

**GOVERNMENT OF PUNJAB**  
**DEPARTMENT OF TRANSPORT**  
**(TRANSPORT II BRANCH)**

**Notification**

The 28th September, 2000

No.G.S.R. 88/Const./Art.309/2000.--In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment, and conditions of service of the persons appointed to the Punjab Transport Department (Non-Commercial (Wing) Class III Service, namely :--

**RULES**

**1. Short title, commencement and application.--**

(1) These rules may be called the Punjab Transport Department (Non-Commercial Wing) Class III Service Rules, 2000.

(2) They shall come into force on and with effect from the date of their publication in the official Gazette.

(3) They shall apply to the posts specified in Appendix 'A' to these rules.

**2. Definitions.--**(1) In these rules, unless the context otherwise requires,--

- (a) "Appendix" means an Appendix appended to these rules ;
- (b) "Commissioner" means the State Transport Commissioner, Punjab ;
- (c) "Government" means the Government of the State of Punjab in the Department of Transport; and
- (d) "Service" means the Punjab Transport Department (Non-Commercial Wing) Class III Service ;

(2) The expressions used in these rules, but not defined, shall have the respective meanings assigned to these expressions in the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.

3. **Number and character of posts.**—The Service shall comprise the posts specified in Appendix 'A':

Provided that nothing in these rules shall effect the inherent right of the Government to add to or reduce the number of such posts or to create new posts with different designations and scales of pay, whether permanently or temporarily.

4. **Appointing Authority.**—All Appointments to the Service shall be made by the Commissioner.

5. **Qualifications and method of appointment.**—  
(1) All appointments to the Service shall be made in the manner specified in Appendix 'B':

Provided that if no suitable candidate is available for appointment by promotion or by direct appointment as the case may be, then appointment to the Service shall be made by transfer of a person, unless otherwise provided in these rules, holding similar or identical post under the State Government or Government of India.

(2) No person shall be appointed to a post in the Service unless he possesses the qualifications and experience as specified for such a post in Appendix 'B'.

(3) Appointment to the Service by promotion shall be made on seniority-cum-merit but no person shall have any right to claim promotion on the basis of seniority alone.

6. **Discipline, punishment and appeals.**—(1) In the matter of discipline, punishment and appeals, the members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970, as amended from time to time.

(2) The authority empowered to impose penalties as specified in rules 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970 and the appellate authority thereunder in respect of the members of the Service shall respectively be the Commissioner and the Government.

7. Applications of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.--(1) In respect of the matters, which are not specifically provided in these rules, the members of the Service shall be governed by the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, as amended from time to time.

(2) The Punjab Civil Services (General and Common Conditions of Service) Rules, 1994 as in force at present are annexed as Appendix 'C'.

8. Repeal and saving.--The Punjab Transport Department (State Service Class III) Rules, 1963, are hereby repealed;

Provided that any action taken or any thing done under the rules so repealed, shall be deemed to have been taken or done under the corresponding provisions of these rules.

## APPENDIX 'A'

(See rules 1(3) and 3)

Serial Number	Designation of Post	Number of Posts			Scale of pay (in rupees)
		Perma- nent	Tempo- rary	Total	
1	2	3		4	
1	Law Officer	..	2	2	7000-220-8100-275- 10300-340-10980.
2	Assistant District Transport Officer	..	18	18	6400-200-7000-220- 8100-275-10300-340- 10640.
3	Personal Assis- tant	1	..	1	6400-200-7000-220- 8100-275-10300-340- 10640.
4	Superintendent Grade II	4	2	6	6400-200-7000-220 8100-275-10300-340- 10640.
5	Section Officer	..	16	16	6400-200-7000-220- 8100-275-10300-340- 10640.
6	Senior Assis- tant/Senior Assistant Accounts)	8	14	22	5800-200-7000-220- 8100-275-9200.
7	Senior Scale Stenographer	..	1	1	5800-200-7000-220- 8100-275-9200.
8	Draftsman	1	..	1	5800-200-7000-220- 8100-275-9200.
9	Junior Auditor	..	2	2	5800-200-7000-220- 8100-275-9200.
10	Motor Vehicle Inspector.	8	10	18	5480-160-5800-200- 7000-220-8100-275-8925.
11	Statistical Assistant	1	..	1	5000-160-5800-200- 7000-220-8100.

1	2	3	4		
12	Head Mechanic (Technician Grade I)	..	1	1	4550-150-5000-160- 5800-200-7000-220- 7220.
13	Mechanic (Technician Grade II)	1	3	4	4550-150-5000-160- 5800-200-7000-220- 7220.
14	Electrician (Technician Grade II)	1	1	2	4550-150-5000-160- 5800-200-7000-220- 7220
15	Painter (Technician Grade II)	1	1	2	4550-150-5000-160- 5800-200-7000-220- 7220.
16	Blacksmith (Deant Beater) (Technician Grade II)	..	1	1	4550-150-5000-160- 5800-200-7000-220- 7220.
17	Tyreman (Technician Grade II)	..	1	1	4550-150-5000-160- 5800-200-7000-220- 7220.
18	Welder (Technician Grade II)	..	1	1	4550-150-5000-160- 5800-200-7000-220- 7220.
19	Junior Scale Stenographer	1	..	1	4400-150-5000-160- 5800-200-7000.
20	Junior Assistant	32	68	100	4400-150-5000-160- 5800-200-7000.
21	Junior Field Investigator	1	1	2	4020-120-4260-140- 4400-150-5000-160- 5800-200-6200.
22	Supervisor	..	1	1	4020-120-4260-140- 4400-150-5000-160- 5800-200-6200.
23	Mechanic (Technician Grade III)	1	..	1	4020-120-4260-140- 4400-150-5000-160- 5800-200-6200.

