



राजस्थान होम गार्ड अधीनस्थ सेवा नियम, 2021

(दिनांक 15.07.2022 तक संशोधित)

राजस्थान सरकार
कार्मिक (क-2) विभाग
(सेवा नियम अद्यतन प्रकोष्ठ)
शासन सचिवालय, जयपुर
[<https://dop.rajasthan.gov.in>]

GOVERNMENT OF RAJASTHAN
DEPARTMENT OF PERSONNEL
(A Group- II)

No: F.2 (5) DOP/A-II/2021

Jaipur, dated 19.04.2021

NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Rajasthan hereby makes the following rules, regulating the recruitment to posts in and the conditions of service of persons appointed to the Rajasthan Home Guards Subordinate Service, namely: -

**THE RAJASTHAN HOME GUARDS SUBORDINATE SERVICE RULES,
2021**

PART - I

GENERAL

1. Short title, commencement and application.- (1) These rules may be called the Rajasthan Home Guards Subordinate Service Rules, 2021:

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

(3) These rules shall not apply to the posts governed by the Rajasthan Scheduled Areas Subordinate, Ministerial and Class-IV Service (Recruitment and other Service Conditions) Rules, 2014, except as provided in those rules.

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

(a) **"Appointing Authority"** means the Commandant General Home Guards Rajasthan and includes in relation to any post in the service, such other officer or authority who may with the approval of the Government be specially empowered by the Commandant General Home Guards to exercise the powers and functions of the appointing authority;

(b) **"Additional Director General" or "ADG"** means Additional Director General Home Guards and includes Additional Director General of Police when posted in Home Guards Department;

(c) **"Board"** means the Rajasthan Staff Selection Board;

(d) **"Commandant"** means Commandant of Home Guard Training Centre, Battalion Commandant Border Home Guards, and Senior Staff Officer of Home Guards Headquarters, Rajasthan;

(e) **"Commandant General, Home Guards" or "CGHG"** means Commandant General, Home Guards and includes Additional Commandant General Home Guards working as the Head of Department;

(f) **"Department"** means Home Guards Department and includes such other units as may be specified by the Government from time to time;

(g) **"Deputy Commandant"** means and includes Deputy Commandant, Home Guards/Battalion Second-in-Command in Border Home Guards / Junior Staff Officer in Home Guards HQs, Rajasthan;

(h) **"Deputy Commandant General Home Guards or "DCGHG",** means Deputy Commandant General Home Guards and Director Central Training Institute;

(i) **"Direct Recruitment"** means recruitment made according to the procedure laid down in Part-IV of these rules;

(j) **"District"** means District of the State or any unit or group of units which are declared, for the purpose of these rules, equivalent to a District by the Commandant General Home Guards, with the approval of the Government;

(k) **"Government"** means the Government of Rajasthan;

(l) **"Inspector General" or "IG"** means Inspector General of Home Guards and includes Inspector General of Police when posted in Home Guards Department;

(m) **"Member of the Service"** means a person appointed to a post in the service on the basis of regular selection under the provisions of these rules or the rules or order superseded by these rules;

(n) **"Promotion Board"** means Promotion Board as constituted by the Commandant General, Home Guards under rule 34;

(o) **"Recruitment Board"** means the Board constituted under the relevant rules and a Board of Examination as constituted by the Commandant General Home Guards under these rules;

(p) **"Schedule"** means the schedule appended to these rules;

(q) **"Service"** means the Rajasthan Home Guards Subordinate Service;

(r) **"Service" or "Experience"** wherever prescribed in these rules as a condition for promotion from one service to another or within the service from one category to another or to senior post(s) in the case of a person holding a lower post(s) eligible for promotion to higher post(s) shall include the period for which the person has continuously worked on such lower post(s) after regular selection in accordance with the rules promulgated under proviso to Article 309 of the Constitution of India;

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

(s) **"State"** means the State of Rajasthan;

(t) **"Substantive Appointment"** means an appointment made under the provisions of these rules to a substantive vacancy after due selection by any of the methods of recruitment prescribed under these rules and includes an appointment on probation or as a probationer trainee followed by confirmation on the completion of the probationary period;

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

(u) "Year" means financial year.

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

PART - II CADRE

4. Composition and strength of the Service.- (1) The nature of post(s) included in the service shall be as specified in column number 2 of Schedule-I and Schedule-II, as the case may be.

(2) The strength of post(s) in the service shall be such as may be determined by the Government, from time to time:

Provided that the Government may,-

- (a) create any post(s) permanent or temporary, from time to time, as may be found necessary and may abolish any such post(s) in the like manner without thereby entitling any person to any compensation; and
- (b) leave unfilled or hold in abeyance or allow to lapse any post(s) permanent or temporary, from time to time, without thereby entitling any person to any compensation.

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

- (a) all persons holding substantively the post(s) specified in the Schedule-I and Schedule-II on the date of commencement of these rules;
- (b) all persons recruited to the post(s) in the service before commencement of these rules; and
- (c) all persons recruited to the service in accordance with the provisions of these rules except those appointed on urgent temporary basis.

PART - III RECRUITMENT

6. Methods of Recruitment.- (1) Recruitment to the post(s) in the service after commencement of these rules shall be made by the following methods in the proportion as indicated in column 3 of the Schedule-I or Schedule-II, as the case may be,-

- (i) by direct recruitment in accordance with the procedure laid down in Part-IV of these rules;
- (ii) by promotion in accordance with the procedure laid down in Part-V of these rules.

(2) Recruitment to the service by the aforesaid methods shall be made in such a manner that the person appointed to the service by each method do not at any time exceed the percentage laid down in the rules/Schedule of the total cadre strength as sanctioned for each category, from time to time:

Provided that if the Appointing Authority is satisfied that suitable persons are not available for appointment by either method of recruitment in a particular year, appointment by the other method in relaxation of the prescribed proportion may be made in the same manner as specified in these rules.

(3) Notwithstanding anything contained in these rules recruitment, promotion, seniority and confirmation etc. of a person who joins the Army/Air Force/Navy during an Emergency shall be regulated by such orders and instructions as may be issued by the Government, from time to time, provided that these are regulated mutatis mutandis according to the instructions issued on the subject by the Government of India.

7. Compassionate appointment of dependents of the deceased/permanently incapacitated armed forces service personnel/para-military personnel.- (1) Notwithstanding anything contained in these rules the Appointing Authority may fill the vacancies of the,-

(i) posts upto Level in Pay Matrix L-9, as amended from time to time, to be filled in by direct recruitment by appointing on compassionate ground one of the dependents of a member of Armed Forces/Para Military Forces belonging to the State who becomes permanently incapacitated on or after 01.04.1999 in any defence operations including counter insurgency operations and operations against terrorists;

(ii) posts upto Level in Pay Matrix L-10, as amended from time to time, to be filled in by direct recruitment by appointing on compassionate ground, one of the dependents of a member of Armed Forces/Para Military Forces belonging to the State who dies on or after 01.04.1999 in any defence operations including counter-insurgency operations and operations against terrorists;

(iii) posts upto Level in Pay Matrix L-9, as amended from time to time, to be filled in by direct recruitment by appointing on compassionate ground, one of the dependent of a member of Armed Forces belonging to the State, who died or was permanently incapacitated in war or any defence operations including counter insurgency operations and operations against terrorists during the period from 1.1.1971 to 31.3.1999;

Subject to fulfilment of educational qualifications and other service conditions prescribed under the relevant service rules and with the concurrence of Department of Personnel:

Provided that,-

(i) if the Armed Forces/Para Military personnel who are permanently incapacitated are capable of and desirous of obtaining employment for themselves under the State Government, employment shall be given to them.

