for going on leave will not be taken into account.

(viii) If an employee retires while on foreign service his pay that he would have drawn in his parent department but for going on foreign service shall be taken as pre-retirement pay. Pro forma Promotion if any for a period of ten months or move shall also be taken into account.

(ix) In the case of retired Defence Services Personnel of the rank of JEG, NCO, or in the Army and corresponding ranks in the Navy or Air Force pre-retirement pay shall consist of pay (including Deferred pay, rank pay, increments of pay for length of service, Good Conduct pay, Classification Pay).

3. Quantum of pension not to be taken into account for initial fixation of pay in the re-employed post.

In the case of persons retiring before attaining the age of 55 years and who are re-employed, pension shall not be taken into account for initial pay fixation to the following extent:

(i) In the case of ex-servicemen who held posts below commissioned officer rank in the Defence Forces and in the case of civilians who held posts below Group 'A' posts at the time of their retirement, the entire pension will not be taken into account.

(ii) In the case of service officer belonging to defence force and civilian pensioners who held Group 'A' posts at the time of their retirement, the first Rs. 500/- of the pension shall not be taken into account.

4. (1) Re-employed pensioners shall be allowed to draw pay only in the prescribed scales of pay for the posts in which they are re-employed, without any reference to the scales of pay of the posts held by them prior to their retirement.

(2) Where the pension is not taken into account, the initial pay on re-employment shall be fixed at
the minimum of the scale of pay of the re-employed post.

(ii) Where the whole or a part of pension is taken into account for pay fixation, the initial pay on re-employment shall be fixed at the same stage as the last pay drawn before retirement. If there is no such stage in the re-employed post, the pay shall be fixed at the stage next below that pay. If the maximum of the pay scale in which a pensioner is re-employed is less than the last pay drawn by him before retirement, his initial pay shall be fixed at the maximum of the scale of pay of the re-employed post. Similarly, if the minimum of the scale of pay in which a pensioner is re-employed is more than the last pay drawn by him before retirement his initial pay shall be fixed at the minimum of the scale of pay of the re-employed post. However, in all such cases, the pay so fixed, shall be reduced by the quantum, of the pension which is to be reckoned into account for fixation of pay.

(iii) The re-employed pensioner will in addition to the pay as fixed under this regulation para 4.2 (ii) above shall be permitted to draw separately any pension sanctioned to him and to retain any other form of retirement benefits.

(iv) Once the initial pay of re-employed pensioner has been fixed in the manner indicated above, he shall be entitled to normal increments in the time-scale of the post to which he is appointed, provided that the pay and gross pension does not at any time exceed Rs. 8,000/- per month.

5. Re-employment after receiving compensation or invalid pension or gratuity:

If a person who has retired and received or receives compensation or invalid pension or gratuity but elects to refund his gratuity and keeps his pension in abeyance for the purpose of counting his past service for earning a future pension he shall be treated as if he is not in receipt of any pension for the purpose of fixation of pay. Such a person will also be entitled to the benefits of promotion to another scale or post and the re-employment shall be treated as regular continuous service.

6. Promotion|Transfer:

On regular promotion or transfer to another post, pay of the re-employed pensioner shall be fixed under these regulations with reference to the pay in the previous re-employment post, before adjustments. From the pay so fixed, adjustments on account of pension and retirement benefits shall be made to the same extent as provided herein above. This will, however, remain subject to the condition that the pay PLUS pension and pension retirement benefits shall not at any time exceed Rs. 8,000/- per month.

7. Retrenched Employees:

In the case of ex-servicemen as well as civilians who are retrenched from service and are not granted pension and nor service gratuity on their appointment in the Boards service, they may be granted advance increments equal to the completed years of service rendered by them in the previous employment in the basic pay equal to or higher than the minimum of the scale attached to the civil post in which they are re-employed. It should not however, exceed the basic pay drawn by them in the armed forces or the civilian post previously held as the case may be.

8. Fixation of pay of re-employed ex-combatant clerks and ex-combatant store-keepers:

The service rendered as a combatant clerk (sepoy and above and equivalent ranks in Navy and Air Force) may be treated as equivalent of service as Clerks in JNPT after their release from the Armed Forces and their initial pay in the post of Clerks may be increased by giving notional increments equivalent to the number of completed years of service as combatant clerks.