1	2	3	4		
24	Blacksmith (Dent Beater) (Technician Grade III)	1	1	4020-120-4260-140- 4400-150-5000-160- 5800-200-6200.	
25	Upholster (Technician Grade III)	1	1	4020-120-4260-140- 4400-150-5000-160- 5800-200-6200.	
26	Fitter (Technician Grade III)	1	1	4020-120-4260-140- 4400-150-5000-160- 5800-200-6200.	
27	Stenotypist	14	10	24	3330-110-3660-120- 4260-140-4400-150- 5000-160-5800-200- 6200.
28	Staff Car Driver (Minister Car section)	21	13	34	3330-110-3660-120- 4260-140-4400-150- 5000-160-5800-200- 6200.
29	Staff Car Driver	1	3	4	3330-110-3660-120- 4260-140-4400-150- 5000-160-5800-200- 6200.
30	Clerk	33	68	101	3120-100-3220-110- 3660-120-4260-140- 4400-150-5000-160- 5160.
31	Constable Driver	10	8	18	3120-100-3220-110- 3660-120-4260-140- 4400-150-5000-160- 5160.
32	Junior Technician	2	11	13	3120-100-3220-110- 3660-120-4260-140- 4400-150-5000-160- 5160.
33	Store Keeper	..	1	1	3120-100-3220-110- 3660-120-4260-140- 4400-150-5000-160- 5160.

1	2	3	4
34	Restorer	1	3120-100-3220-110- 3660-120-4260-140- 4400-150-5000-160- 5160
35	Store Attendant (Assistant Store Keeper)	1	2720-100-3220-110- 3660-120-4260.

APPENDIX 'B'  
(See rule 5)

Sr. No.	Designation of the post	Percentage for appointment by				Method, qualification and experience for appointment by		
		Promotion	Direct	Transfer	Promotion	Promotion	Direct appointment	Direct appointment
1	2	3	4	5	6	7	7	
1	Law Officer	--	--	From amongst the Assistant District Attornies working in the Directorate of Prosecution and Litigation, Punjab	--	--	--	
2	Assistant District Transport Officer	Twenty per cent	Eighty per cent	--	From amongst the Senior Assistants/ Senior Assistants (Accounts), Junior Auditors and Draftsmen who have an experience of working on any one of these posts for a minimum period of five years	Should be a Graduate of a recognised university or institution and should have qualified a test as per syllabus specified in Appendix 'D' to be held by the Board.	--	
3	Personal Assistant	Hundred per cent	--	--	From amongst the Senior Scala Stenographers, who have	--	--	



4	Superintendent Grade II	--	Eighty per cent	Twenty per cent	an experience of working as such for a minimum period of five years	(I) Should be a Graduate from a recognised university or institution; and (II) Should have an experience of working as Senior Assistant in any department of the Punjab Government for a minimum period of five years.
5	Section Officer	--	--	--	From amongst the Section Officers working in the Department of Finance (Treasury and Accounts), Punjab.	(I) Should be a Graduate from a recognised university or institution; and (II) Should have an experience of working as Senior Assistant for a minimum period of five years under a State
6	Senior Assistant/Senior Assistant (Accounts)	--	Seventy-five per cent	Twenty-five per cent	From amongst the Junior Assistants who have an experience of working as such for a minimum period of five years	(I) Should be a Graduate from a recognised university or institution; and (II) Should have an experience of working as Senior Assistant for a minimum period of five years under a State

1	2	3	4	5	6	7
7	Senior Scale Stenographer	Eighty per cent	Twenty per cent	--	From amongst the Junior Scale Steno- graphers who have an experience of working as such for a minimum period of one year and who qualify test in Stenography to be held by the appoint- ing authority at such speed as may be specified by the Punjab Government in this behalf from time to time.	Government or under a Semi State Government Organisation.  (i) Should be a Graduate or Second Class Inter- mediate or first class Metriculate of a recog- nised university or institution or its equivalent; and  (ii) Should qualify a test in stenography to be held by the Board at such speed as may be specified by the Punjab Government in this behalf from time to time.
8	Draftsmen	--	Hundred per cent	--		(i) Should be a Metriculate of a recognised uni- versity or institution ;  (ii) Should possess diploma in Civil Engineering (Draftsman) or diploma in Draftsman (Mechani- cal) from a recognised university or institut- tion ; and

(iii) Should have an experience of working as Draftsman for a minimum period of two years under a State Government or under a Semi State Government Organisation.

Should possess a degree of Bachelor of Commerce with First Division or a degree of Master of Commerce with Second Division from a recognised university or institution.

(i) Should have passed Senior Secondary Part-II Examination from a recognised university or institution;

(ii) Should have—  
(a) a diploma in Automobile Engineering; or (Three Year's Course) from a recognised university or institution; or

From amongst the Junior Assistants who possess degree of Bachelor of Commerce from a recognised university or institution and who have an experience of working as such for a minimum period of five years

--

--

Twenty-five per cent

Seventy-five per cent

Hundred per cent

9 Junior Auditor

10 Motor Vehicle Inspector

*Handwritten notes:*  
528  
16-10-19  
Mr. Sarin  
Mr. P.P.S.

7

6

5

4

3

2

1

(b) a diploma in Mechanical Engineering (Three Year's Course) awarded by the State Board of Technical Education ;  
or

(c) any qualification in either of the disciplines mentioned in (a) and (b) above, declared equivalent by the Central Government or the Punjab Government.

(iii) Should have an experience of working for a minimum period of one year in a reputed automobile workshop, which undertakes repairs of Light Motor Vehicles, Heavy Goods Vehicles, and Heavy Passengers Motor Vehicles fitted with petrol and diesel engine; and

(iv) Should hold a driving licence authorising him to drive Motor cycle, Heavy Goods Vehicles, and Heavy Passenger Motor Vehicles.

11	Statistical Assistant	Hundred per cent	--	From amongst the Junior Field Investigators who have an experience of working as such for a minimum period of five years.	(I) Should be a Matriculate of a recognised university or Institution; (II) Should possess three years National Trade Certificate or National Apprenticeship Certificate from a recognised university or Institution; and (III) Should possess at least seven years experience as Technician Grade IV and Technician Grade
12	Head Mechanic (Technician Grade I)	Hundred per cent	--	From amongst the Mechanics (Technician Grade II) who have an experience of working as such for a minimum period of five years.	
13	Mechanic (Technician Grade II)	Seventy-five per cent	Twenty-five per cent	From amongst the Mechanic (Technician Grade III) who have an experience of working as such for a minimum period of five years.	