(ii) if the widow or the children of the Armed Forces/Para Military personnel who are killed or permanently incapacitated are not in a position to take up employment immediately, employment will be given to them on acquiring of eligibility for appointment.

(2) Appointment shall be given to a dependent of Armed Forces/Para Military Personnel only if any of them has not got appointment on any post under the provisions of concerned service rules prevailing in the Government of India.

(3) Appointment shall not be given to such dependent if any of the other dependents of the Armed Forces/Para Military Personnel is already employed on regular basis under the Central/any State Government or Statutory Board Organisation/ Corporation owned or controlled wholly or partially by the Central/any State Government at the time of death of the Armed Forces/Para Military Personnel:

Provided that this condition shall not apply where the widow seeks employment for herself.

(4) Such dependents shall address an application for the purpose to the Zila Sainik Kalyan Adhikari in the case of Armed Forces and the Officer Commanding the Para Military Unit for Para Military Forces duly verified by the Head of the Unit where the deceased/permanently incapacitated member of the Armed Forces/Para Military Forces was serving at the time of death/becoming permanently incapacitated. The application shall be considered in relaxation of the normal recruitment rules subject to the condition that the dependent fulfills the academic qualification and experience except for appointment to Class-IV for which educational qualification shall be relaxed and age limit prescribed for the post and is also otherwise qualified for Government Service.

(5) The application of such dependent shall be forwarded to the District Collector concerned for suitable appointment according to the qualifications possessed by the dependent. In the event of non-availability of vacancy in the District concerned application shall be sent to the Divisional Commissioner who shall arrange appointment in any District under his jurisdiction. If vacant post is not available under the jurisdiction of the Divisional Commissioner then the application shall be referred by the Divisional Commissioner to Government in the Department of Personnel for providing appointment.

(6) The application shall contain the following information:-

- (i) Name and designation of the deceased/permanently incapacitated Armed Force/Para Military Force personnel;
- (ii) Unit in which he/she was working prior to death/becoming permanently incapacitated;
- (iii) Date and place of death with death certificate issued by the Authority competent to declare a battle casualty or becoming permanently incapacitated; and
- (iv) Name, date of birth, educational qualification of the applicant and his/her relation with the deceased (with certificates).

Explanation: For purpose of this rule:-

- (i) "Armed Force" means the Army, Navy and Air Force of the Union;
- (ii) "Dependent" means the spouse of the deceased/permanently incapacitated person, son/adopted son, unmarried daughter/unmarried, adopted daughter who were wholly dependent on deceased/permanently incapacitated Armed Force Service personnel/Para Military Personnel.

Note: Adopted son/daughter means legally adopted son/daughter by the deceased/permanently incapacitated person during his/her life;

(iii) "Para Military Forces" means Border Security Force, Central Reserve Police Force, Indo Tibetan Border Police and any other Para Military Force as may be notified by the Central and State Government, from time to time; and

(iv) "Permanently incapacitated" means a person who is covered under the definition of the term "person with disabilities" as provided in the Rights of the Persons with Disabilities Act, 2016 (Central Act No. 49 of 2016).

8. Reservation of vacancies for the Scheduled Castes and the Scheduled Tribes.- (1) Reservation of vacancies for the Scheduled Castes and the Scheduled Tribes shall be in accordance with the provision of law in force at the time of recruitment i.e. by direct recruitment and by promotion.

(2) The vacancies so reserved for promotion shall be filled in by seniority-cum-merit and merit.

(3) In filling the vacancies so reserved the eligible candidates who are members of the Scheduled Castes and the Scheduled Tribes shall be considered for appointment in the order in which their names appear in the list prepared for direct recruitment by the Board/Recruitment Board/Appointing Authority, as the case may be and the Promotion Board constituted under Part-V of these rules, in the case of promotees irrespective of their relative rank as compared with other candidates.

(4) Appointments shall be made strictly in accordance with the roster prescribed separately for direct recruitment and promotion.

(5) In the event of non-availability of the eligible and suitable candidates amongst the Scheduled Castes or Scheduled Tribes, as the case may be, for direct recruitment, in a particular year, the vacancies so reserved for them shall be carried forward to the subsequent three recruitment years. After the expiry of three recruitment years, such carried forward vacancies shall be filled in accordance with the normal procedure:

Provided that,-

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

(6) In the event of non-availability of the eligible and suitable candidates for promotion amongst the Scheduled Castes and the Scheduled Tribes, as the case may be, in a particular year, the vacancies so reserved for them shall be carried forwarded until the suitable Scheduled Castes and the Scheduled Tribes candidate(s), as the case may be, are available. In any circumstances no vacancy reserved for Scheduled Castes and the Scheduled Tribes candidates shall be filled by promotion from General category candidates. In exceptional cases, where in the public interest the Appointing Authority feels that it is necessary to fill up the vacant reserved post(s) by promotion from the General category candidates on urgent temporary basis, the Appointing Authority may make a reference to the Department of Personnel and after obtaining prior approval of the Department of Personnel, they may fill up such post(s) by promoting the General category candidate(s) on urgent temporary basis clearly stating in the promotion order that the General category candidate(s) who are being promoted on urgent temporary basis against the vacant post reserved for Scheduled Castes or the Scheduled Tribes candidates, as the case may be, shall have to vacate the post as and when the candidate(s) of that category become available:

Provided that there shall be no carry forward of the vacancies in posts or class/ category/ group of posts in any cadre of service to which promotions are made on the basis of merit alone, under these rules.

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

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

Explanation: For the purpose of this rule 'Economically Weaker Sections' shall be the persons who are bonafide resident of Rajasthan and not covered under the existing scheme of reservations for the Scheduled Castes, the Scheduled Tribes, the Backward Classes, the More Backward Classes and whose family has gross annual income below rupees 8.00 lakh. Family for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years. The income shall include income from all sources i.e. salary, agriculture, business, profession etc. and it will be income for the financial year prior to the year of application.

11. Reservation of vacancies for the women.- Reservation of vacancies for women candidate shall be 30% category wise in direct recruitment out of which one third shall be for widows and divorced women candidates in the ratio of 80:20. In the event of non-availability of eligible and suitable candidates, either in widow or in divorcee, in a particular year, the vacancies may first be filled by interchange i.e. vacancies reserved for widows to the divorcees or vice versa. In the event of non-availability of sufficient widow and divorcee candidates, the unfilled vacancies, shall be filled by other women of the same category and in the event of non-availability of eligible and suitable women candidates, the vacancies so reserved for them shall be filled up by male candidates of the category for which vacancy is reserved. The vacancy so reserved for women candidates shall not be carried forward to the subsequent year. The reservation for women including widows and divorcee women shall be treated as horizontal reservation within the category, i.e. even the women selected in general merit of the category shall first be adjusted against the women quota.

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

12. Reservation of vacancies for outstanding sportspersons.- Reservation of vacancies for outstanding sportspersons shall be 2% of the total vacancies outside the purview of the Commission in that year earmarked for direct recruitment. In the event of non-availability of the eligible and suitable sportspersons in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure and such vacancies shall not be carried forward to the subsequent year. The reservation for sportspersons shall be treated as horizontal reservation and it shall be adjusted in the respective category to which the sports persons belong.