1	2	3	4	5	6	7
14	Electrician (Technician Grade II)	Seventy- five per cent	Twenty- five per cent	--	From amongst the Junior Technicians (attached with Electrician Tech- nician Grade II) who have an ex- perience of work- ing as such for a minimum period of five years.	<p>III in the Trade concern- ed out of which at least three year's experience should be as Technician Grade III under a State Government or under a Semi State Government Organisation.</p> <p>(i) Should be a Matriculate of a recognised university or institution;</p> <p>(ii) Should possess three years National Trade Certificate or National Apprenticeship Certifi- cate from a recognised university or institu- tion; and</p> <p>(iii) Should possess at least seven years experience as Technician Grade IV and Technician Grade III in the Trade concerned out of which at least three years experience should be as Technician Grade III under a State Government or a Semi</p>

State Government Organisation.

15	Painter (Technician Grade II)	--	Hundred per cent	--	<p>(i) Should be a Matriculate of a recognised university or institution;</p> <p>(ii) Should possess three years National Trade Certificate, or National Apprenticeship Certificate from a recognised university or institution; and</p> <p>(iii) Should possess at least seven years experience as Technician Grade IV and Technician Grade III in the Trade concerned out of which at least three years experience should be as Technician Grade II under a State Government or under a Semi State Government Organisation.</p>
16	Blacksmith (Deant Beater) (Technician Grade II)	--	Twenty- five per cent	From amongst the Blacksmith (Deant Beater), Technician	<p>(i) Should be a Matriculate of a recognised university or institution.</p>

1	2	3	4	5	6	7
17	Tyreman (Technician Grade II)	Seventy- five per cent	Twenty- five per cent	--	<p>Grade III who have an experience of working as such for a minimum period of five years.</p> <p>(ii) Should possess three years National Trade Apprenticeship Certificate from a recognized university or institution; and</p> <p>(iii) Should possess at least seven years experience as Technician Grade IV and Technician Grade III in the Trade concerned out of which at least three years experience should be as Technician, Grade III under a State Government or Semi State Government Organisation.</p>	<p>(ii) Should be a Matriculate of a recognized university or institution;</p> <p>(ii) Should possess at least three years National Trade Certificate or National Apprenticeship Certificate from a recognized university or institution; and</p>
					<p>From amongst the Junior Technician attached with Tyreman (Technician Grade II) who have an experience of working as such for a minimum period of five years.</p>	





1	2	3	4	5	6	7
19	Junior Scale Stenographer	Hundred per cent	--	--	From amongst the Stenotypists who have an experience of working as such for a minimum period of one year and who qualify test in Stenography to be held by the appointing authority at such speed as may be specified by the Punjab Government from time to time.	--
20	Junior Assistant	Hundred per cent	--	--	From amongst the Clerks who have an experience of working as such for a minimum period of five years.	--
21	Junior Field Investigator	Eighty per cent	Twenty per cent	--	From amongst the Clerks who have an experience of working as such for a minimum period of five years.	Should be a Graduate of a recognised university or institution with Mathematics or Statistics or Commerce or Economics as one of the subject.
22	Supervisor	Hundred per cent	--	--	From amongst the staff car drivers (Minister Car	--

<p>Section) who have an experience of working as such for a minimum period of five years.</p>				
<p>23</p>	<p>Mechanic (Technician Grade III)</p>	<p>Seventy-five per cent</p>	<p>Twenty-five per cent</p>	<p>From amongst the Junior Technicians attached with Mechanic (Technician Grade III) who have an experience of working as such for minimum period of five years.</p>
<p>(1)</p>				<p>Should be a Matriculate of a recognised university or institution;</p>
<p>(ii)</p>				<p>Should possess three years National Trade Certificate or National Apprenticeship Certificate from a recognised university or institution; and</p>
<p>(iii)</p>				<p>Should possess at least five years experience as Junior Technician and Technician Grade IV under a State Government or a semi State Government Organisation.</p>
<p>(1)</p>				<p>Should be a Matriculate of a recognised university or institution;</p>
<p>(ii)</p>				<p>Should possess three years National Trade Certificate or National Apprenticeship Certificate from a recognised university or institution; and</p>
<p>24</p>	<p>Blacksmith (Deant Beater) (Technician Grade III)</p>	<p>Seventy-five per cent</p>	<p>Twenty-five per cent</p>	<p>From amongst the Junior Technicians attached with Blacksmiths (Deant Beater) (Technician Grade III) who have an experience of working as such for a minimum period of five years.</p>

1	2	3	4	5	6	7
25	Upholsterer (Technician Grade III)	Seventy- five per cent	Twenty- five per cent	--	From amongst Junior Technicians attached with Upholstrers (Technician Grade- III) who have an experience of working as such for a minimum period of five years.	(iii) Should possess at least five year's experience as Junior Technician or Technician Grade IV under a State Government or a semi State Govern- ment Organisation.  (i) Should be a Matriculate of a recognised university or institution;  (ii) Should possess three year's National Trade Certificate or National Apprenticeship Certificate from a recognised uni- versity or institution; and  (iii) Should possess at least five year's experience as Junior Technician or Technician Grade IV under a State Government or under a semi State Govern- ment Organisation.
26	Fitter (Technician Grade III)	Seventy- five per cent	Twenty- five per cent	--	From amongst the Junior Technicians attached with Fitters (Technician Grade- III), who have an	(i) Should be Matriculate of a recognised university or institution;  (ii) Should possess three year's National Trade Certificate

<p>experience of working as such for a minimum period of five years.</p>	<p>or National Apprenticeship Certificate from a recognised university or institution, and</p>
<p>(iii) Should possess at least five year's experience as Junior Technician or Technician Grade IV under a State Government or a semi State Government Organisation.</p>	<p>(iii) Should possess at least five year's experience as Junior Technician or Technician Grade IV under a State Government or a semi State Government Organisation.</p>
<p>By selection from amongst the Clerks who have an experience of working as such for a minimum period of one year and who qualify to test in Stenography to be held by the appointing authority at such speed as may be specified by the Punjab Government from time to time.</p>	<p>(i) Should be a Senior Secondary Part II or Second Class Matriculate of a recognised university or institution; and</p>
<p>From amongst, Helpers and Cleaners working in Minister Car Section and Government Central Workshop and Class IV employees working under the control of the Commissioner who, --</p>	<p>(ii) Should qualify in a competitive test in Stenography to be held by the Board at such speed as may be specified by the Punjab Government from time to time.</p>
<p>Twenty per cent</p>	<p>Eighty per cent</p>
<p>27 Stenotypist</p>	<p>28 Staff Car Driver (Minister Car Section)</p>
<p>Twenty per cent</p>	<p>Eighty per cent</p>

1	2	3	4	5	6	7
29.	Staff Car Driver	Twenty per cent	Eighty per cent	--	<p>(i) have five year's old driving licence for Motor Car.</p> <p>(ii) qualify driving test held by the appointing authority; and</p> <p>(iii) possess knowledge of Punjabi language upto middle standard.</p>	<p>(iv) Should possess knowledge of Punjabi language upto middle standard, and</p> <p>(v) Should have an experience of driving a motor car for a minimum period of five years.</p>
					<p>From amongst the Helpers and Cleaners working in Minister Car Section and Government Central Workshop and Class IV employes working under the control of the Commissioner and who,--</p> <p>(i) have five years old driving licence for motor car;</p> <p>(ii) qualify driving test held by the appointing authority; and</p> <p>(iii) possess knowledge of Punjabi language upto middle standard.</p>	<p>(i) Should be Matriculate of a recognised university or institution.</p> <p>(ii) Should possess driving licence for motor car;</p> <p>(iii) Should have experience for driving a motor car for a minimum period of five years; and</p> <p>(iv) Should qualify driving test held by the Board as the case may be.</p>

30	Clerk	Fifteen per cent	Eighty-five per cent	--	From amongst Class IV employees working under the control of the Commissioner who are matriculates and who have an experience of working as such for a minimum period of five years and qualify such test in typewriting at such speed as may be specified by the Punjab Government from time to time.	(a) Should be a Matriculate in second division or has passed Senior Secondary Part II examination from a recognised university or institution; and
31	Constable Driver	--	--	--	From amongst the Constable Drivers working under the control of Director General of Police, Punjab.	(b) Should qualify a test in Punjabi typewriting to be held by the Board at such speed as may be specified by the Punjab Government from time to time.
32	Junior Technician	Twenty-five per cent	Seventy-five per cent	--	From amongst the Helpers and Cleaners who are Matriculates from a recognised university or institution with a knowledge of trade concerned and who have an experience of working as	(i) Should be Matriculate of a recognised university or institution; and
						(ii) should pass three year's National Trade Certificate or National Apprenticeship Certificate in the Trade concerned from a recognised university or institution.

1	2	3	4	5	6	7
33	Store Keeper	Hundred per cent	--	--	such for a minimum period of five years. From amongst the Store Attendants (Assistant Store Keepers) who have an experience of working as such for a minimum period of five years.	--
34	Restorer	Hundred Per Cent	--	--	From amongst Class-IV employees working under the control of the Commissioner who have an experience of working as such for a minimum period of five years.	--
35	Store Attendant (Assistant Store Keeper)	--	Hundred per cent	--	(1) Should be a Matriculate in Second Division or have passed Senior Secondary Part II examination from the recognised university or institution; and	--



(11) Should have an experience of working in handling stores and Store Ledger for a minimum period of five years in a Government office, semi Government office or in a reputed Organisation.

**APPENDIX 'C'**

(See rule 7)

**GOVERNMENT OF PUNJAB****DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE  
REFORMS (PERSONNEL POLICIES I BRANCH)****Notification**

The 4th May, 1994

No. G.S.R.33/Const/Art.309/94.--In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and all other powers enabling in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and general and common conditions of services of persons appointed to Class I, Class II and Class III services in connection with the affairs of the State of Punjab, namely :--

1. Short title, commencement and application.-- (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.

(2) They shall come into force at once.

(3) They shall apply to all the post in Class I, Class II and Class III services in connection with the affairs of the State of Punjab.

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

(a) "appointing authority" means an appointing authority specified as such in the Service Rules made under article 309 of the Constitution of India in respect of any service or post in connection with the affairs of the State of Punjab.

(b) "Board" means the Subordinate Service Selection Board, Punjab or any other authority constituted to perform its functions ;

- (c) "Commission" means the Punjab Public Service Commission ;
- (d) "direct appointment" means an appointment made otherwise than by promotion or by transfer of a person already in the service of Government of India or of a State Government ;
- (e) "Government" means the Government of the State of Punjab in the Department of Personnel and Administrative Reforms ;
- (f) "recognised university or institution" means.--
- (i) any university or institution incorporated by law in any of the State of India ; or
  - (ii) any other university or institution which is declared by the Government to be a recognised university or institution for the purposes of these rules ;
- (g) "Service" means any Class I service, Class II service or Class III service constituted in connection with the affairs of the State of Punjab ;
- (h) "Service Rules" means the service rules made under article 309 of the Constitution of India regulating the recruitment and conditions of service other than the general and common conditions of service of persons appointed to any service or post in connection with the affairs of the State of Punjab.

**3. Nationality, domicile and character of persons appointed to the Service.--**(1) No person shall be appointed to the Service unless he is,--

- (a) a Citizen of India ; or
- (b) a Citizen 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 and East African Countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanganyika and Zanzibar) Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India:

Provided that a person belonging to any of the categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been given by the Government of Punjab in the Department of Home Affairs and Justice.