Explanation: "Outstanding Sportsperson" shall mean sportspersons who are bona fide resident of the State of Rajasthan, and,-

- (i) represented Indian team in individual or in team event in any international tournament/championship of any sports and games mentioned in column number 3 of table given below organized by the international sports body mentioned in column number 2 of the said table,-

S. No.	
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	

(ii)

(iii)

(iv)

(v)

Table

S. No.	International Sports Body	Name of the Tournament/ Championship
1	2	3
1.	International Olympic Committee [IOC]	Olympic Games (Summer)
2.	Olympic Council of Asia [OCA]	Asian Games
3.	South Asian Olympic Council [SAOC]	South Asian Games; commonly known as SAF games
4.	Commonwealth Games Federation [CGF]	Commonwealth Games
5.	International Sports Federation affiliated to IOC	World Cup/World Championship
6.	Asian Sports Federation affiliated to OCA	Asian Championship
7.	International School Sports Federation [ISSF]	International School Games / Championship
8.	Asian School Federation [ASSF]	Asian School Games /Championship

(ii) medal winner in the individual or in team event in any School National Games of any Sports and Games organized by the School Games Federation of India;

(iii) medal winner in the individual or in team event in any national tournament / championship of any sports and games organized by the Indian Olympic Association or its affiliated National Sports Federation [N.S.F];

(iv) medal winner in the all India inter university in individual event or in team event in any sports and games, organized by the association of Indian universities;

(v) represented Rajasthan in individual or in a team event in national games/national para games or nation championship/para national championship of any sports and games, organized by the Indian Olympic Association/Para Olympic Committee of India or its affiliated nation Sports Federation."

13. Reservation of vacancies for ex-servicemen.- The reservation of vacancies for duly discharged ex-servicemen shall be 1/3rd of the total vacancies of direct recruitment for the post of constable (driver). Such reservation shall be category wise and an ex-servicemen selected on his own merit shall be counted against vacancies reserved for ex-servicemen. In the event of non-availability of suitable ex-servicemen in any category, the vacancy shall be filled by other suitable candidates of the same category in order of their merit and shall not be carried forward. The reservation shall be treated as compartmentalized horizontal reservation.

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

- (a) a citizen of India; or
- (b) a subject of Nepal; or
- (c) a subject of Bhutan; or
- (d) a Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India; or
- (e) a person of Indian origin who has migrated from Pakistan, Burma, Srilanka and East African Countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawai, Zaire and Ethiopia with the intention of permanently settling in India:

Provided that a candidate belonging to categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government in the department of Home Affairs and Justice after proper verification.

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

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

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

(3) Where a post is to be filled in by more than one method as prescribed in these rules or Schedule, the apportionment of vacancies, determined under sub-rule (1) above, to each such method shall be done maintaining the prescribed proportion for the overall number of posts already filled in. If any fraction of vacancies is left over, after apportionment to the vacancies in the manner prescribed above, the same shall be apportioned to the quota of various methods prescribed in a continuous cyclic order giving precedence to the promotion quota.

(4) The Appointing Authority shall also determine the vacancies of earlier year(s), year wise, which were required to be filled in by promotion, if such vacancies were not determined and filled earlier in the year in which they were required to be filled in.

17. Age.- A candidate for direct recruitment to all posts enumerated in column 2 of Schedule-I and II must have attained the age of 20 years and must not have attained the age of 25 years on 1st January next following the last date fixed for receipt of application:

Provided that-

- (i) the upper age-limit mentioned above shall be relaxed by,-
 - (a) 5 years in case of male candidates belonging to the Scheduled Castes, Scheduled Tribes, Backward Classes and More Backward Classes.
 - (b) 5 years in case of women candidates belonging to General category and Economically Weaker Sections.
 - (c) 10 years in case of woman candidates belonging to the Scheduled Castes, Scheduled Tribes, Backward Classes, and More Backward Classes.
- (ii) the upper age limit mentioned above shall be 40 years in the case of ex-service personnel and the reservists i.e. the service personnel who are transferred to the Reserve.
- (iii) the upper age limit mentioned above shall be relaxed by a period equal to the service rendered in the N.C.C. in the case of Cadet Instructors and if the resultant age does not exceed the prescribed maximum age limit by more than three years, they shall be deemed to be within the prescribed age limit.
- (iv) the upper age limit mentioned above shall be relaxed by a period equal to the duration of membership in the Home Guards department as volunteer. The persons enrolled as a Home Guards Volunteer shall be deemed to be within the age limit had they been within the age limit when they were initially enrolled even though they have crossed the age limit when they appear finally before the Board/Recruitment Board/Appointing Authority and shall be allowed up to two chances had they been eligible as such at the time of their initial appointment. However, the upper age limit under this category shall be 40 years.
- (v) the Released Emergency Commissioned Officers and Short Service Commissioned Officers after getting released from the Army shall be deemed to be within the age limit even though they have crossed the age limit when they appear before the Board/ Recruitment Board/ Appointing Authority, had they been eligible as such at the time of their joining the Commission in the Army.

18. Academic and Technical Qualifications and Experience.- A candidate for direct recruitment to the post (s) specified in Schedule-I or Schedule-II, as the case may be, shall possess,-

- (i) the qualifications and experience as prescribed in column number 4 of Schedule- I or Schedule-II, as the case may be; and
- (ii) working knowledge of Hindi written in "Devanagari" script and knowledge of Rajasthani culture:

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

- (i) before appearing in the main examination where selection is made through two stages of written examination and interview;
- (ii) before appearing in interview, where selection is made through written examination and interview; and
- (iii) before appearing in the written examination or interview where selection is made through only written examination or only interview, as the case may be.

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

Note: (1) A conviction by a Court of Law need not itself involve the refusal of a certificate of good character. The circumstances of the conviction should be taken into account and if they involve no moral turpitude or association with crime or violence or with a movement which has its object to overthrow by violent means a Government as established by Law, the mere conviction need not be regarded as a disqualification.

(2) Ex-prisoners, who by their disciplined life, while in prison and by their subsequent good conduct have proved to be completely reformed, should not be discriminated on grounds of their previous conviction for purposes of employment in the service. Those who are convicted of offences not involving moral turpitude shall be deemed to have been completely reformed on the production of a report to that effect from the Superintendent, After Care Home or if there are no such Homes, in a particular district, from the Superintendent of Police of that district.

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

20. Physical Fitness.- (1) A candidate for direct recruitment to the service must be in good mental and bodily health and free from any mental or physical defect likely to interfere with the efficient performance of his/her duties as a member of service and if selected must produce a certificate to that effect from a Medical Authority notified by the Government for the purpose. The Appointing Authority may dispense with production of such certificate in the case of a candidate promoted in the regular line of promotion or who is already serving in connection with the affairs of the State, if he has already been medically examined for the previous appointment and the essential standards of medical examination of the two posts, held by him/ her are found to be comparable for efficient performance of duties of the new post(s) and his /her age has not reduced his/her efficiency for the purpose.