(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 the Board, as the case may be, on his furnishing proof that he has applied for the certificate but he shall not be appointed to the Service unless the necessary certificate is given to him by the Government of Punjab in the Department of Home Affairs and Justice:

(3) No person shall be recruited to the Service by direct appointment unless he produces,--

- (a) a certificate of character from the principal academic officer of the university, college, school or institution last attended, if any, and similar certificates from two 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 ; and
- (b) an affidavit to the effect that he was never convicted for any criminal offence involving moral turpitude and that he was never dismissed or removed from service of any State Government or of Government of India or of any Public Sector Undertaking.

4. Disqualifications.--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 the Service :

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

5. Age.--(1) No person shall be recruited to this Service by direct appointment if he is less than eighteen years or is more than thirty years of age in the case of non-technical posts and thirty three years in the case of technical posts on the 1st day of January of the year immediately preceding the last date fixed for submission of applications by the Commission or the Board, as the case may be, or unless he is within such range of minimum and maximum age-limits as may be specifically fixed by the Government from time to time:

Provided that where different lower and upper age limits have been specifically prescribed for posts in the Service Rules, these limits shall be made applicable for appointment to such posts :

Provided further that the upper age-limit may be relaxed up to forty-five years in the case of persons already in the employment of the Punjab Government, other State Government, or the Government of India :

Provided further that in the case of candidates belonging to Scheduled Castes and other Backward Classes, the upper age-limit shall be such as may be fixed by the Government from time to time.

(2) In the case of ex-servicemen, the upper age-limit shall be such as has been prescribed in the Punjab Recruitment of Ex-servicemen Rules, 1982, as amended from time to time.

(3) In the case of appointment on compassionate grounds on priority basis, the upper age-limit shall be such as may be specifically fixed by the Government from time to time.

6. Qualifications etc.--Subject to the provisions of these rules, the number and character of posts, method of recruitment and educational qualifications and experience for appointment to a post or posts in a Service and the departmental examination, if any, shall be such as may be specified in the Service Rules made for that Service.

7. Probation.--(1) A person appointed to any post in the Service shall remain on probation for a period of two years, if recruited by directed appointment 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) in the case of an appointment by transfer, any period of work on an equivalent or higher rank, prior to appointment to the Service, may in the discretion of the appointing authority be allowed to count towards the period of probation ;
- (c) any period of officiating appointment to the Service shall be reckoned as period spent on probation ; and
- (d) any kind of leave not exceeding six months during or at the end of period of probation shall be counted towards the period of probation.

(2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory or if he has failed to pass the departmental examination, if any prescribed in Service Rules within a period not exceeding two and a half years from the date of appointment, it may,--

- (a) if such person is recruited by direct appointment, dispense with his services, or

revert him to a post on which he held  
lien prior to his appointment to the  
Service by direct appointment ; and

(b) if such person is appointed otherwise :--

(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 and conduct has in its  
opinion been satisfactory ;

(i) confirm such person, from the date of  
his appointment or from the date he  
completes his period of probation satis-  
factorily if he is not already confirmed ;  
or

(ii) declare that he has completed his  
probation satisfactorily, if he is  
already confirmed ; or

(b) if his work or conduct has not been in its  
opinion, satisfactory or if he has failed to  
pass the Departmental examination, if any  
specified in the Service Rules,--

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

(ii) extend his period of probation and there-  
after pass such order as it could have  
passed on the expiry of the period of  
probation as specified in Sub-rule(1) :

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

8. Seniority.--The seniority inter se of persons  
appointed to posts in each cadre of a Service shall

be determined by the length of continuous service on such post in that cadre of the Service :

Provided that in the case of persons recruited by direct appointment who join within the period specified in the order of appointment or within such period as may be extended from time to time by the appointing authority subject to a maximum of four months from the date of order of appointment, the order of merit determined by the Commission or the Board, as the case may be, shall not be disturbed:

Provided further that in case a person is permitted to join the post after the expiry of the said period of four months in consultation with the Commission or the Board, as the case may be, his seniority shall be determined from the date he joins the post :

Provided further that in case any person of the next selection has joined a post in the cadre of the concerned Service before the person referred to in the preceding proviso joins, the person so referred shall be placed below all the persons of the next selection who join within the time specified in the first proviso :

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

- (a) a person appointed by direct appointment shall be senior to a person appointed otherwise ;
- (b) a person appointed by promotion shall be senior to a person appointed by transfer ;
- (c) in the case of persons appointed by promotion or transfer, the seniority shall be determined according to the seniority of such person in the appointments from which they were promoted or transferred ; and
- (d) in the case of persons appointed by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a person who was drawing a higher rate of pay in his previous appointment, and if the



rates or pay drawn are also the same, then by their length of service in these appointments and if the length of service is also the same, an elder person shall be senior to a younger person.

**Note.**--Seniority of persons appointed on purely provisional basis or on ad hoc basis shall be determined as and when they are regularly appointed keeping in view the dates of such regular appointment.

**9. Liability of members of service to transfer.**--A member of a Service may be transferred to any post whether included in any other service or not, on the same terms and conditions as are specified in rule 3.17 of the Punjab Civil Service Rules, Volume I, Part I.

**10. Liability to serve.**--A member of a Service shall be liable to serve at any place, whether within or out of the State of Punjab, on being ordered so to do by the appointing authority.

**11. Leave, pension and other matters.**--In respect of pay, leave, pension and all other matters not expressly provided for in these rules, a member of a Service shall be governed by such rules and regulations as may have been or may hereafter be adopted or made by the competent authority.

**12. Discipline, penalties and appeals.**--(1) In the matter of discipline, punishment and appeals, a member of a Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970 as amended from time to time.

(2) The authority empowered to impose penalties specified in rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970 and the appellate authority thereunder in respect of the Government employee shall be such as may be specified in the Service Rules.

**13. Liability for vaccination and re-vaccination.**--Every member of Service shall get himself

vaccinated or re-vaccinated when Punjab Government so directs by a special or general order.

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

15. **Minimum Educational and other qualification for appointment to the post of Clerk.**--No person shall be appointed by direct appointment to a post of Clerk under the Punjab Government unless he,--

- (a) is Matriculate in Second Division or has passed Senior Secondary Part-II examination from a recognised university or institution; and
- (b) qualifies a test in Punjabi type-writing to be conducted by the board or by the appointing authority at the speed of thirty words per minute.

16. **Minimum educational and other qualifications for appointment to the post of Steno-typist, Grade-II or Junior Scale Stenographer, Grade-II.**--No person shall be appointed by direct appointment to a post of a Steno typist, Grade-II, or a Junior Scale Stenographer, Grade-II, under the Punjab Government, unless he,--

- (a) is Matriculate in Second Division or has passed Senior Secondary Part-II examination from a recognised university or institution; and
- (b) qualifies a test in Punjabi stenography to be held by the Board or by the appointing authority at a speed to be specified by the Government from time to time.

17. **Knowledge of Punjabi Language.**--No person shall be appointed to any post in any Service by direct appointment unless he possesses knowledge of Punjabi Language of Matriculation standard or its equivalent :

Provided that where a person is appointed on compassionate grounds on priority basis under the instructions issued in this behalf by the Government, the person so appointed will have to acquire knowledge of Punjabi language of Matriculation standard or will have to qualify a test conducted by the Language Wing of the Department of Education of the Punjab Government within six months from the date of his appointment :

Provided further that where educational qualifications for a post in any service are lower than Matriculation then knowledge of Panjabi language shall be lowered accordingly.

18. Debaring for consideration for promotion of a Government employee who refuses to accept promotion.--In the event of refusal to accept promotion by a member of a Service he shall be debarred by the appointing authority from consideration from promotion for all the consecutive chances which may occur in future within a period of two years from the date of such refusal to accept promotion :

Provided that in a case where the appointing authority is satisfied that a member of a service has refused to accept promotion under the circumstances beyond his control, it may exempt such a member for reasons to be recorded therefor in writing from the operation of this rule.

19. Power to relax.--Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons :

Provided that the provisions relating to educational qualifications and experience, if any, shall not be relaxed.

20. Overriding effect.--The provisions of these rules shall have effect notwithstanding anything to

---

the contrary contained in any rules for the time being in force for regulating the recruitment and conditions of service for appointment to public service and posts in connection with the affairs of the state.

21. Interpretation.—If any question arises as to the interpretation of these rules, the Government shall decide the same.

APPENDIX 'D'

(Serial number 2 of Appendix 'B')

Rules relating to the subjects and standard of the competitive examination of candidates for the post of Assistant District Transport Officer--

1. A candidate shall answer the papers in Punjabi or English.
2. No candidate shall be eligible to appear in the viva-voce test unless he obtains 50 per cent marks in the aggregate of all subjects :

Provided that if any examination a sufficient number of candidates do not obtain 50 per cent marks in the aggregate. the Commission/Board may at their discretion lower this percentage to not below 45 per cent.

3. No candidate shall be considered to have qualified in the examination unless he obtains at least 50 per cent marks in the aggregate in all subjects including viva-voce except in the case of any examination for which this percentage has been lowered to not less than 45 per cent by the Commission/Board under the proviso to rule 2 in which case the qualifying percentage shall be determined by the Commission/Board.
4. The subjects and maximum marks fixed for each subject shall be as shown in the statement below :--

Sr. No.	Subject	Maximum Marks
1.	Punjabi	75
2.	English	75
3.	Motor Vehicles Act, 1988, Central Motor Vehicles	100

Sr. No.	Subject	Maximum Marks
	Rules, 1989, Punjab Motor Vehicles Rules, 1989	
4.	General Knowledge	50
5.	Viva-Voce	50
Total :		350

#### DETAILED SYLLABUS

- 1. Punjabi** Question to test the candidates capacity to understand and write good Punjabi. The paper will comprise precise writing, expansion tests in vocabulary and any other form of composition that may be suitable.
- 2. English** Question to test the candidate's capacity to understand and write good English. The paper will comprise precise writing, expansion tests in vocabulary and any other form of composition that may be suitable.

An essay to be written on one of the several specified subjects.
- 3. Motor Vehicles Act/Rules** This paper is intended to test the candidate's knowledge of Motor Vehicles Act, 1988, Central Motor Vehicles Rules, 1989 and Punjab Motor Vehicles, Rules, 1989.
- 4. General Knowledge** This paper is intended to test the candidate's knowledge of current events and of such matters of every day observation and experience in their scientific aspect as may be expected of an educated person who has not made a special study of any scientific

---

subject. The paper will also include questions of historical, geographical and economic importance, with special reference to the Punjab.

5. Viva Voce

The viva voce will be to test the personal qualities of the candidate. This test will be in matters of general interest and is intended to test the candidate's alertness, intelligence and general outlook. Consideration will also be paid to the bearing and physique of the candidate.

TEJINDER KAUR,

Principal,  
Secretary to Government of Punjab,  
Department of Transport.

GOVERNMENT OF PUNJAB  
DEPARTMENT OF TRANSPORT  
(TRANSPORT II BRANCH)

Notification

The 15th February, 1999

No. G.S.R. 10/Const/Art. 309/Amd. (1)/99.—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules, further to amend the Punjab Transport Department (Non-Commercial) Class-I Service Rules, 1986, namely :—

RULES

1. These rules may be called the Punjab Transport Department (Non-Commercial) Class-I Service (First Amendment) Rules, 1999.

2. In the Punjab Transport Department (Non-Commercial) Class I Service Rules, 1986 (hereinafter referred to as the said rules) for APPENDIX 'A', the following "APPENDIX" shall be substituted, namely :—

"APPENDIX 'A'"

[See rules 1(2) and (3).]