(2) Except in the case of women candidate, no candidate who is less than 168 centimetres in height and whose deflated chest measurement is less than 81 centimetres and inflated chest less than 86 centimetres, with a minimum of 5 centimetres expansion of chest shall be deemed to be physically fit:

Provided that,-

- (i) the minimum height of the men and women candidates belonging to the Hill and the Tribal areas shall not be less than 160 centimetre and 145 centimetres respectively, their (Men) deflated and inflated chest shall not be less than 79 and 84 centimetres respectively with a minimum 5cms expansion of chest and weight of the woman candidate shall not be less than 43 kgs.
- (ii) the height and weight of women candidates of the general area shall not be less than 152 centimetres and 47.5 kgs respectively.
- (iii) for the recruitment to the post of constable, candidate belonging to the Saharia tribe of Baran District shall be deemed to be physically fit if:-
 - (a) a male candidate whose minimum height is not less than 160 centimetre and their deflated chest and inflated chest is not less than 74 centimetre and 79 centimetre respectively and expansion is required to be minimum 5 centimetre, and
 - (b) a woman candidate whose minimum height and weight is not less than 145 centimetre and 43 kilogram respectively.
- (iv) candidate belonging to the Scheduled Castes and Scheduled Tribes whose height and chest measurement are less by 5 centimetres, with a minimum of 5 centimetres expansion of chest (Men) shall be deemed to be physically fit in case of requisite number of suitable Scheduled Castes or Scheduled Tribes, as the case may be, candidates possessing physical fitness standards as laid down above are not available.

21. Employment by Irregular or Improper means.- A candidate who is or has been declared by the Board/Recruitment Board/ Appointing Authority or Promotion Board, as the case may be, guilty of impersonation or of submitting fabricated document or documents which have been tampered with or of making statements which are incorrect or false or suppressing material information or of using or attempting to use unfair means in the examination or interview or otherwise resorting to any other irregular or improper means for obtaining admission to the examination or interview may, in addition to rendering himself liable to criminal prosecution be debarred either permanently or for a specified period,-

- (a) by the Board/ Recruitment Board/ Appointing Authority or Promotion Board from admission to any examination or appearance at any Board interview held by the Board/ Recruitment Board/ Appointing Authority or Promotion Board, for selection of candidates; and
- (b) by the Government from employment under the Government.

22. Canvassing.- No recommendation for recruitment, either written or oral, other than required under the rules, shall be taken into consideration. Any attempt on the part of a candidate to enlist support directly or indirectly for his/ her candidature by any means may disqualify him/ her for recruitment.

PART- IV PROCEDURE FOR DIRECT RECRUITMENT

23. Inviting of applications.- (1) Application for direct recruitment to the post of Constable, Constable (Bugler/Drum man), as mentioned in Schedule-I and Head Constable (Armourer), Constable (Driver) as mentioned in Schedule-II shall be invited by and in such a manner as may be laid down by the Appointing Authority. The advertisement shall contain a clause that a candidate who accepts the assignment on the post being offered to him/her shall be paid monthly fixed remuneration at the rate fixed by the Government, from time to time during the period of probation and the Level in Pay Matrix of the post as shown else-where in the advertisement shall be allowed only from the date of successful completion of the period of probation mentioned in these rules.

(2) Application for direct recruitment to the post of Platoon Commander in Schedule-I and Sub-Inspector (M.T.), Sub-Inspector (Armourer) in Schedule-II shall be invited by the Board/Recruitment Board/ Appointing Authority, as the case may be, by advertising the vacancies to be filled, in the Official Gazette or in such other manner as they deem fit. The advertisement shall contain a clause that a candidate who accepts the assignment on the post being offered to him/her shall be paid monthly fixed remuneration at the rate fixed by the Government, from time to time during the period of probation and the Level in Pay Matrix of the post as shown else-where in the advertisement shall be allowed only from the date of successful completion of the period of probation mentioned in these rules:

Provided that while selecting candidates for vacancies advertised by the Board/Recruitment Board/Appointing Authority, as the case may be, if intimation of additional requirement, not exceeding 50% of the advertised vacancies, is received by them for selection, they may also select suitable persons, category wise, to meet such additional requirement.

24. Frequency of direct recruitment.- Direct recruitment to the post(s) specified in the Schedules shall be held at least once a year unless the Government decides that a direct recruitment for any of these post shall not be held in any particular year.

25. Form of Application.- (1) The application for the post of Platoon Commander as specified in Schedule-I and Sub Inspector (M.T.), Sub-Inspector (Armourer) as specified in Schedule-II shall be in the form as approved by the Board/Recruitment Board/ Appointing Authority as the case may be and the application for the post of Constable, Constable (Bugler / Drum man) as mentioned in Schedule-I and Head Constable (Armourer), Constable (Driver) as mentioned in Schedule-II shall be in the form as approved by the Appointing Authority.

(2) The application form shall be obtainable from office of the Board/Recruitment Board /Appointing Authority, as the case may be, on payment of such fees as may be fixed by Board/Recruitment Board/Appointing Authority, from time to time.

26. Examination or Application Fee.- (1) A candidate for direct recruitment to a post in the service shall pay the examination or application fee to Board/Recruitment Board/Appointing Authority, as the case may be, as fixed by it/them, from time to time, in such manner as may be indicated by it/them.

(2) No claim for the refund of the examination fee shall be entertained nor the fee shall be held in reserve for any other examination except when the advertisement is cancelled because of withdrawal of requisition by the Requisitioning Authority or for any other reason in which case the amount shall be refunded:

Provided that no claim for the refund of fee shall be entertained after a period of one month from the date of issue of the letter of refund by the Board/ Recruitment Board/ Appointing Authority to the candidate.

27. Admission to the examination.- (1) The applications which are found to be incomplete and have not been filled in accordance with the instructions issued by the Board/Recruitment Board/Appointing Authority, as the case may be, shall be rejected by the Board/ Recruitment Board/ Appointing Authority, as the case may be, at the initial stage. The Board/ Recruitment Board/ Appointing Authority, as the case may be, shall permit the rest of those candidates to appear in the examination provisionally to whom they consider proper to grant the certificate of admission. No candidate shall be admitted to an examination unless he/she holds a certificate of admission to that examination, granted by the Board/ Recruitment Board/ Appointing Authority. Before appearing for the examination, it should be ensured by the candidate himself/ herself that he/she fulfils the conditions in regard to age, educational qualifications, experience etc., as provided in these rules. Being allowed to take the examination, shall not entitle the candidate for presumption of eligibility. The Board/ Recruitment Board/ Appointing Authority, as the case may be, shall later on scrutinize the applications of such candidates only who qualify in the written examination and issue a certificate of admission to further test/examination to those who are found eligible.

(2) The decision of the Board/ Recruitment Board/ Appointing Authority to the admission of a candidate to an examination, eligibility and consequent admission to physical efficiency test and aptitude test and interview for direct recruitment for the post of Platoon Commander mentioned in Schedule-I and for the post of Sub-Inspector (M.T.), Sub-Inspector (Armourer) mentioned in Schedule-II and physical efficiency test for direct recruitment to other post(s), shall be final.

28. Authority for conducting the competitive examination.- (1) The competitive examination for direct recruitment to the post of Platoon Commander in Schedule-I and Sub-Inspector (M.T.), Sub-Inspector (Armourer) mentioned in Schedule-II shall be conducted by the Board/ Recruitment Board/ Appointing Authority in accordance with the scheme for written examination as mentioned in Schedule-III of these rules.

(2) The syllabus for written examination to be conducted by the Board/ Recruitment Board/ Appointing Authority, referred to in sub-rule (1) above, and for the Physical Efficiency Test, shall be such as may be prescribed by the Board/ Recruitment Board in consultation with the Appointing Authority, from time to time.

(3) The Board/Recruitment Board/ Appointing Authority, as the case may be shall not recommend any candidate who has failed to obtain a minimum of 36% marks in each of the paper and 40% marks in aggregate in the written examination:

Provided that relaxation upto five percent will be applicable to candidates belonging to the Scheduled Castes and Scheduled Tribes in each paper and in the aggregate.

(4) The Board/ Recruitment Board/ Appointing Authority, as case may be, shall send the list of such successful candidates, limited to 10 times the number of vacancies in each category, i.e. Unreserved/Backward Classes/More Backward Classes/Scheduled Castes/Scheduled Tribes/ Economically Weaker Sections, to the Appointing Authority.

(5) (i) The Board/ Recruitment Board/Appointing Authority, as the case may be, may order re-totalling of the marks obtained by a candidate in the written examination within fifteen days from the date of issue of mark sheet on payment of such fees, as may be fixed by the Board/ Recruitment Board/ Appointing Authority, from time to time but evaluation of the answer paper shall not be re-examined.

(ii) The Board/Recruitment Board/Appointing Authority may take steps to rectify such mistakes as are detected on re-totalling of the marks in pursuance of provisions of clause (i) above.

(iii) If, as a result of such rectification, the Board/ Recruitment Board/ Appointing Authority discovers that the candidate becomes eligible for selection, such fact shall be immediately, and in any case not later than 40 days from the announcement of the result shall be reported to the Board/ Recruitment Board/ Appointing Authority and the result announced earlier shall stand pro-tanto modified.

(6) All candidates who are declared successful under sub-rule (3) above, for the post of Platoon Commander in Schedule-I and Sub-Inspector (M.T.), Sub-Inspector (Armourer) in Schedule-II shall be required to appear before a Physical Efficiency Board which may consist of a Technical Expert required for the post a Sub-Inspector (M.T.), Sub-Inspector (Armourer) to check their technical knowledge required for the specialised post.

The physical efficiency board shall consist of the following:-

(i)	CGHG/ADG/DCGHG	Chairman
(ii)	Commandant	Member
(iii)	Deputy Commandant	Member Secretary
(iv)	One Technical expert of relevant field.	Co-opted member if required

Note: The Member, Member Secretary and the Co-opted member will be nominated by the Appointing Authority. The Technical Expert will be nominated only for technical posts.

The physical efficiency test shall carry 100 marks and the candidate who secures 50% marks therein, shall be eligible for the selection by the Board/Recruitment Board, as the case may be. The physical efficiency test would be vigorous as laid down by the Appointing Authority to adjudge suitability of the candidate.

(7) Candidates who are declared successful in the written examination under sub-rule (3) above and in the physical efficiency test under sub-rule (6) above shall be eligible for aptitude test and interview:

Provided that the number of candidates called for aptitude test and interview shall be restricted to three times the number of vacancies on the basis of merit based on the aggregate marks obtained both in the written examination and in the physical efficiency test except in the case of Schedule Castes and Scheduled Tribes candidates who shall be eligible for aptitude test and interview in excess of the prescribed limit if they have qualified in the written examination and the physical efficiency test.

(8) The aptitude test and interview of the candidate qualifying physical efficiency test shall carry 50 marks for the post of Platoon Commander in Schedule-I and Sub-Inspector (M.T.), Sub-Inspector (Armourer) mentioned in Schedule-II and shall be held by the Board/ Recruitment Board which shall consist of the following:

- | | | |
|-------|---|------------------|
| (i) | Chairman or Member of the Board/Recruitment Board nominated by the Chairman | Chairman |
| (ii) | CGHG/ADG | Member |
| (iii) | An Officer of the Home Guard Department nominated by the Board/ Recruitment Board in consultation with Appointing Authority not below the rank of DCG | Member Secretary |
| (iv) | One Psychologist nominated by the Board/ Recruitment Board. | Member |

The Board/ Recruitment Board/ Appointing Authority shall award marks to each candidate in respect of suitability to the post, taking into consideration personality, address, tact, behaviour, specialised training, aptitude for the post, balance of judgement, leadership and knowledge of Rajasthani Culture. The marks so awarded shall be added to the marks obtained in the written test by each candidate. Candidate holding the NCC 'C' Certificate and who has completed 5 years continuous enrolment as Home Guard Volunteer shall be given due weightage, while awarding marks for aptitude test and interview.

29. Recommendation of the Board /Recruitment Board/Appointing Authority - The Board/ Recruitment Board/ Appointing Authority as case may be, shall prepare a list of candidates, whom they/it consider suitable for appointment to the post concerned, arrange them in order of merit, and forward the same to the Appointing Authority. The Board/ Recruitment Board/ Appointing Authority shall not recommend candidates, who have secured less than 45% marks in the aggregate for the post of Platoon Commander in Schedule-I and Sub-Inspector (M.T.), Sub-Inspector (Armourer) as mentioned in Schedule-II.

Provided that the Board/Recruitment Board/ Appointing Authority may recommend candidates belonging to the Scheduled Castes, Scheduled Tribes and Backward Classes/More Backward Classes who though failing to obtain the minimum marks, are declared by the Board to be suitable for appointment to the service with due regard to the maintenance of efficiency of administration, if the candidates secure 12.5% marks in interview and 40% marks in the aggregate, as the case may be.

30. Recruitment to the post of Constable. (1) Notwithstanding anything contained in these rules, there shall be no interview for selection to the post of Constable, Constable (Bugler/Drum-man), mentioned in Schedule-I and Constable (Driver), Head Constable (Armourer) mentioned in Schedule-II and selection to these posts shall be made by conducting a written examination and Physical efficiency test along with test of technical knowledge, if required, in accordance with the scheme and syllabus of the examination as per the procedure specified the CGHG. Candidate holding the NCC 'C' Certificate and Home Guard Volunteer shall be given due weightage in the selection procedure. The written examination and physical efficiency test shall be conducted by the Recruitment Board as mentioned in sub rule (2) below.

(2) For post of Constable, Constable (Bugler/Drum man), mentioned in Schedule-I and Constable (Driver), Head Constable (Armourer) mentioned in Schedule-II, the Recruitment Board shall be as under:-

- | | | |
|-------|--|-------------------------------|
| (i) | CGHG/ ADG HG | Chairman |
| (ii) | ADGHG/ IGHG/ DCGHG | Member |
| (iii) | Commandant | Member-Secretary |
| (iv) | One Technical Expert of relevant field | Co-opted Member when required |

Note: The Member, Member Secretary and the Co-opted member will be nominated by the Appointing Authority. The Technical Expert will be nominated only for technical posts.

Explanation: The Appointing Authority may constitute more than one Recruitment Board for the purpose of selection of candidates to the posts as mentioned in sub rule (2) above.

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

(2) No female candidate who is married to a person already having a wife living shall be eligible for appointment to the service unless the Appointing Authority in consultation with the Government, after being satisfied that there are special grounds for doing so, exempt any female candidate from the operation of this rule.

(3) No married candidate shall be eligible for appointment to the service if he/she at the time of his/ her marriage or at any time thereafter, accepted any dowry.

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

(4) No candidate shall be eligible for appointment to the service who has more than two children on or after 01.06.2002:

Provided that,-

- (i) the candidate having more than two children shall not be deemed to be disqualified for the appointment so long as the number of children he/she has on 1st June, 2002, does not increase
- (ii) where a candidate has only one child from earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.
- (iii) the provision of this sub-rule shall not be applicable to the appointment of a widow to be made under the Rajasthan Compassionate Appointment of Dependents of Deceased Government Servants Rules, 1996.
- (iv) while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted.
- (v) any candidate who performed remarriage which is not against any law and before such remarriage he is not disqualified for appointment under this sub-rule, he shall not be disqualified if any child is born out of single delivery from such remarriage.