Serial No.	Designation of the post	Number of posts	Scales of pay in rupees
1	2	3	4
1	Consultant Route Planning	1	13500—400—15900—450—16800
2	Joint State Transport Commissioner	1	10025—275—10300—340—1200—375—13500—400—15100
3	Secretary, Regional Transport Authority	1	7220—220—8100—275—10300—340—11660
4	District Transport Officer	2	7220—220—8100—275—10300—340—11660



In the said rules, for APPENDIX 'B', the following APPENDIX, shall be substituted, namely:—

“APPENDIX 'B'”

(See rule 8)

Sr. No.	Designation of the post	Promotion	Direct Appointment	Transfer	Qualification for appointment by Promotion	Direct Appointment
1	Consultant Route Planning.	Hundred per cent	If no suitable candidate is available for promotion.	From amongst the persons holding identical or similar post if no suitable person is available for appointment by promotion or direct appointment.	From amongst the Joint State Transport Commissioner, who is graduate of a recognised university and who has an experience of working, as such for a minimum period of five years or from amongst the Secretary Regional Transport Authority or the	(i) Should have a Degree in Architecture or Civil Engineering or Automobile Engineering or Mechanical Engineering from a recognised university; and (ii) Should have an experience of working in a supervisory



<p>3 Secretary Regional Transport Authority.</p>	<p>Hundred per cent</p>	<p>If no suitable candidate is available for promo- tion.</p>	<p>From amongst the persons holding identi- cal or similar posts if no suitable person is available for appointment by promotion or direct appointment</p>	<p>Automobile Engi- neering or Mechanical Engineering from a reco- gnised institution and have as experience of working as such for a minimum period of five years.</p>	<p>ment or Semi-Gov- ernment Under- taking for a mini- mum period of five years.</p>
			<p>From amongst the Deputy State Transport Commissioner who is a member of the Punjab Transport Department (Non- Commercial Wing) Class II Service and who are graduates from a recognised uni- versity and have an experience of working as such for a minimum period of five years or</p>	<p>(i) Should be Graduate of a recognised university or should have a degree in Automobile Engi- neering or Mechani- cal Engineering of a recognised uni- versity; and</p>	<p>(ii) Should have an experience of work- ing in a Supervi- sory capacity as</p>

from amongst the Service Engineer and Automobile Engineer or Assistant Transport Commissioner (Techni- cal) who are members of the Punjab Trans- port Department (Non- Commercial Wing) Class II Services and who are Matriculates with Three Years Dip- loma in Automobile Engineers or Mechanical Engineers from the State Board of Techni- cal Education or Superintendent Grade I or Assistant District Transport Officer and Superintendent Grade II who are members of the Punjab Transport Department	Class I officer or its equivalent in a Motor Road Trans- port of Government Department or Semi-Government undertaking for a minimum period of five years.
---	---

1 2 3 4 5 6 7 8

**Non-Commercial Wing) Class :**

**III Service and working**  
under the control of  
the State Transport  
Commissioner, Punjab  
and who are graduates  
and have an experience :—

(i) in the case of Service  
Engineers or Auto-  
mobile Engineers, for a  
minimum period of  
five years of working  
as such on either or  
both the posts of  
Service Engineers or  
Automobile Engineers  
in Government Central  
Workshop ;

(ii) in the case of  
Assistant Transport

Commissioner (Technical)  
or Superintendent Grade

I for a minimum period  
of five years of work-  
ing as such; and

(iii) in the case of Assis-  
tant District Transport

Officer or Superintendent  
Grade-II for a minimum

periods of twelve years  
of working as such on  
either or both of these  
posts.

4 District Transport Officer

If no suitable candidate is available for promotion

From amongst the persons hold-  
ing identical or similar posts if  
no suitable person is avail-  
able for appoint-  
ment by promo-  
tion or direct  
appointment

From the Deputy State Transport Commissioner

who is a member of  
the Punjab Transport  
Department (Non-  
Commercial Wing)

Class II Service and  
who is graduates of a  
recognised university  
and have an experience  
of working as such for  
a minimum period of

(i) Should be Graduate  
of a recognised uni-  
versity or should  
have a degree in  
Automobile En-  
gineering or Mech-  
anical Engineering  
of a recognised  
university; and  
(ii) Should have an  
experience of

1	2	3	4	5	6	7
					<p>five years or from amongst the Service Engineer or Auto-mobile Engineer or Assistant Transport Commissioner (Technical) who are members of the Punjab Transport Department (Non-Commercial Wing) Class II Service and who are matriculates with Three Years Diploma in Automobile Engineering or Mechanical Engineering from the State Board of Technical Education or Superintendent Grade I who is a member of the Punjab Transport Department</p>	<p>working in supervisory capacity as Class I officer or its equivalent in a Motor Road Transport of a Government Department or Semi Government undertaking for a minimum period of five years.</p>

(Non-Commercial Wing)  
Class II Service and Assistant  
District Transport  
Officer or Superintendent Grade II who is  
a member of the Punjab  
Transport Department  
(Non-Commercial Wing)  
Class III Service and  
working under the  
control of State Trans-  
port Commissioner,  
Punjab who are gradua-  
tes of a recognised  
university and have an  
experience ;—

(i) in the case of Services  
Engineers of Automobile  
Engineers for a minimum  
period of five years of  
working as such on  
either or both these  
posts.



1 2 3 4 5 6 7

(ii) in the case of Assistant Transport Commissioner (Technical) or Superintendent Grade-I for a minimum period of five years of working as such ; and

(iii) in the case of Assistant District Transport Officer or Superintendent Grade II for a minimum period of twelve years of working as such."

**B. C. GUPTA,**

Secretary to Government of Punjab,  
Department of Transport.

GOVERNMENT OF PUNJAB  
DEPARTMENT OF TRANSPORT  
(TRANSPORT II BRANCH)

The 16th February, 1999

No. G.S.R. 11/Const./Art. 309/Amd.(1)/99.—In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Transport Department (Non-Commercial Wing) Class II Service Rules, 1985 namely :—

RULES

1. These rules may be called the Punjab Transport Department (Non-Commercial Wing) Class II Service (First Amendment) Rules, 1999.

2. In the Punjab Transport Department (Non-Commercial Wing) Class II Service Rules, 1985 (hereinafter referred to as the said rules), in rule 8, in sub-rule (1) the second proviso shall be omitted.