32. Selection by the Appointing Authority.- Subject to the provisions of rule 8, 9, 10, 11, 12 and 13, the Appointing Authority shall select candidates who stand highest in the order of merit, in the list prepared by the Board/ Recruitment Board/ Appointing Authority under rule 29:

Provided that the inclusion of a candidate's name in the list confers no right to appointment unless the Appointing Authority is satisfied, after Medical Test by a Medical Board, to be constituted by the Appointing Authority consultation with Medical Department, Police Verification and such enquiry as may be considered necessary, that the candidate is suitable in all other respects for appointment to the post concerned.

PART-V
PROCEDURE FOR RECRUITMENT BY PROMOTION

33. Criteria, eligibility and procedure for promotion.- (1) The persons enumerated in column number 5 of Schedule-I or Schedule-II, as the case may be, holding post after regular recruitment shall be eligible for promotion to the posts specified in column number 2 of Schedule-I or Schedule-II, as the case may be, subject to their possessing such minimum qualification and experience as are specified in column number 6 of Schedule-I or Schedule-II, as the case may be, on the 1st day of April of the year in which the qualifying examination is held. Seniority shall be maintained at State level.

(2) No person shall be considered for first promotion in the service unless he/she is regularly selected on the post from which promotion is to be made in accordance with one of the methods of recruitment prescribed under the provisions of these rules.

Explanation: In case direct recruitment to a post (s) has been made earlier than the regular selection by promotion in a particular year, such persons who are or were eligible for recruitment to that post by both the methods of recruitment and have been appointed by direct recruitment first, shall also be considered for promotion.

(3) After determination of the vacancies, the candidates, not exceeding ten times the number of vacancies, shall be invited, in order of their seniority, to appear before the Promotion Board.

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

Provided that-

(i) the person having more than two children shall not be deemed to be disqualified for promotion so long as the number of children he/she has on 1st June, 2002 does not increase.

(ii) where a person has only one child from the earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.

(iii) while counting the total number of children of a candidate the child born from earlier delivery and having disability shall not be counted.

(iv) any person who performed remarriage which is not against any law and before such remarriage he is not disqualified for promotion under this sub-rule, he shall not be disqualified if any child is born out of single delivery from such remarriage.

34. Procedure of selection.- (1) After the vacancies to be filled by promotion have been determined under rule 16, the Promotion Board as referred in sub-rule (5) below shall be constituted. The Promotion Board shall prepare correct and complete list containing names not exceeding three times the number of vacancies out of the senior most eligible members of service, who have passed Part-I of the qualifying examination, specified in rule 35, by obtaining 40% marks in Parade, Practical and other Out-door test and 40% marks in written test with 45% marks in aggregate for promotion to the class of post concerned.

(2) The Promotion Board constituted under this rule shall consider the cases of all the persons included in the list, interviewing all of them and shall prepare a list containing names of suitable candidates in order of seniority, who secure 45% marks in Part-II of qualifying examination, as specified in rule 35 and 50% aggregate of the total marks in part I and II of the qualifying examination, as specified in rule 35 upto one and half times the number of such posts as are specified by Appointing Authority, from time to time and as are determined to be filled under rule 16. In interviewing candidates for promotion regard shall be held to the following factors that,-

- (i) they have passed Part-I qualifying examination as specified in rule 35.
- (ii) their previous record of service (good and bad entries).
- (iii) integrity.
- (iv) intelligence, tact and energy.
- (v) technical and general knowledge.
- (vi) experience and efficiency.
- (vii) personality and character.

(3) The Promotion Board shall prepare a list of successful candidates in order of their seniority.

(4) The Promotion Board shall submit the list, prepared under sub-rule (3), to the Appointing Authority for issuing promotion orders.

(5) Constitution of Promotion Boards:- The Appointing Authority shall constitute the following Promotion Boards for promotions to the various posts mentioned in Schedule-I and Schedule-II.

(i) For promotion to the post of Company Commander mentioned in Schedule-I, Inspector (MT) and Inspector (Armourer) mentioned in Schedule-II:-

(a)	CGHG/ ADGHG	Chairman
(b)	IGHG/ DCGHG	Member
(c)	Commandant	Member Secretary
(d)	One Technical Expert of relevant field	Co-opted Member

Note: The member, Member Secretary and Co-opted Member will be nominated by the CGHG. The Technical Expert of the relevant field will be taken in the board only for the technical posts mentioned in Schedule II.

(ii) For promotion to the posts of Platoon Commander mentioned in Schedule-I and Sub-Inspector (MT), Sub-Inspector (Armourer) mentioned in Schedule-II:-

(a)	ADGHG/ IGHG / DCGHG	Chairman
(b)	Commandant	Member
(c)	Dy. Commandant	Member Secretary
(d)	One Technical Expert of relevant field	Co-opted Member

Note: The Member, Member Secretary and Co-opted Member will be nominated by the CGHG. The Technical Expert of the relevant field will be taken in the board only for the technical posts mentioned in Schedule-II.

(iii) For promotion to the post of Head Constable of Schedule-I and Head Constable (MT) mentioned in Schedule-II:-

- | | |
|--|------------------|
| (a) IG/DCGHG | Chairman |
| (b) Commandant | Member |
| (c) Dy. Commandant | Member Secretary |
| (d) One Technical Expert of relevant field | Co-opted Member |

Note: The Member, Member Secretary and Co-opted Member of the Promotion Board will be nominated by the Appointing Authority. The Technical Expert of the relevant field will be taken in the Promotion Board only for the technical posts mentioned in Schedule-II.

35. Qualifying Examination for Promotion.- (1) Qualifying examination for promotion means and includes-

Part-I : Written, Practical- Parade and other Outdoor tests.

Part-II: Interview and Examination of service record, including Annual Confidential Reports.

(2) The Syllabus and total marks for Part-I and Part-II examination and general instructions in respect of Part-II shall be determined and issued by the CGHG, from time to time.

36. Promotion.- Promotion shall be made by the Appointing Authority taking persons out of the lists finally approved under rule 34 in order of merit in which they have been placed in the lists, till such lists are exhausted or reviewed, revised or remain in force, as the case may be.

37. Restriction of promotion of persons foregoing promotions.- In case a person on his/her appointment by promotion to the next higher post (s) either on the basis of urgent temporary appointment or on regular basis on the recommendation of the Promotion Board, foregoes such an appointment through his/her written request, and if the concerned Appointing Authority accept his/her request, the person concerned shall be debarred from consideration for promotion (both on the basis of urgent temporary appointment or on regular basis) for subsequent two recruitment years for which the Departmental Promotion Board is held and the name of such person who foregoes promotion shall not be included in the seniority-cum-eligibility list to be placed before the Promotion Board for subsequent two recruitment years.

38. Disposal of representations and references.- (1) If at any time, a representation or reference relating to promotion test or preparation of the list or selection or any other examination conducted under these rules, is made either by a member of the service or by any Promotion Board or by any subordinate office, the orders of the Appointing Authority on it shall be final and ordinarily no appeal or reference on the point so decided upon, shall lie to the Government.

(2) If on receipt of information or on the basis of any enquiry, the Appointing Authority is satisfied that the proceedings of a Promotion Board have not been conducted in accordance with the provisions of these rules in a just and fair manner, he may set aside the proceeding of such Promotion Board and may constitute a fresh Promotion Board for that purpose.

(3) The Government or the Appointing Authority may order for the review of the proceedings of the Promotion Board held earlier on account of some mistake or error apparent on the face of record, or on account of a factual error substantially affecting the decision of the Promotion Board or for any other sufficient reasons e.g. change in seniority, wrong determination of vacancies, judgment/direction of any Court or Tribunal, or where adverse entries in the Confidential Reports of an individual are expunged or toned down or a punishment inflicted on him/her is set aside or reduced. The concurrence of the Department of Personnel shall always be obtained before holding the meeting for review promotion by the Promotion Board.

PART-VI

APPOINTMENT, PROBATION AND CONFIRMATION

39. Appointment to the Service.- Appointment to the Service shall be made by the Appointing Authority on occurrence of substantive vacancies in the cadre of the Service by selection of persons from the list prepared by the Recruitment Board/ Board, as the case may be, under rule 29 or list prepared by the Promotion Board under rule 34, as the case may be.

40. Seniority.- Seniority of persons appointed to the post encadred in the service shall be determined from the date of appointment on the post after regular selection in accordance with the provisions of these rules. Appointment on ad-hoc or urgent temporary basis shall not be deemed to be appointment after regular selection:

Provided that,-

- (i) the inter-se seniority of persons appointed to a post in a particular category by direct recruitment on the basis of one and the same selection except those who do not join service when a post is offered to them within a period of six weeks from the date of issue of order or longer, if extended by the Appointing Authority shall follow the order in which their names have been placed in the list prepared under rule 29.
- (ii) if two or more persons are appointed to the service during the same year a person appointed by promotion shall rank senior to a person appointed by direct recruitment .
- (iii) the persons selected and appointed as a result of a selection, which is not subject to review and revision, shall rank senior to the person(s) who is/are selected and appointed as a result of subsequent selection.
- (iv) the seniority inter-se of persons appointed to a post in a particular section by promotion shall be the same in the next lower grade.

Explanation: Year of substantive appointment in case of those who are promoted after completion of promotion test shall mean the year of vacancies against which the promotion was made.

- (v) the reservation for Scheduled Castes and Scheduled Tribes employees, with consequential seniority, shall continue till the roster points are exhausted and adequacy of promotion is achieved. Once the roster points are complete the theory of replacement shall thereafter be exercised in promotion whenever vacancies earmarked for Scheduled Castes/Scheduled Tribes employees occur.

Explanation: Adequate representation means 16% representation of the Scheduled Castes and 12% representation of the Scheduled Tribes in accordance with the roster point.

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

Provided that any period after such appointment during which a person has been on deputation on a corresponding or higher post shall count towards the period of probation.

(2) During the period of probation specified in sub-rule(1) above each probationer trainee may be required to undergo such training as the Government may, from time to time, specify.

42. Reversion of Probationer.- Notwithstanding anything contained in these rules, if no order of confirmation is issued by the Appointing Authority within a period of six months, an employee appointed on temporary officiating basis, who has after the date of his regular recruitment by either method of recruitment completed a period of two years service or less in case of those appointed by promotion, where the period of probation prescribed is less, on the post or a higher post under the same Appointing Authority or would have so worked but for his deputation or training shall on the occurrence of permanent vacancies be entitled to be treated as confirmed, if the same conditions as are prescribed, under the rules and in accordance with his seniority. In case a member of the service fails to give a satisfactory account of himself during the probation period and he is not confirmed in service he shall be reverted to the post on which he has a lien.

43. Unsatisfactory progress during probation.- If it appears to the Appointing Authority, at any time, during or at the end of the period of probation that services of a Probationer-trainee are not found to be satisfactory, the Appointing Authority may revert him/her to the post on which he/she is regularly selected immediately preceding his/her appointment as Probationer-trainee or in other cases may discharge or terminate him/her from service. The Appointing Authority shall accord appropriate opportunity to the Probationer-trainee before final orders are passed in this respect:

Provided that the Appointing Authority may, if it so thinks fit in any case or class of cases, extend the period of probation of any Probationer trainee by specified period not exceeding one year.

44. Confirmation, extension of probation and discharge.-

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

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

(2) Where a candidate has not given a satisfactory account during the probation period or has failed in the prescribed examination during the first attempt, his/her probation period may be extended up to one year by the Appointing Authority or an Authority superior to the Appointing Authority:

Provided that the Appointing Authority may, if it so thinks fit, in case of persons belonging to the Scheduled Castes or Scheduled Tribes, as the case may be, extend the period of the probation by a period not exceeding three years.

(3) Where a probationer is placed under suspension or disciplinary proceedings are contemplated or have been initiated against him /her, the period of his/her probation may be deemed to have been extended till such time the departmental proceedings are finalised.

(4) A probationer reverted or discharged from service during or at the end of the period of probation, under explanation of sub-rule (1) above, shall not be entitled to any compensation.

PART VII

Pay

45. Scale of Pay.- The pay (Level in pay matrix or as amended from time to time) of a person appointed to a post in the service, shall be such as may be sanctioned under the rule referred to in rule 47 or as may be sanctioned by the Government, from time to time.

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

* Substituted for "(1) A member of the service who successfully completes his/her probation period and undergoes the training as prescribed by the Appointing Authority shall be eligible for confirmation at the end of probation period, provided the Appointing Authority is satisfied that his/her integrity is unquestionable and that he is otherwise fit for confirmation."

Explanation:

- (i) In case the Departmental Examination could not be held due to unavoidable circumstances even after completion of a two years' period, the candidate will become due for confirmation after passing of the departmental examination with effect from the date on which he completed the probation period.
- (ii) In case a probationer fails to pass the prescribed examination in two attempts, he/she shall be liable to be discharged from such post in the same manner as a probationer reverted to lower post, if any, to which he/she is holding lien.

Provided that no person shall be debarred from confirmation after the said period of service, if no reasons to the contrary about the satisfactory performance of his/her work are communicated to him /her within the said period. vide Notification No. 7(1)DOP/A-II/2020 Dated 04.02.2022

Provided that an employee having been regularly selected as per provisions of recruitment rules in the Government service may be allowed emoluments in his/her own pay level of the existing post during service as probationer trainee or fixed remuneration of the new post, whichever is advantageous to him/her.

47. Regulation of Pay, Leave, Allowances, Pension, Contributory Pension etc.- Except as provided in these rules, the pay, allowances, pension, contributory pension, leave and other conditions of service of the member of the service shall be regulated by,-

- (i) The Rajasthan Service Rules 1951, as amended from time to time;
- (ii) The Rajasthan Civil Services (Classification, Control and Appeal) Rule 1958; as amended from time to time.
- (iii) The Rajasthan Travelling Allowances Rules, 1971, as amended from time to time;
- (iv) The Rajasthan Civil Services (Conduct) Rules, 1971, as amended from time to time;
- (v) The Rajasthan Civil Services (Pension) Rules, 1996, as amended from time to time;
- (vi) The Rajasthan Civil Services (Revised Pay Scales) Rules, 1998, as amended from time to time;
- (vii) The Rajasthan Civil Service (Contributory Pension) Rules, 2005, as amended from time to time;
- (viii) The Rajasthan Civil Service (Revised Pay) Rules, 2008, as amended from time to time;
- (ix) The Rajasthan Civil Service (Revised Pay) Rules, 2017, as amended from time to time; and
- (x) Any other rules prescribing general conditions of service, made by the appropriate authority under the proviso to Article 309 of the Constitution of India and for the time being in force.