3. In the said rules, for APPENDIX 'A' the following APPENDIX shall be substituted, namely :—

APPENDIX

[See Rules 1(3), and 3 and 13]

Sr. No.	Designation of posts	Number of posts		
		Perma	Tempo- nary	Scale of pay in rupees
1	2	3	4	5
1	Deputy State Transport Commissioner	..	1	7220—220—8100—275— 10300—340—11660
2	Service Engineer	..	1	7220—220—8100—275— 10300—340—11660
3	Auto-Mobile Engineer	..	1	7220—220—8100—275— 10300—340—11660
4	Superintendent Grade I	1	..	7220—220—8100—275— 10300—340—11660
5	Assistant Transport Commissioner (Technical)	..	1	6400—200—7000—220— 8100—275—10300—340— 10640

A. In the said rules, for a APPENDIX 'B' the following APPENDIX shall be substituted, namely :—

"APPENDIX 'B'

(See rule 8)

Sr. No.	Designation of post	Promotion	Direct Appointment	Qualification and Promotion	Experience for Recruitment Direct Appointment	By transfer
1	2	3	4	5	6	7
1	Deputy State Transport Commissioner	Hundred per cent	If no suitable candidate is available for promotion	(i) By promotion of Superintendents Grade I who is graduate and who has an experience of working as such for a minimum period of five years; and (ii) From amongst the Assistant District Transport Officers and Superintendent Grade II working under the control of State Transport Co-	(i) Should be— (i) Graduate of recognised University or should have a degree in Automobile Engineering or Mechanical Engineering from a recognised University; and (ii) Should have an experience of working in a supervisory capacity as Class-II Officer in a Motor Road	From amongst the persons working on identical or similar posts under the State Government or the Central Government and who possess qualifications and experience prescribed for direct appointments, if no suitable candidate is available for appointments by direct

<p>Transport of a Government or a Semi Government Undertaking for a minimum period of five years.</p>	<p>recruitment or by promotion</p>
---	------------------------------------

Commissioner and who have an experience of working as such for a minimum period of twelve years

From amongst the Motor Vehicles Inspector working under the control of the State Transport Commissioner, Punjab who are:—

(i) Matriculates; (ii) Have a diploma in Auto-mobile Engineering (Three Years Course) or a diploma in Mechanical Engineering from the State Board of Technical Education (Three Years Course) or have any other qualification in either of the above disciplines declared equivalent to the above qualification by

If no suitable candidate is available for promotion

Hundred per cent

2 Service Engineer

(i) Should have a degree in Automobile Engineering or Mechanical Engineering from a recognised University; and (ii) Should have an experience of working in a supervisory capacity as Class-II Officer in a Motor Road Transport of a Government or a Semi-Government Undertaking for a minimum period of five years

From amongst the person working on identical of similar posts under the State Government or the Central Government and who possess qualifications and experience prescribed for direct appointment, if no suitable candidate is available for appointments by direct recruitment or by promotion

1	2	3	4	5	6	7
3	Auto-Mobile Engineer	Hundred per cent	If no suitable candidate is available for promotion	<p>the Central Government or the State Government ; and</p> <p>(iii) Should have an experience of working as Motor Vehicles Inspector for a minimum period of five years</p>	<p>(i) Should have a degree in Automobile Engg. or Mechanical Engg. from a recognised university ; and</p> <p>(ii) Should have an experience of working in supervisory capacity as Class II officer in a Motor Road Transport of a Government Undertaking for a minimum period of five years</p>	<p>From amongst the persons working on identical or similar posts under the State Government or the Central Government and who possess qualifications and experience prescribed for direct appointment, if no suitable candidates is available for appointments by direct recruitment or by promotion</p>
				<p>From amongst the Motor Vehicles Inspectors working under the control of the State Transport Commissioner, Punjab, who are :—</p> <p>(i) Matriculates ;</p> <p>(ii) have a diploma in Automobile Engineering (Three Years Course) or a diploma in Mechanical Engineering from the State Board of Technical Education (Three Years Course)]</p>		

or have any other qualification in either of the above disciplines declared equivalent to the above qualification by the Central Government, or the State Government; and

(ii) Should have an experience of working as Motor Vehicles Inspector for a minimum period of five years

4 Superintendent  
Grade I Hundred  
per cent

If no suitable candidate is available for promotion

From amongst the Superintendent's Grade I If working under the control of the State Transport Commissioner Punjab, who are graduates and have an experience of working as such for a minimum period of three years; and From amongst the Senior Assistants working under the



Years Course) or have any other qualifications in either of the above disciplines declared equivalent to the above qualification by the Central Government ; or the State Government ; and

(iii) should have an experience of working as Motor Vehicle Inspector for a minimum period of five years

5. In the said rules, for APPENDIX 'C', the following APPENDIX shall be substituted, namely :—

"APPENDIX 'C'

(See Rule 15)

Serial number	Name of the post	Nature of Penalty	Punishing authority	Appellate authority
1	Deputy State Transport Commissioner	Minor Penalties— (i) censure ;	4	5
			State Transport Commissioner, Punjab	Government



1	2	3	4	5
2	Service Engineer	(ii) with-holding of his promotions ;		
3	Auto-mobile Engineer	(iii) recovery from his pay of the whole or part of any pecuniary loss caused by him to the Government by negligence or breach of orders ;		
4	Superintendent Grade I	(iv) with-holding of increments of pay, without cumulative effect ;		
5	Assistant Transport Commissioner (Technical)	Major penalties :—		
		(v) withholding of increments of pay, with cumulative effect or 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 ;	Government	
		(vi) reduction to a lower time scale of pay, grade, post or service, which shall ordinarily be a bar to the promotion of the Government employee to the time		

scale of pay, grade, post or 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.

Government

(vii) compulsory retirement ;

(viii) removal from service which shall not be a disqualification for future employment under the Government ;  
and

(ix) dismissal from service which shall ordinarily be a disqualification for future employment under the Government."

B. C. GUPTA,

Secretary to Government of Punjab,  
Department of Transport.