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

49. Repeal and Saving.- All rules and orders issued in relation to matters covered by these rules and in force immediately before the commencement of these rules are hereby repealed:

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

50. Power to relax rules.- In exceptional cases where the Administrative Department of Government is satisfied that operation of the rules relating to age or regarding requirement of experience for recruitment causes undue hardship in any particular case or where the Government is of the opinion that it is necessary or expedient to relax any of the provisions of these rules with respect to age or experience of any person, it may with the concurrence of the Department of Personnel, by order dispense with or relax the relevant provisions of these rules to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner:

Provided that such relaxation shall not be less favourable than the provisions already contained in these rules:

Provided further that relaxation in the prescribed period of service or experience under this rule shall only be granted to the extent of 1/3 period of the service or experience prescribed for promotion to any post before holding the meeting of the Departmental Promotion Committee.

Provided also that where the prescribed period of experience for promotion to any post is less than 6 years, a committee headed by the Chief Secretary comprising of Principal Secretary Finance, Principal Secretary/ Secretary Department of Personnel and Principal Secretary/Secretary of the Administrative Department, may consider the cases where forty five percent or more posts are vacant. The committee is empowered to suggest the quantum of relaxation in experience which may be granted in such cases to address the issue of large number of vacancies in promotional posts subject to condition that such relaxation in experience shall not be more than two years.

SCHEDULE-I
HOME GUARDS (Urban, Rural and Border) Section

S. No.	Name of the Post	Method of recruitment with percentage	Minimum qualification and experience for direct recruitment	Post from which promotion is to be made	Minimum qualification and experience for promotion	Remarks
1	2	3	4	5	6	7
1.	Company Commander	100% by promotion	-	Platoon Commander	5 years' experience on the post mentioned in column 5	-
2.	Platoon Commander	50% by direct recruitment and 50% by promotion	Graduate from a University established by law in India or its equivalent qualification or Duly discharged Ex-Servicemen of rank of Naib- Subedar and above;	Head Constable	5 years' experience on the post mentioned in column 5 or 3 years' experience on the post mentioned in column 5, if Graduate from a University established by law in India or its equivalent.	-
3.	Head Constable	100% by promotion	-	Constable/ Constable (Bugler/ Drum man)	5 years' experience on the post mentioned in column 5; or 3 years' experience on the post mentioned in column 5 if Graduate from a University established by law in India or its equivalent.	-
4.	Constable	100% by direct recruitment	1. 8 th class pass from a recognized school/ Board; or 2. Duly discharged Ex-serviceman.	-	-	-
5.	Constable (Bugler/ Drum man)	100% by direct recruitment	1. 8 th class pass from a recognized school/ Board; or 2. Duly discharged Ex-serviceman; and Experience of blowing Bugle/ playing Drum.	-	-	-

Explanation :

1. Company Commander shall include Company Commander, Staff Officer of Raj. Border Home Guards /Central Training Institute, or any other post which may be created in the Cadre having equivalent Pay (level in pay matrix) shall be deemed to be equivalent and inter transferable with these posts but it will not include the technical posts mentioned in the Schedule-II.
2. Platoon Commander shall include the Platoon Commander or any other post which may be created in the Cadre having equivalent Pay (level in pay matrix) shall be deemed to be equivalent and inter transferable with these posts but it will not include the technical posts mentioned in the Schedule-II.

Remarks	Qualification with years' experience on the post mentioned in column 2	Pay Band	Pay Grade	Pay Matrix	Pay Band	Pay Grade	Pay Matrix
	5 years' experience on the post mentioned in column 2	Head Constable (MT)	50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice
	5 years' experience on the post mentioned in column 2 or 3 years' experience on the post mentioned in column 2, if Graduate from a University established by law in India or its equivalent	Head Constable (MT)	50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice
	5 years' experience on the post mentioned in column 2, or 3 years' experience on the post mentioned in column 2, if Graduate from a University established by law in India or its equivalent	Head Constable (MT)	50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice
	5 years' experience on the post mentioned in column 2	Sub Inspector (Armed)	50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice
	5 years' experience on the post mentioned in column 2, or 3 years' experience on the post mentioned in column 2, if Graduate from a University established by law in India or its equivalent	Sub Inspector (Armed)	50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice
	5 years' experience on the post mentioned in column 2	Sub Inspector (Armed)	50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice
	5 years' experience on the post mentioned in column 2, or 3 years' experience on the post mentioned in column 2, if Graduate from a University established by law in India or its equivalent	Sub Inspector (Armed)	50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice	50% by promotion and 50% by direct recruitment from III (Motor and Diesel /Mechanic) with one year of experience as apprentice

**SCHEDULE-II
HOME GUARDS
(Technical Posts)**

S.No.	Name of the Post	Method of recruitment with percentage	Minimum Qualification and experience for recruitment	Post from which promotion is to be made	Minimum qualification and experience for promotion	Remarks
1	2	3	4	5	6	7
1.	Inspector (MT)	100% by promotion	-	Sub-Inspector (MT)	Graduate from a University established by law in India, or its equivalent qualification with 5 years' experience on the post mentioned in column 5.	-
2.	Sub Inspector (MT)	50 % by promotion and 50% by direct recruitment	Graduate from a University established by law in India or its equivalent qualification and diploma from ITI (Motor and Diesel Mechanic) with one year of experience as apprentice	Head Constable (MT)	5 years' experience on the post mentioned in column 5; or 3 years' experience on the post mentioned in column 5, if Graduate from a University established by law in India or its equivalent.	-
3.	Head Constable (MT)	100% by promotion	-	Constable (Driver)	5 years' experience on the post mentioned in column 5. or 3 years' experience on the post mentioned in column 5, if Graduate from a University established by law in India or its equivalent	-
4.	Inspector (Armourer)	100% by promotion	-	Sub Inspector (Armourer)	Graduate with 5 years' experience on the post mentioned in column 5.	-
5.	Sub Inspector (Armourer)	50 % by promotion and 50% by direct recruitment	Duly discharged Ex-Naib Subedar or equivalent rank in Army/Navy/Air Force with armourer training and experience	Head Constable (Armourer)	5 years' experience on the post mentioned in column 5; or 3 years' experience on the post mentioned in column 5, if Graduate from a University established by law in India or its equivalent	-

6.	Head Constable (Armourer)	100% by direct recruitment	Duly Discharged Ex- Havaladar or equivalent rank in Army/Navy/ Air force	-	-	-
7.	Constable (Driver)	100% by direct recruitment	1. 8 th class pass from a recognized school/Board with heavy or light motor vehicle driving license and three years' experience as a driver and sight 6x6 with or without Glasses or 2. Duly discharged Ex- serviceman with heavy or light motor vehicle driving license, preferably driver trade.	-	-	-

SCHEDULE-III

SCHEME FOR WRITTEN EXAMINATION OF THE POST OF PLATOON COMMANDER, SUB INSPECTOR (M.T.) AND SUB INSPECTOR (ARMOURER)

A written examination for direct recruitment of the post of Platoon Commander mentioned in Schedule I and Sub Inspector (M.T.) and Sub Inspector (Armourer) mentioned in Schedule II shall be conducted by the Board. The examination shall consist the following papers:-

Paper	Subject	Duration	Max. Marks
Paper-I	General Hindi	3 hours	200
Paper-II	General Knowledge and General Science	3 hours	200

By order and in the name of the Governor,

(Jai Singh)
Joint Secretary to the Government.